



**Official Report of the Proceedings
of the
BOARD OF EDUCATION
of the City of Chicago**

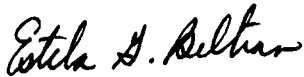
**Regular Meeting-Wednesday, November 16, 2011
10:30 A.M.
(125 South Clark Street)**

Published by the Authority of the Chicago Board of Education

**David J. Vitale
President**

**Estela G. Beltran
Secretary**

ATTEST:



Secretary of the Board of Education
of the City of Chicago

President Vitale noted for the record that he would be leaving the Board Meeting due to a prior commitment and Vice President Ruiz would chair the meeting. President Vitale passed the gavel to Vice President Ruiz.

Vice President Ruiz took the Chair and the meeting being called to order there were then:

PRESENT: Mr. Bienen, President Vitale, Ms. Pritzker, Mr. Sierra, Ms. Zopp, and Vice president Ruiz – 6

ABSENT: Dr. Hines - 1

ALSO PRESENT: Mr. Jean Claude Brizard, Chief Executive Officer, Ms. Noemi Donoso, Chief Education Officer, and Mr. Patrick J. Rocks, General Counsel.

Mr. Jean Claude Brizard, Chief Executive Officer, and Mr. Oliver Sicat, Chief Portfolio Officer presented on update on the Portfolio Strategy. Mr. Steve Gering, Chief of leadership Development, gave a presentation on The Chicago Learning Collaborative.

The Board Secretary noted for the record that President Vitale left meeting.

Mr. Patrick J. Rocks, General Counsel, gave presentations on the Annual Readoption of Board Rules and Amendment, Modification or Repealer of Certain Board Rules in Accordance with Board Rule 2-7 [11-1116-RU1] and Rescind Outdated Policies in Board Reports 00-0726-PO1, 92-0527-PO2, 71-1010-1, 96-0626-PO5, 97-1022-PO2, 95-1028-PO4, 95-1028-PO5, 77-284, 80-58, 00-0223-PO3, and 05-0824-PO7 [11-1116-PO1].

Vice President Ruiz thereupon opened the floor to the Public Participation segment of the Board Meeting.

Ms. Zopp presented the following Motion:

11-1116-MO1

MOTION TO HOLD A CLOSED SESSION

MOTION ADOPTED that the Board hold a closed session to consider the following subjects

- (1) information, regarding appointment, employment, compensation discipline, performance, or dismissal of employees pursuant to Section 2(c)(1) of the Open Meetings Act;
- (2) collective negotiating matters between the public body and its employees or their representatives, or deliberations concerning salary schedules for one or more classes of employees pursuant to Section 2(c)(2) of the Open Meetings Act,
- (3) the purchase or lease of real property for the use of the Board pursuant to Section 2(c)(5) of the Open Meetings Act;
- (4) the setting of a price for the sale or lease of real property owned by the Board pursuant to Section 2(c)(6) of the Open Meetings Act;
- (5) security procedures and the use of personnel and equipment to respond to an actual, a threatened, or a reasonably potential danger to the safety of employees, students, staff, the

- public, or public property pursuant to Section 2(c)(8) of the Open Meetings Act, and
- (6) pending litigation and litigation which is probable or imminent involving the Board pursuant to Section 2(c)(11) of the Open Meetings Act.

Mr. Sierra moved to adopt Motion 11-1116-MO1.

The Secretary called the roll and the vote was as follows:

Yeas: Mr. Bienen, Ms. Pritzker, Mr. Sierra, Ms. Zopp, and Vice President Ruiz – 5

Nays: None

Vice President Ruiz thereupon declared Motion 11-1116-MO1 adopted.

**CLOSED SESSION
RECORD OF CLOSED SESSION**

The following is a record of the Board's Closed Session:

- (1) **The Closed Meeting was held on November 16, 2011, beginning at 12:08 p.m. at the Central Service Center, 125 South Clark Street, and President's Conference Room 6th Floor, and Chicago Illinois 60603.**
- (2) **PRESENT: Mr. Bienen, Ms. Pritzker, Mr. Sierra, Ms. Zopp, and Vice President Ruiz – 5**
- (3) **ABSENT: Dr. Hines, and President Vitale - 2**
 - A. Other Reports**
 - B. Warning Resolutions**
 - C. Terminations**
 - D. Personnel**
 - E. Collective Bargaining**
 - F. Real Estate**
 - G. Security**

No votes were taken in Closed Session.

After Closed Session the Board reconvened.

Members present after Closed Session: Mr. Bienen, Ms. Pritzker, Mr. Sierra, Ms. Zopp and Vice President Ruiz – 5

Members absent after Closed Session: Dr. Hines and President Vitale - 2

11-1116-AR2

**AUTHORIZE RETENTION OF THE LAW FIRM
JONES DAY LLC**

THE GENERAL COUNSEL REPORTS THE FOLLOWING DECISION:

Retention of the law firm Jones Day LLC.

DESCRIPTION: The General Counsel has retained the law firm Jones Day LLC. The firm provides legal services to the Board for various labor litigation matters. Authorization for the firm's services is requested in the amount of \$250,000. As invoices are received, they will be reviewed by the General Counsel and, if satisfactory, processed for payment.

LSC REVIEW: LSC approval is not applicable to this report.

AFFIRMATIVE ACTION STATUS: None.

FINANCIAL: Charge \$250,000.00 to Law Department- Legal and Supportive Service - Professional Services
Budget Classification Fiscal Year 2012..... 10455-115-54125-231101-000000

GENERAL CONDITIONS:

Inspector General – Each party to the agreement shall acknowledge that, in accordance with 105 ILCS 5/34-13.1, the Inspector General of the Chicago Board of Education has the authority to conduct certain investigations and that the Inspector General shall have access to all information and personnel necessary to conduct those investigations.

Conflicts – The agreement shall not be legally binding on the Board if entered into in violation of the provisions of 105 ILCS 5/34-21.3 which restricts the employment of, or the letting of contracts to, former Board member during the one year period following expiration or other termination of their terms of office.

Indebtedness – The Board's Indebtedness Policy adopted June 26, 1996 (96-0626-PO3), as amended from time to time, shall be incorporated into and made a part of the agreement.

Ethics – The Board's Ethics Code adopted May 25, 2011 (11-0525-PO2), as amended from time to time, shall be incorporated into and made a part of the agreement.

Contingent Liability – The agreement shall contain the clause that any expenditure beyond the current fiscal year is deemed a contingent liability, subject to appropriation in the subsequent fiscal year budget(s).

Vice President Ruiz thereupon declared Board Report 11-1116-AR2 accepted.

11-1116-AR3

**WORKERS' COMPENSATION - PAYMENT FOR LUMP SUM SETTLEMENT FOR
NATHAN GREGORY – CASE NO. 10 WC 37990**

THE GENERAL COUNSEL REPORTS THE FOLLOWING DECISION:

Authorized settlement of the Workers' Compensation claim of Nathan Gregory Case No. 10 WC 37990 and subject to the approval of the Illinois Commission, in the amount of **\$100,040.36**.

DESCRIPTION: In accordance with the provisions of the Workers' Compensation Act, the General Counsel has determined that this settlement is in the Board's best interests

LSC REVIEW: Local school council approval is not applicable to this report.

AFFIRMATIVE ACTION STATUS: Not applicable.

FINANCIAL: Charge to Workers' Compensation Fund - General Fixed Charges Account #12470-210-57605-119004-000000 FY 2012 \$100,040.36

PERSONNEL IMPLICATIONS: None

GENERAL CONDITIONS:

Inspector General – Each party to the agreement shall acknowledge that, in accordance with 105 ILCS 5/34-13.1, the Inspector General of the Chicago Board of Education has the authority to conduct certain investigations and that the Inspector General shall have access to all information and personnel necessary to conduct those investigations

Conflicts – The agreement shall not be legally binding on the Board if entered into in violation of the provisions of 105 ILCS 5/34-21.3 which restricts the employment of, or the letting of contracts to, former Board member during the one year period following expiration or other termination of their terms of office.

Indebtedness – The Board's Indebtedness Policy adopted June 26, 1996 (96-0626-PO3), as amended from time to time, shall be incorporated into and made a part of the agreement.

Ethics – The Board's Ethics Code adopted May 25, 2011 (11-0525-PO2), as amended from time to time shall be incorporated into and made a part of the agreement

Contingent Liability – The agreement shall contain the clause that any expenditure beyond the current fiscal year is deemed a contingent liability, subject to appropriation in the subsequent fiscal year budget(s).

Motion moved by Board Member Zopp and seconded by Board Member Sierra.

The Secretary called the roll and the vote was as follows:

Yeas: Mr. Bienen, Ms. Pritzker, Mr. Sierra, Ms. Zopp and Vice President Ruiz – 5

Nays: None

Vice President Ruiz thereupon declared Board Report 11-1116-AR3 adopted.

11-1116-AR4

**PROPERTY TAX APPEAL REFUND—AUTHORIZE SETTLEMENT FOR
K MART CORP. PTAB APPEALS REGARDING ITS
PROPERTY FOR TAX YEARS 2006-11**

THE GENERAL COUNSEL REPORTS THE FOLLOWING DECISION:

Authorized settlement of appeal by Kmart Corp. regarding its commercial property at 5050 S Kedzie Avenue, Chicago, Illinois, for the 2006-2011 tax years. This settlement results in a total refund of \$79,726, plus interest, for the tax years involved, with a savings of about \$325,709, plus interest. The refund will be implemented by reductions in the Board's property-tax revenues in calendar year 2011 or thereafter. This settlement does not involve a direct payout of Board funds.

DESCRIPTION: The General Counsel has determined that this settlement is in the Board's best interests.

LSC REVIEW: Local school council approval is not applicable to this report.

AFFIRMATIVE ACTION STATUS: Not applicable.

FINANCIAL: There is no charge to any Board account. The refund payment is to be deducted from the Board's tax revenues in calendar year 2011 or thereafter \$79,726, plus interest.

PERSONNEL IMPLICATIONS: None

GENERAL CONDITIONS:

Inspector General – Each party to the agreement shall acknowledge that, in accordance with 105 ILCS 5/34-13.1, the Inspector General of the Chicago Board of Education has the authority to conduct certain investigations and that the Inspector General shall have access to all information and personnel necessary to conduct those investigations.

Conflicts – The agreement shall not be legally binding on the Board if entered into in violation of the provisions of 105 ILCS 5/34-21.3 which restricts the employment of, or the letting of contracts to, former Board member during the one year period following expiration or other termination of their terms of office.

Indebtedness – The Board's Indebtedness Policy adopted June 26, 1996 (96-0626-PO3), as amended from time to time, shall be incorporated into and made a part of the agreement.

Ethics – The Board's Ethics Code adopted May 25, 2011 (11-0525-PO2), as amended from time to time shall be incorporated into and made a part of the agreement.

Contingent Liability – The agreement shall contain the clause that any expenditure beyond the current fiscal year is deemed a contingent liability, subject to appropriation in the subsequent fiscal year budget(s).

Vice President Ruiz indicated that if there were no objections, Board Report 11-1116-AR4 would be adopted by the last favorable roll call vote, all members present voting therefore.

Vice President Ruiz thereupon declared Board Report 11-1116-AR4 adopted.

11-1116-EX5

**APPROVE APPOINTMENT OF CHIEF SAFETY AND SECURITY OFFICER
(Jadine Chou)**

THE CHIEF EXECUTIVE OFFICER RECOMMENDS THAT THE BOARD:

Approve the appointment of Jadine Chou to the position of Chief Safety and Security Officer, effective November 21, 2011 at the salary set forth below:

DESCRIPTION:

<u>NAME</u>	<u>FROM</u>	<u>TO</u>
Jadine Chou	New Employee	External Title: Chief Safety and Security Officer Functional Title: Officer Position No.: 257213 Basic Salary: \$150,000 Pay Band: 09 Budget Classification: TBD

LSC REVIEW: Local School Council review is not applicable to this report.

AFFIRMATIVE ACTION STATUS: Not applicable.

FINANCIAL: The expenditure involved in this report is not in excess of the regular budget appropriation.

PERSONNEL IMPLICATIONS: The position to be affected by approval of this action is contained in the FY12 department budget.

Vice President Ruiz indicated that if there were no objections, Board Report 11-1116-EX5 would be adopted by the last favorable roll call vote, all members present voting therefore.

Vice President Ruiz thereupon declared Board Report 11-1116-EX5 adopted.

11-1116-EX6

**WARNING RESOLUTION – CHRISTIE JONES
CONTRACT PRINCIPAL, ASSIGNED TO STEPHEN T. MATHER HIGH SCHOOL**

TO THE CHICAGO BOARD OF EDUCATION

THE CHIEF EXECUTIVE OFFICER RECOMMENDS THE FOLLOWING:

That the Chicago Board of Education adopt a Warning Resolution for Christie Jones and that a copy of this Board Report and Warning Resolution be served upon Christie Jones.

DESCRIPTION: Pursuant to the provisions of 105 ILCS 5/34-85, the applicable statute of the State of Illinois, the Rules of the Board of Education of the City of Chicago, and the Employee Discipline and Due Process Policy, Board Report No 04-0728-PO1, a Warning Resolution be adopted and issued to Christie Jones, Contract Principal, to inform him that he has engaged in unsatisfactory conduct.

The conduct outlined in the Warning Resolution will result in the preferring of dismissal charges against Christie Jones, pursuant to the Statute if said conduct is not corrected immediately, and maintained thereafter in a satisfactory fashion following receipt of the Warning Resolution. Directives for improvement of this conduct are contained in the Warning Resolution.

LSC REVIEW: LSC review is not applicable to this report

AFFIRMATIVE ACTION REVIEW: None.

FINANCIAL: This action is of no cost to the Board.

PERSONNEL IMPLICATIONS: None.

11-1116-EX7

**WARNING RESOLUTION – DONNA HENCINSKI,
SPEECH LANGUAGE PATHOLOGIST, ASSIGNED CITYWIDE**

TO THE CHICAGO BOARD OF EDUCATION

THE CHIEF EXECUTIVE OFFICER RECOMMENDS THE FOLLOWING:

That the Chicago Board of Education adopts a Warning Resolution for Donna Hencinski, and that a copy of the Board Report and Warning Resolution be served upon Donna Hencinski

DESCRIPTION: Pursuant to the provisions of 105 ILCS 5/34-85, the applicable statute of the State of Illinois, the Rules of the Board of Education of the City of Chicago, and Board Report 04-0728-P01, a Warning Resolution shall be adopted and issued to Donna Hencinski, teacher, to inform her that she has engaged in unsatisfactory conduct

The conduct outlined in the Warning Resolution will result in the preferring of dismissal charges against Donna Hencinski, pursuant to the Statute, if said conduct is not corrected immediately, and maintained thereafter in a satisfactory fashion following receipt of the *Warning Resolution*. A *directive for improvement of this conduct* is contained in the Warning Resolution.

LSC REVIEW: LSC review is not applicable to this report

AFFIRMATIVE ACTION REVIEW: None

FINANCIAL: This action is of no cost to the Board

PERSONNEL IMPLICATIONS: None.

11-1116-EX8

**WARNING RESOLUTION – SHARON HOLYFIELD-COOPER
TENURED TEACHER – GEORGE WASHINGTON CARVER PRIMARY SCHOOL**

TO THE CHICAGO BOARD OF EDUCATION:

THE CHIEF EXECUTIVE OFFICER RECOMMENDS THE FOLLOWING:

That the Chicago Board of Education adopts the Warning Resolution for Sharon Holyfield-Cooper and that a copy of this Board Report and Warning Resolution be served upon Sharon Holyfield-Cooper.

DESCRIPTION: Pursuant to the provisions of 105 ILCS 5/34-85, the applicable statute of the State of Illinois, the Rules of the Board of Education of the City of Chicago, and the Employee Discipline and Due Process Policy, Board Report 04-0728-PO1, a Warning Resolution must be adopted and issued to Sharon Holyfield-Cooper, Tenured Teacher, to inform her that she has engaged in unsatisfactory conduct.

The conduct outlined in the Warning Resolution will result in the preferring of dismissal charges against Sharon Holyfield-Cooper pursuant to the Statute, if said conduct is not corrected immediately, and maintained thereafter in a satisfactory fashion following receipt of the Warning Resolution. Directives for improvement of this conduct are contained in the Warning Resolution.

LSC REVIEW: LSC review is not applicable to this report.

AFFIRMATIVE ACTION REVIEW: None.

FINANCIAL: This action is of no cost to the Board.

PERSONNEL IMPLICATIONS: None.

11-1116-EX9

**WARNING RESOLUTION – GHANIYYA LUTFI
TEACHER, ASSIGNED TO FENGER HIGH SCHOOL**

TO THE CHICAGO BOARD OF EDUCATION

THE CHIEF EXECUTIVE OFFICER RECOMMENDS THE FOLLOWING:

That the Chicago Board of Education adopts a Warning Resolution for Ghaniyya Lutfi, and that a copy of the Board Report and Warning Resolution be served upon Ghaniyya Lutfi.

DESCRIPTION: Pursuant to the provisions of 105 ILCS 5/34-85, the applicable statute of the State of Illinois, the Rules of the Board of Education of the City of Chicago, and Board Report 04-0728-P01, a Warning Resolution shall be adopted and issued to Ghaniyya Lutfi, teacher, to inform her that she has engaged in unsatisfactory conduct.

The conduct outlined in the Warning Resolution will result in the preferring of dismissal charges against Ghaniyya Lutfi, pursuant to the Statute, if said conduct is not corrected immediately, and maintained thereafter in a satisfactory fashion following receipt of the Warning Resolution. A directive for improvement of this conduct is contained in the Warning Resolution.

LSC REVIEW: LSC review is not applicable to this report.

AFFIRMATIVE ACTION REVIEW: None

FINANCIAL: This action is of no cost to the Board.

PERSONNEL IMPLICATIONS: None.

11-1116-EX10

**WARNING RESOLUTION – JILL SONTAG
TENURED TEACHER – JOHN GREENLEAF WHITTIER ELEMENTARY**

TO THE CHICAGO BOARD OF EDUCATION

THE CHIEF EXECUTIVE OFFICER RECOMMENDS THE FOLLOWING:

That the Chicago Board of Education adopts a Warning Resolution for Jill Sontag and that a copy of this Board Report and Warning Resolution be served upon Jill Sontag.

DESCRIPTION: Pursuant to the provisions of 105 ILCS 5/34-85, the applicable statute of the State of Illinois, the Rules of the Board of Education of the City of Chicago, and the Employee Discipline and Due Process Policy, Board Report No 04-0728-PO1, a Warning Resolution be adopted and issued to Jill Sontag, Teacher, to inform her that she has engaged in unsatisfactory conduct.

The conduct outlined in the Warning Resolution will result in the preferring of dismissal charges against Jill Sontag pursuant to the Statute, if said conduct is not corrected immediately, and maintained thereafter in a satisfactory fashion following receipt of the Warning Resolution. Directives for improvement of this conduct are contained in the Jill Sontag.

LSC REVIEW: LSC review is not applicable to this report.

AFFIRMATIVE ACTION REVIEW: None.

FINANCIAL: This action is of no cost to the Board

**PERSONNEL
IMPLICATIONS:** None

Vice President Ruiz indicated that if there were no objections, Board Reports 11-1116-EX6 through 11-1116-EX10 would be adopted by the last favorable roll call vote, all members present voting therefore.

Vice President Ruiz thereupon declared Board Reports 11-1116-EX6 through 11-1116-EX10 adopted.

11-1116-RS3

**RESOLUTION BY THE BOARD OF EDUCATION OF THE CITY OF CHICAGO REGARDING THE
DISMISSAL OF NOWELL HERR, TENURED TEACHER, ASSIGNED TO SCHUBERT ELEMENTARY
SCHOOL**

WHEREAS, pursuant to Section 34-85 of the Illinois School Code, 105 ILCS 5/34-85, a hearing was conducted before an impartial hearing officer, Brian Clauss, appointed by the Illinois State Board of Education, and

WHEREAS, after the conclusion of the dismissal hearing that was afforded to Nowell Herr, the Hearing Officer made written findings of fact and conclusions of law, and recommended the dismissal of Nowell Herr; and

WHEREAS, the Board of Education of the City of Chicago has reviewed the post-hearing briefs and hearing transcript and exhibits ("record"), along with the findings of fact, conclusions of law, and recommendation of Hearing Officer Clauss regarding the dismissal charges preferred against Nowell Herr; and

WHEREAS, the parties were given an opportunity to submit exceptions and a memorandum of law in support of or in opposition to the Board's adoption of Hearing Officer Clauss's recommendation and

WHEREAS, the Board of Education of the City of Chicago finds that the facts found by the Hearing Officer constitute cause and grounds dismissal of Nowell Herr,

NOW THEREFORE, be it resolved by the Board of Education of the City of Chicago, as follows

Section 1: After considering the Hearing Officer's findings of fact, conclusions of law and recommendation, (b) the record of the dismissal hearing, and (c) any exceptions and memorandum of law submitted by the parties, the Board of Education of the City of Chicago accepts the Hearing Officer's findings of fact and legal conclusions.

Section 2: Nowell Herr is hereby dismissed from her employment with the Board of Education of the City of Chicago.

Section 3: This Resolution shall take full force and effect upon its adoption.

THEREFORE, this Resolution is hereby adopted by the members of the Board of Education of the City of Chicago on November 16, 2011.

11-1116-RS4

**RESOLUTION BY THE BOARD OF EDUCATION OF THE CITY OF CHICAGO REGARDING THE
DISMISSAL PROCEEDINGS REGARDING GHANIYYA LUFTI, TENURED TEACHER,
ASSIGNED TO FENGER HIGH SCHOOL**

WHEREAS, pursuant to Section 34-85 of the Illinois School Code, 105 ILCS 5/34-85, a hearing was conducted before an impartial hearing officer, Ellen Alexander, appointed by the Illinois State Board of Education; and

WHEREAS, after the conclusion of the dismissal hearing that was afforded to Ghaniyya Lufti, the Hearing Officer made written findings of fact and conclusions of law, and recommended the reinstatement of Ghaniyya Lufti; and

WHEREAS, the Board of Education of the City of Chicago has reviewed the post-hearing briefs and hearing transcript and exhibits ("record"), along with the findings of fact, conclusions of law, and recommendation of Hearing Officer Alexander regarding the dismissal charges preferred against Ghaniyya Lufti; and

WHEREAS, the parties were given an opportunity to submit exceptions and a memorandum of law in support of or in opposition to the Board's adoption of Hearing Officer Alexander's recommendation and

WHEREAS, the Board of Education of the City of Chicago finds that the facts and assessment of witness credibility as found by the Hearing Officer constitute cause and grounds for reinstatement of Ghaniyya Lufti; and

WHEREAS, the Board of Education finds that the Hearing Officer's interpretation of Board policies fails to address the policies' plain language:

NOW THEREFORE, be it resolved by the Board of Education of the City of Chicago, as follows:

Section 1: After considering (a) the Hearing Officer's findings of fact, conclusions of law and recommendation, (b) the record of the dismissal hearing, and (c) any exceptions and memorandum of law submitted by the Petitioner, the Board of Education of the City of Chicago accepts in part, and rejects in part, the Hearing Officer's findings of fact and legal conclusions, with the exceptions noted in the Appendix to this Resolution.

Section 2: Ghaniyya Lufti is reinstated to her employment with the Board of Education. However, she is suspended without pay for 30 days, which time has already been served. Back pay is awarded to Ms. Lufti with full seniority, in the amount of \$134,227.99 and benefits, subject to offset by all sources of income and unemployment benefits, and subject to the unpaid suspension.

Section 3: This Resolution shall take full force and effect upon its adoption.

THEREFORE, this Resolution is hereby adopted by the members of the Board of Education of the City of Chicago on November 16, 2011.

11-1116-RS5

RESOLUTION APPROVING CHIEF EXECUTIVE OFFICER'S RECOMMENDATION TO DISMISS EDUCATIONAL SUPPORT PERSONNEL

WHEREAS, on November 2, 2011 the Chief Executive Officer submitted a written recommendation, including the reasons for the recommendation, to the Board to dismiss the following educational support personnel pursuant to Board Policy 04-0728-PO1:

Name	School	Effective Date
Roosevelt Bradley	Harlan Community Academy High School	November 16, 2011
Jone Chavers	Randolph Elementary School	November 16, 2011
Jose Torres	Lincoln Park High School	November 16, 2011

WHEREAS, the Chief Executive Officer followed the procedures established by him prior to making the recommendation;

WHEREAS, the Board has reviewed the reasons for the Chief Executive Officer's recommendation;

WHEREAS, the Chief Executive Officer or his designee has previously notified the affected educational support personnel of their pending dismissal;

NOW, THEREFORE, BE IT RESOLVED:

1. That pursuant to Board Policy 04-0728-PO1, the above-referenced educational support personnel are dismissed from Board employment effective on the date set opposite their names.
2. The Board hereby approves all actions taken by the Chief Executive Officer or his designee to effectuate the dismissal of the above-named educational support personnel.
3. The Chief Executive Officer or designee shall notify the above-named educational support personnel of their dismissal.

11-1116-RS6

**RESOLUTION APPROVING CHIEF EXECUTIVE OFFICER'S RECOMMENDATION
TO DISMISS PROBATIONARY APPOINTED TEACHERS**

WHEREAS, November 2, 2011, the Chief Executive Officer submitted written recommendations, including the reasons for the recommendations, to the Board to dismiss the following probationary appointed teachers pursuant to Board Rule 4-7b.2(b) and 105 ILCS 5/34-84:

<u>Name</u>	<u>School</u>	<u>Effective Date</u>
Colette Blakely	Joseph Brennemann School	November 16, 2011
Dan Prusaitis	Richard T. Crane Technical Prep	November 16, 2011

WHEREAS, the Chief Executive Officer followed the procedures established by him prior to making the recommendation;

WHEREAS, the Board has reviewed the reasons for the Chief Executive Officer's recommendation.

WHEREAS, the Chief Executive Officer or his designee has previously notified the affected probationary appointed teachers of their pending dismissal;

NOW, THEREFORE, BE IT RESOLVED:

1. That pursuant to Board Rule 4-7b.2(b) and 105 ILCS 5/34-84, the above-referenced probationary appointed teachers are dismissed from Board employment effective on the date set opposite their names.
2. The Board hereby approves all actions taken by the Chief Executive Officer or his designee to effectuate the dismissal of the above-named probationary appointed teachers.
3. The Chief Executive Officer or designee shall notify the above-named probationary appointed teachers of their dismissal.

The Secretary presented the following Statement for the Public Record:

I would like to note for the record that on November 2, 2011, the Board Members and the Office of the Board received the CEO'S Recommendation to Dismiss Probationary Appointed Teachers Pursuant to Board Rule 4-7b.2(b) and 105 ILCS 5/34-84. His recommendation included the names of the Teachers affected and the reasons. He also noted that the Teachers affected will be notified of the dismissal after adoption of the resolution.

11-1116-RS7

**RESOLUTION AUTHORIZING THE HONORABLE TERMINATION OF REGULARLY
CERTIFIED AND APPOINTED TEACHERS**

WHEREAS, the Chicago Board of Education ("Board") has the power under Sections 34-8.1, 34-16 and 34-84 of the Illinois School Code (105 ILCS 5/34-1, *et. seq.*) to lay off employees, and

WHEREAS, the Board has the power under Section 34-18(31) of the Illinois School Code to promulgate rules establishing procedures governing the layoff or reduction in force of employees; and

WHEREAS, the Board has the power under Section 34-19 of the Illinois School Code to delegate to the Chief Executive Officer ("CEO") the authorities granted to the Board provided that such delegation and appropriate oversight procedures are made pursuant to Board by-laws, rules, regulations, adopted pursuant to Section 34-19 of the Illinois School Code; and

WHEREAS, the Board, pursuant to the above articulated powers, promulgated its Policy Regarding Reassignment and Layoff of Regularly Appointed and Certified Teachers ("Reassignment Policy") on July 23, 1997 and amended from time to time thereafter, including in Board Report 07-1219-PO-1; and

WHEREAS, the Board has delegated its power to layoff tenured teachers in accordance with the Reassignment Policy to the CEO under Board Rules 2-27(c) and 4-6; and

WHEREAS, the Reassignment Policy provides that teachers honorably terminated under its provisions, who are rehired in a permanent teaching position within two school years after their honorable termination, shall have their tenure and prior seniority restored as of the date of rehire, and

WHEREAS, the employee(s) identified on Attachment A were removed from the attendance center to which they were assigned pursuant to Section 2 of the Reassignment Policy, and the Chief Executive Officer directed that each employee receive a notice of removal and each employee did receive said notice; and

WHEREAS, all of the identified employees failed to secure a permanent appointment within at least 10 school months after they received their notice of removal and the Chief Executive Officer directed that each of the identified employees receive at least 14 days' notice that they would be honorably terminated from service and each employee has received said notice.

NOW, THEREFORE, BE IT HEREBY RESOLVED BY THE CHICAGO BOARD OF EDUCATION as follows:

That the employee(s) listed on Attachment A are honorably terminated from service effective on the date of honorable termination indicated on Attachment A, pursuant to the Board's Reassignment Policy.

That those employee(s) listed on Attachment A, who were tenured at the time of their honorable termination, shall have their tenure and full seniority restored without further formal Board action, if they are rehired by the Board to a permanent teaching position within two (2) years of the date of their honorable termination.

That this Resolution shall be effective upon adoption, and shall replace all prior resolutions or other Board actions that are in conflict herewith.

ATTACHMENT A

REASSIGNED TEACHERS SCHEDULED FOR HONORABLE TERMINATION

First Name	Last Name	Termination Date
Janet	Haegele	November 30, 2011
Mark	Belin	December 2, 2011
Anil	Rimal	December 14, 2011

Vice President Ruiz indicated that if there were no objections, Board Reports 11-1116-RS3 through 11-1116-RS7 would be adopted by the last favorable roll call vote, all members present voting therefore.

Vice President Ruiz thereupon declared Board Reports 11-1116-RS3 through 11-1116-RS7 adopted.

11-1116-RS1

**RESOLUTION RE:
APPOINTMENT OF NON-TEACHING STAFF REPRESENTATIVE
TO ELECTED LOCAL SCHOOL COUNCIL
FOR THE TERM OF OFFICE ENDING JUNE 30, 2012**

WHEREAS, the Illinois School Code, 105 ILCS 5/34-2.1(l), authorizes the Chicago Board of Education to appoint 1 representative of a school's non-teaching staff to each elected Local School Council after considering the preferences of the school's staff as ascertained through a non-binding advisory poll and to exercise absolute discretion in the appointment process; and

WHEREAS, a non-binding advisory poll was conducted at the school identified below to ascertain the preferences of the school's staff regarding the appointment of a representative of the non-teaching staff to fill the vacancy on the school's local school council; and

WHEREAS, in accordance with 105 ILCS 5/34-2.1(l), the results of the non-binding advisory poll have been forwarded to the Board for consideration in its exercise of absolute discretion in the appointment process;

NOW, THEREFORE, BE IT RESOLVED BY THE CHICAGO BOARD OF EDUCATION:

1. The individual named below is appointed to serve as the non-teaching staff representative on the Local School Council of the identified schools for the current term of office, ending June 30, 2012
2. The Resolution is effective immediately upon adoption

APPOINTEE	POSITION	SCHOOL
Jesse Rooks	School Security Officer	Louis Armstrong Elementary

11-1116-RS2

**RESOLUTION RE:
APPOINTMENT OF TEACHER REPRESENTATIVES
TO FILL LOCAL SCHOOL COUNCIL VACANCIES
FOR THE TERM OF OFFICE ENDING JUNE 30, 2012**

WHEREAS, the Illinois School Code, 105 ILCS 5/34-2 1(l), authorizes the Chicago Board of Education to appoint 2 teachers to each Local School Council after considering the preferences of the school's staff as ascertained through a non-binding advisory poll and to exercise absolute discretion in the appointment process;

WHEREAS, the School Code authorizes the Board to fill vacancies in teacher representative positions on local school councils in the same manner as the original appointments.

WHEREAS, non-binding advisory polls have been conducted at the schools identified below to ascertain the preferences of the schools' staffs regarding the appointment of a teacher to fill a teacher representative vacancy on the schools' local school councils; and

WHEREAS, in accordance with 105 ILCS 5/34-2.1(l), the results of the non-binding advisory polls have been forwarded to the Board for consideration in its exercise of absolute discretion in the appointment process;

NOW, THEREFORE, BE IT RESOLVED BY THE CHICAGO BOARD OF EDUCATION:

1. The individuals named below are appointed to serve as teacher representatives on the Local School Councils of the identified schools for the current term of office ending June 30, 2012
2. The Resolution is effective immediately upon adoption.

<u>APPOINTEE</u>	<u>REPLACING</u>	<u>SCHOOL</u>
Cynthia Wolski	Hertha Ramirez	Belmont-Cragin
Carlos Patiño	Sherida Winn	Burr
Carlos Casia	Xavier Espejo	Chappell
Dionne Phillips	Wanda Williamson-Johnson	Coleman
Rachel Lampley	Sandy McElwee	Cullen
Diane Escobar	Donald Price	Curie Metro
Bridget Nelson	Raymond Baker	Hope College Prep
Nancy Solayman	Carol Navarro	Pulaski
Allania Moore	Rachel Williams	Schmid

Vice President Ruiz indicated that if there were no objections, Board Reports 11-1116-RS1 and 11-1116-RS2 would be adopted by the last favorable roll call vote, all members present voting therefore.

Vice President Ruiz thereupon declared Board Reports 11-1116-RS1 and 11-1116-RS2 adopted.

11-1116-PO1

FINAL

**RESCIND OUTDATED POLICIES IN BOARD REPORTS
00-0726-PO1, 92-0527-PO2, 71-1010-1, 96-0626-PO5, 97-1022-PO2, 95-1028-PO4,
95-1028-PO5, 77-284, 80-58, 00-0223-PO3 AND 05-0824-PO7**

THE CHIEF EXECUTIVE OFFICER RECOMMENDS THE FOLLOWING:

Rescind the following outdated Board Policies for the reasons stated below:

<u>Board Report No.</u>	<u>Policy Name</u>	<u>Reason for Rescission</u>
00-0726-PO1	School Re-Engineering	Outdated policy based on a provision of an expired collective bargaining agreement.
92-0527-PO2	Removal of Mobile Classroom Units when new Permanent School Buildings are Completed	Outdated policy that is superseded by capital improvement plans that provide for the removal of mobile classroom units.

<u>Board Report No.</u>	<u>Policy Name</u>	<u>Reason for Rescission</u>
71-1010-1	Building Contracts	Outdated policy that is superseded by current contracting practices
96-0626-PO5	Rental of Facilities to Allow Leasing of Swimming Pools	Outdated policy that is superseded by current contracting practices
97-1022-PO2	Disclosure of Employees Medical and Psychological Information	Outdated policy that is superseded by Board's Policy on Privacy of Health Related Information and procedural guidelines established by the Office of Human Capital.
95-1028-PO4	Personnel Policy, Educational Support Personnel: Qualifications and Appointments	Outdated Policy that is superseded by the Board's Policy on Layoff, Interim Assignment and Reappointment of Educational Support Personnel Employees and relevant collective bargaining agreements
95-1028-PO5	Personnel Policy, Educational Support Personnel: Eligibility Lists	Outdated Policy that is superseded by the Board's Policy on Layoff, Interim Assignment and Reappointment of Educational Support Personnel Employees and relevant collective bargaining agreements
77-284	Faculty Integration	Outdated Policy that pre-dates the Desegregation Consent Decree
80-58	Transfer of Funds Resolution Establishing Debt Service Funds for Notes, Bonds and Leases and Appointing Trustee for Those Funds	Outdated policy based on bonds that no longer exist.
00-0223-PO3	New Immigrant Teachers	Outdated Policy based on a program that no longer exists.
05-0824-PO7	Sabbatical Leave Policy	Per Board Rule 4-14(f) revisions. sabbatical leave requests will now be handled in accordance with the procedural guidelines established by the CEO or designee.

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11-1116-RU1

FINAL

**ANNUAL READOPTION OF BOARD RULES AND AMENDMENT, MODIFICATION OR REPEALER
OF CERTAIN BOARD RULES IN ACCORDANCE WITH BOARD RULE 2-7**

THE GENERAL COUNSEL RECOMMENDS:

That the Board, in accordance with Board Rule 2-7, readopt its Board Rules with the amendments, modifications or repealers thereto described below, which shall take effect upon adoption. The Board Rules, as amended and re-adopted are fully set forth in the attachment to this Board Report.

Board Rule	Title	Action
2-4	Order of Business; Quorum	Amend to remove a specific order of business and indicate that the order will be published in the Board meeting agenda
3-2	Law Department	Amend to clarify the duties of the General Counsel to include the issuance of legal opinions, bringing actions on behalf of the Board and taking any actions required by law
3-3	Retention of Outside Legal Counsel	Amend to include new provision on the General Counsel's authority to retain hearing officers, arbitrators, mediators, expert consultants and witnesses and court reporters and approve related payments of legal fees, expenses and costs, with monthly reporting to the Board
3-4	<u>Legal Opinions Payment of Judgments and Awards</u>	Rescind previous Rule on Legal Opinions to align with Section 3-2 amendments. Establish new Rule on the General Counsel's authority to approve payments of judgments and awards and related monthly reporting requirements
3-8	Inspector General	Amend to clarify duties of the Inspector General
4-14f	Sabbatical Leave for Appointed Teachers and Principals	Amend to delegate approval of teacher sabbatical leaves to the CEO or designee
5-14	<u>Estimate Of Taxes To Be Levied</u>	Establish Rule to authorize the Chief Financial Officer to annually determine the estimate of property taxes to be levied and to comply with 35 ILCS 200/18-60
6-9	Suspension of Pupils - Cause	Amend to remove Chief Area Officer references and replace with Chief of Schools
6-18	<i>Circulation and Distribution of Unauthorized Written Materials</i>	Amend to remove Chief Area Officer references and replace with Chief of Schools
6-25.IX.	Use of School Buildings After Regular Hours of Building Operation	Amend to remove Chief Area Officer references and replace with Chief of Schools
6-28	LSC Member Eligibility	Amend to clarify step-parent definition

<u>Board Rule</u>	<u>Title</u>	<u>Action</u>
7-2.b.	<u>Procurement Policy For Biddable and Non-Biddable Items, Requests for Information, Request for Proposals and/or Qualifications and Bid Solicitations</u>	Amend to require written quotes for Level One procurements. Amend to align with updates to Section 7-15 for the Chief Purchasing Officer to approve bids up to \$75,000. Include provision for circumstances when a solicitation does not yield three price quotes.
7-2.1	<u>Expenditures of \$25,000 and under For Items Which Are Not Required To Be Awarded Through a Competitive Bid Solicitation Process.</u>	Amend to specify that Chief of Schools may contract for expenditures up to \$25,000.
7-2.2	<u>Regulated Education-Related Expenditures Which Are Not Subject to Section 7-2 Procurement Requirements</u>	Establish new Rule that identifies exceptions to Section 7-2 procurement requirements for certain education-related expenditures where the procurement process is otherwise regulated. This procurement exception is subject to determination by the Chief Purchasing Officer and the General Counsel.
7-2.3	<u>Non-Biddable Education-Related Expenditures and Engagements Which Are not Subject to Section 7-2 Procurement Requirements</u>	Establish new Rule that identifies exceptions to Section 7-2 procurement requirements for certain non-biddable education-related expenditures and engagements such as tuition payments and student practicum agreements. This procurement exception is subject to determination by the Chief Purchasing Officer and the General Counsel.
7-2.4	<u>Purchase of Non-Biddable Items Through Federal, State, County, City and Sister City Agency Contracts Which Are Not Subject To Section 7-2 Procurement Requirements</u>	Establish new Rule that identifies exceptions to Section 7-2 procurement requirements for the purchase of items procured under City of Chicago contracts as well as State of Illinois County of Cook contracts, sister City agency and federal agency contracts.
7-2.5	<u>Restricted Gift Purchases Which Are Not Subject To Section 7-2 Procurement Requirements.</u>	Establish new Rule that identifies exceptions to Section 7-2 procurement requirements for the purchase of certain items from a specific vendor when required under the terms of a restricted grant, gift, donation or legacy.
7-2.6	<u>Procurement Guidelines</u>	Establish new Rule that authorizes the Chief Purchasing Officer to establish procurement guidelines to effectively implement the Board's procurement rules.
7-4	<u>Posting of Bid Responses Schedule of Bid Solicitations</u>	Amend to reflect current practice for posting aggregate bid prices per category.
7-5	<u>Emergency Expenditures</u>	Reference to the Chief Facilities Officer removed and replaced with the Chief Operating Officer.

Board Rule	Title	Action
7-10	Sole Sourcing	Amend to authorize the Chief Purchasing Officer to approve sole source purchases and ratifications up to \$75,000. Amend to clarify factors considered in a sole source evaluation. supplier named in a grant must be essential to fulfilling the Board's obligations under the grant
7-13	Written Contracts and Purchase Orders Required	Clarify that a purchase order is required for all purchases and must be issued prior to order or receipt of goods or services
7-15	Delegation of Authority to Act	<p>Amend to authorize the Chief Education Officer and the Chief Executive Officer to execute education-related agreements enumerated in Board Rules 7-2.3 and 7-2.4</p> <p>Amend to authorize the Chief Education Officer to execute no-fee education-related agreements and data sharing agreements.</p> <p>Amend the Chief Financial Officer's authority regarding grant, gift and donation acceptance agreement to require Board approval of grant agreements that impose additional financial obligations on the Board in excess of \$250,000</p> <p>Amend the Chief Purchasing Officer's authority to (a) authorize and execute agreements for the purchase of biddable items that do not exceed \$75,000, and (b) approve payments and ratify agreements for non-biddable items up to \$75,000</p> <p>Amend to authorize the General Counsel to appoint outside counsel, retain experts and to take all actions required to fulfill the duties and obligations imposed upon the General Counsel in Chapter III of the Rules</p> <p>Eliminate Chief Performance Officer delegated authorities</p> <p>Eliminate Chief Information Officer delegated authorities</p> <p>Authorize the Chief Administrative Officer or designee to sign no-fee confidentiality and network access agreements</p>

**CHAPTER I
ORGANIZATION OF THE BOARD OF EDUCATION**

Sec. 1-1. Officers. The officers of the Board of Education shall be the President, Vice President and Secretary. The President and Vice President shall be elected annually in July or whenever a vacancy exists, by majority vote of the full membership. The Board shall select and appoint a Secretary and an Assistant Secretary who shall be employees of the Board and shall have the powers and duties prescribed by these Rules.

Sec. 1-2. Election of Officers. The President and Vice-President of the Board of Education shall be elected from the members of the Board of Education by a roll call vote of the members of the Board of Education. The President and the Vice-President shall each receive the votes of a majority of the full membership of the Board of Education before being declared elected. The President and the Vice-President, respectively, shall hold their offices for one year and until their successors shall be duly elected and qualified.

Sec. 1-3. Special Committees. The President, with the approval or at the direction of the Board of Education, may appoint special committees to consider and report on matters referred to them.

Sec. 1-4. President. The President shall preside at all meetings of the Board of Education at which the President is present. The President shall perform such duties and exercise such powers as usually pertain to the office of President, and shall also have such additional powers as may be granted by statute or by the Board of Education.

Sec. 1-5. Vice-President. The Vice-President shall preside at all meetings of the Board of Education in the absence of the President, and shall perform such other duties as may be enjoined upon the Vice-President by the Board of Education. In the case of the absence or disability of the President, or if there be a vacancy in the office of the President, all the powers and duties of that office shall devolve upon the Vice-President, who shall continue to exercise such powers and duties until the President returns or the vacancy is filled.

Sec. 1-6. Chairman Pro Tem. In the case of the absence or disability of the President and the Vice President at any regular or special meeting of the Board of Education when a quorum is present, as determined by the Secretary by roll call, the members present shall proceed to the election of a Chairman Pro Tem who shall act at such meeting in lieu of the President and the Vice President.

Sec. 1-7. Secretary. The Secretary shall cause to be developed and kept a record of all of the agendas and proceedings of the Board of Education; shall give notice to members and the public of regular, special and recessed meetings of the Board of Education; shall have general supervision of all records of the agendas and proceedings of the Board of Education and of each committee and subcommittee thereof, and of such other records as the Board of Education may direct; shall sign all records of proceedings of the Board of Education; shall cause to be prepared expeditiously the agendas and proceedings of the Board of Education and such reports and other matters as the Board of Education may direct or are by law required, and shall send copies thereof to all members; shall publish and make available, at a minimum once a year, an up-to-date copy of these Board Rules; shall maintain an up-to-date file on policies approved by the Board, shall publish in May of each year a Calendar of Board Meetings for the upcoming fiscal year, shall publish in September a list of reports that require annual Board approval; shall accept all liens and summons served on the Board; shall sign all checks drawn by order of the Board of Education and present the same to the Mayor and the City Comptroller for countersigning, shall sign all contracts and legal instruments approved by the Board of Education and shall perform such other duties as usually pertain to the Office of Secretary or such as may be directed by the Board of Education and by these Rules.

The Secretary shall be responsible for the administration of the Policies for all records management (including computer, electronic, paper and film) records retention, records management and records destruction for the Board of Education and the Chicago Public Schools.

Sec. 1-8. Assistant Secretary. The Assistant Secretary shall perform the duties of the Secretary in case of the Secretary's absence or inability to act. The Assistant Secretary shall perform such other duties as may be enjoined upon the Assistant Secretary by the Board of Education.

Sec. 1-9. Discrimination. It is the policy of the Board to prohibit unlawful discrimination on the basis of any classifications protected by the Constitution of the United States, the Constitution of the State of Illinois and applicable federal, state or local laws or ordinances, including but not limited to discrimination on the basis of race, color, sex, gender identity/expression, age, religion, disability, national origin or sexual orientation.

Sec 1-10. Finance and Audit Committee. The Finance and Audit Committee shall consist of all members of the Board of Education. The Finance and Audit Committee is authorized to review the status of the Board's budget and expenditures, review the expenses of the Office of the Board, decide all requests for reimbursement of expenses by the President of the Board, receive reports from the Chief Executive Officer or the Chief Financial Officer regarding issues related to the Board's financial condition, and review the Board's procurement and expense reimbursement policies and related matters. The Finance and Audit Committee also shall perform other responsibilities as are designated by the Board or the Board President.

CHAPTER II
CONDUCT OF THE BUSINESS OF THE BOARD OF EDUCATION

Sec. 2-1. Regular Meetings. The Board of Education shall establish a schedule of regular meetings in May of each year and shall state the regular dates, times and places of such meetings.

Sec. 2-2. Special Meetings. Special meetings may be held at any time on call of the President or any three or more members. Such call shall be in writing, duly signed, and shall be presented to the Secretary who shall proceed immediately to prepare notices and an agenda on the same and shall cause them to be served on members of the public and the members of the Board of Education at least 48 hours prior to the day and hour set for said special meeting

Sec. 2.3. Public Hearings on One School Issue or School Problem - Regular Meeting. Upon the written request of the President or any majority of the members, any one school issue or school problem presented by any member, person, civic group or organization, may be set for public hearing at a regular meeting of the Board, at a fixed hour and stating the time allowed for oral presentation. The Secretary shall promptly notify the person, civic group or organization that presented the said school issue or school problem to be heard, of the day and hour of the regular meeting of the Board at which the public hearing is to be held, and stating the time allowed by the Board for oral presentation. Procedures for presentations at public hearings shall follow the current Guidelines for Public Participation

Sec. 2-4. Order of Business; Quorum. At each meeting of the Board of Education, the President shall take the chair at the time appointed for the meeting and shall call the same to order. The Secretary shall immediately call the roll of members. If no quorum be present, the Board of Education shall not stand adjourned thereby, but the member or members present may adjourn to a subsequent date by a majority vote of those present. *Provided a quorum of Board members is physically present for a meeting, a Board member may participate by video or audio conference if he or she is prevented from physically attending because of: (i) personal illness or disability; (ii) personal employment purposes, (iii) business obligations of the Board; (iv) a family or other emergency; or (v) such other reasons authorized under Section 7 of the Open Meetings Act (5/ILCS 120/7).* A Board member who attends a meeting by audio or video means, as provided herein, may participate in all aspects of the Board meeting including voting on any item. If a member wishes to attend a meeting by video or audio conference, the member shall notify the Secretary before the meeting unless advance notice is impractical. The Secretary shall indicate in the meeting minutes whether the members of the Board were physically present for the meeting or present by means of video or audio conference.

A quorum for the transaction of business shall consist of a majority of the full membership of the Board of Education then serving. When a quorum is physically present, the ~~general~~ order of business shall be as follows ~~subject to any modifications~~ noted in the agenda published for a the particular meeting

- A. Roll Call
- B. Chief Executive Officer Report
- C. Policy/Rule Report
- D. Public Participation
- E. Closed Session
- F. Closed Session Items
- G. Reading and Consideration of Minutes
- H. Unfinished Business
- I. Resolutions
- J. Policies
- K. Board Rules
- L. Communications
- M. Non-Delegable Reports
 - 1. ~~Board Office; General Counsel; Inspector General~~
 - 2. ~~Chief Executive Officer~~
 - 3. ~~Chief Management Officers~~
 - 4. ~~General Counsel~~
- N. Delegable Reports
 - 1. ~~Chief Executive Officer~~
 - 2. ~~Chief Management Officers~~
 - 3. ~~General Counsel~~
- Q. New Business
- P. Adjournment

Sec. 2-4.1 Public Participation at Meetings. At each regular and special meeting which is open to the public, members of the public and employees of the district shall be afforded time, subject to reasonable constraints, to comment to or ask questions of the Board. The Board President shall establish and publish guidelines that will govern the public participation portion of each meeting.

Sec. 2-5. Rules of Order. The Rules of Parliamentary Practice embraced in the most recent edition of Robert's Rules of Order shall govern the Board of Education in all cases in which they are not inconsistent with the Rules of the Board of Education.

Sec. 2-6. Amendment and Suspension of Rules. The Rules of the Board of Education may be repealed, amended or added to only at a regular meeting and by a vote of two-thirds of the full membership. Any and all amendments to these Rules shall specify therein the chapter and section thereof sought to be amended.

The Rules may be suspended at any regular meeting by a majority of the full membership then serving, provided, however, that these Rules shall not be suspended for the purpose of repealing, amending, or adding to the same except by a vote of two-thirds of the full membership.

Sec. 2-7. Annual Adoption of Rules. The Board of Education shall re-adopt these Board Rules, and any amendments, modifications, repealers, or suspension thereto, by a vote of two-thirds of the full membership of the Board at its first regular meeting after the start of each fiscal year or at such other times as the Board deems appropriate. If the Board fails to readopt these Board Rules as set forth in this Rule, the existing Rules shall continue in full force and effect.

Sec. 2-8. Withdrawing Reports and Laying Over Reports.

a. Prior to a vote on any report presented to the Board, the Chief Executive Officer or any other Officer sponsoring the report may withdraw the report from the agenda.

b. Upon the request of any member, any report presented by any department head or any motion, resolution, order, or Rule presented by any member shall be laid over for one meeting, provided, however, that no matter shall be so laid over for more than three consecutive meetings. The report, motion, resolution, order or Rule so deferred shall be published in the proceedings of the Board of Education.

Sec. 2-9. Vote Required - Recording of Vote. Except as otherwise provided by law or in these Rules, all questions pending before the Board of Education shall be decided by a majority of the members voting upon them, a majority of the entire Board of Education voting. The Ayes and Noes shall be taken and entered of record by the Secretary.

Sec. 2-10. Reconsideration. No motion for a reconsideration of any vote shall be entertained unless such motion shall be made at the meeting at which the vote sought to be reconsidered was taken, or at the next regular meeting thereafter, by any member of the Board of Education who shall have voted with the prevailing side or shall have been absent when the vote was taken. Any member may second the motion.

Where the Ayes and Noes have not been called on a question, any member may make the motion to reconsider.

Sec. 2-11. Records of Proceedings. The record of the Proceedings of the Board shall be prepared and maintained by the Secretary and include a record of the following (1) the date, time and place of the meeting, (2) the members of the Board who were present, absent and whether members were physically present or present by means of video or audio conference, and (3) a summary of discussion on all matters proposed, deliberated or decided and any votes taken. The Board of Education may direct that the remarks of any member made during a meeting shall be included in the record of proceedings.

Sec. 2-12. Approval and Posting of Proceedings. The Secretary shall affix his or her signature to the records of Board proceedings. Such signed records, when approved by a majority vote of the full membership of the Board shall be the official records of such proceedings. Within seven (7) days of the approval of such proceedings, the Secretary shall post the approved proceedings on the Board's website for a period of not less than 60 days.

Sec. 2-13. Delegation of Board Authority.

a. **Manner and Effect of Delegation of Authority.** With the exception of those powers and authority exclusively reserved to the Board by the Illinois School Code, as it exists now, or as it may be hereafter amended, the Board may delegate its authority by Board Rule, Board Policy, Board Resolution, Board Report or other Board action. Where the Board has delegated authority to an Officer or his/her designee that Officer or his/her designee may take all actions consistent with the delegation without further Board action or authority and the action shall be binding upon the Board at the time the Officer acts.

b. **Authority Not Specifically Delegated.** The Board reserves to itself all authority and power it has not specifically delegated to another by Board Rule, Board Policy, Board Resolution, Board Report or other Board action.

c. **Authority over Departments and Delegated Authority.** Chiefs, Officers and heads of departments have the authority to supervise their respective departments or units, including all employees within their departments or units, and to take all actions delegated to them by Board Rule, Policy, Resolution, Board Report or other Board action. Said Chiefs, Officers and heads of departments or units may delegate their authority to employees within their departments or units, including any authority delegated to them by the Board.

Sec. 2-14. Line Item Veto. For any Board Report requesting authority for multiple actions/items/transactions, the Board shall have the right, at its discretion, to strike or decline approval for any one or more action/item/transaction identified on such Board Report without voiding the remainder of the Board Report.

Sec. 2-15. Reporting to the Board. (Repealed 08-25-10)

Sec. 2-16. Approval of Donations. Donations may be issued to students enrolled in the Chicago Public Schools and third parties for the benefit of students enrolled in the Chicago Public Schools only upon approval by a majority vote of the Board. For purposes of this Rule, the term donation means the voluntary contribution of funds by the Board to one or more individual students enrolled in the Chicago Public Schools or a not-for-profit entity that provides services to or advocates on behalf of students enrolled in the Chicago Public Schools. Donations are not authorized by or subject to the provisions of Chapter VII, 7 of these Rules.

CHAPTER III ADMINISTRATIVE ORGANIZATION

Sec. 3-1. Chief Executive Officer. The Chief Executive Officer shall have all the duties and powers authorized by the Illinois School Code and all such additional duties and powers as may be granted by the Board of Education.

Sec. 3-2. Law Department. The General Counsel shall have charge and control, subject to the approval of the Board of Education, of the Law Department and of all litigation, legal questions, and such other legal matters as may be referred to the department by the Board of Education or by the Chief Executive Officer. The General Counsel shall have authority to issue legal opinions, to bring actions on behalf of the Board, to take any actions required by law and to settle any matter before the Law Department, including, but not limited to, federal and state court cases, administrative enforcement agency cases, workers compensation claims, employment issues, and contract disputes, for a sum up to and including \$50,000, without Board approval. The General Counsel shall report any settlements in excess of \$10,000 to the Board in an appropriate manner on a monthly basis. The General Counsel may authorize payments of legal expenses and costs incurred and approved pursuant to sections 3-2, 3-3 and 3-5 herein, subject to the authority delegated to the General Counsel in Chapter VII of these Rules. The General Counsel shall also review all contracts, bonds, and leases subject to the exceptions noted in Section 7-15 herein

Assistants and Deputies General Counsel shall work under the direction and supervision of the General Counsel and are expressly prohibited from performing legal work for or undertaking legal representation of any person or entity other than the Board of Education. Violation of the prohibition against outside practice by an Assistant or Deputy General Counsel shall constitute cause for immediate dismissal from employment.

Sec. 3-3. Retention of Outside Legal Counsel. The retention of outside legal counsel is reserved to the Board. Subject to approval by the Board, the General Counsel may retain outside legal counsel to appear in legal proceedings on his/her behalf or to provide other legal services to the Board. The General Counsel is also authorized to retain hearing officers, arbitrators, mediators, expert consultants and witnesses and court reporters and to authorize payment of fees, expenses and costs related to those retentions. Any actions taken pursuant to this section shall be reported to the Board on a monthly basis.

Sec. 3-4. Legal Opinions. ~~The General Counsel shall furnish, upon written request, legal opinions and advice to the Board of Education, its members, committees, the Chief Executive Officer and the Secretary, upon any matter connected with administration of the public school system.~~

Sec. 3-4 Payment of Judgments and Awards. The General Counsel is authorized to approve payment of any judgments, awards, fines or penalties rendered against or imposed upon the Board when, in the opinion of the General Counsel, no further proceedings are justified. The General Counsel shall report payment of any judgments, awards, fines or penalties in excess of \$10,000 to the Board on a monthly basis.

Sec. 3-5. Attorney's Appearance in Legal Proceedings. The General Counsel shall appear for and protect the rights and interests of the Board of Education in all cases, suits, and proceedings brought by or against the Board of Education. The General Counsel also shall take all actions necessary to fulfill the Board's obligations pursuant to Section 105 ILCS 5/34-18.1 of the School Code. If a current or former member, officer or employee of the Board is required to appear in any matter or defend against or respond to any claim, in their individual or official capacity, the General Counsel may elect to represent such person, appoint outside counsel to represent such person or approve reimbursement of reasonable legal expenses and costs provided that the person was acting in the scope of the person's office or employment during the events giving rise to the matter or claim. No Board funds shall be expended for payment of legal services rendered on behalf of any person in the event the person is identified as the target of a criminal investigation or upon the charge of such person by criminal complaint, information or indictment in criminal proceedings. Upon the conclusion of the criminal investigation or proceedings in which the person was a target or defendant, however, such person may request reimbursement of reasonable legal expenses and costs if such person has not been charged or has been acquitted or found not guilty or if all charges against such person in the action have been dismissed. All requests for reimbursement are subject to approval of the General Counsel and the Board.

Sec. 3-6. Workers' Compensation - Authority to Make Statutory Payments. The Chief Financial Officer or his designee shall have authority, in proper cases under the Workers' Compensation Act and Occupational Diseases Act as determined with advice of the General Counsel, to issue requisitions directing the payment of temporary total disability and statutory losses including statutory permanent total disability benefits to Board of Education employees who have sustained accidental injuries or incurred occupational diseases, and of medical and hospital expenses in such cases, without the adoption of Board Reports. Settlements of any Workers' Compensation claims shall be in accordance with Board Rule 3-2.

Sec. 3-7. Administrative Organizational Units. The Board of Education shall establish such administrative organization units as it may deem necessary or appropriate to ensure the effective and efficient operation of the system and determine the duties and functions of each. Chiefs, officers and the heads of departments shall be appointed by the Board in accordance with Chapter IV of these Rules

Sec. 3-8. Inspector General. ~~In addition to such administrative units,~~ The Inspector General, who is appointed by the Mayor of the City of Chicago, shall ~~report to the Board of Education.~~ ~~The Inspector General shall investigate allegations of fraud, waste and mismanagement as well as any other matters which shall be designated by the Board, and make recommendations to the Board about the investigations.~~ Prior to the beginning of each fiscal year, the Board shall determine the budget allocation for operation of the Office of the Inspector General.

Sec. 3-9. Internal Audits.

a. The Chief Executive Officer is responsible for ensuring that internal audits are conducted and for the ongoing improvement of the internal audit process

b. The Chief Executive Officer's responsibilities shall include, but not be limited to (i) developing an annual internal audit plan for purposes of providing objective analyses, appraisal and evaluation of risks associated with fiscal and programmatic activities of the school district, (ii) determining that the school district is effectively allocating resources on programs, external activities, partnerships and consultants, (iii) ensuring the integrity of the financial reporting system and the efficacy of internal financial controls established to minimize waste and mismanagement, and (iv) recommending policies and systematic improvements regarding internal controls based upon audit analyses and findings.

c. The Chief Executive Officer will review the annual internal audit plan with the Inspector General to obtain recommendations for additional areas of audit and to avoid any audit duplication of any area or department designated for review in the annual internal audit plan.

d. The Chief Executive Officer shall report quarterly to the Board on the status of the internal audit process.

**CHAPTER IV
PERSONNEL RULES**

Sec. 4-1. Delegation of Authority and Reporting to the Board.

a. *Delegation to Chief Executive Officer or His/Her Designee.* Subject to the limitations set forth in the Illinois School Code, these Rules and the Board's Policies, and except as provided in Rule 4-1c below, the Chief Executive Officer and his/her designee(s) are hereby delegated the following authority with respect to Board personnel, which may be exercised without Board action

1. except as provided in 4-1(c)(1) to hire, appoint, or promote based on merit employees upon his/her own recommendation or the recommendation of the General Counsel, the Chief Financial Officer, executive officers, officers or principals, and to establish eligibility criteria for hire, appointment or promotion;
2. To classify and reclassify employees;
3. To establish a schedule of basic salaries and wage rates, and to set compensation, wages and/or salary based on employee classifications or job titles or other criteria,
4. To establish policies with respect to overtime pay,
5. to grant annual increases to wages and salary based on cost of living for employees not subject to a performance management program or merit pay plan and to grant or withhold annual increases to wages and salary based upon merit to employees subject to a performance management program or merit pay plan adopted by the Chief Executive Officer or designee;
6. to establish employee benefit plans, including employee medical, dental and life insurance plans, and tax-deferred savings plans, and the eligibility criteria for participation in those plans;
7. To establish work schedules for all employees, including hours of work and days of work.
8. To establish evaluation procedures for all employees, including teachers and principals.
9. To grant paid time off for excused days, holidays, sick leave, personal leaves or vacation;
10. To grant voluntary leaves of absence to employees and to order involuntary leaves of absence for employees;
11. to grant the following paid and unpaid leaves of absence to eligible employees in accordance with collective bargaining agreements, Board Rules and Policies
 - i. sabbatical leaves of absence;
 - ii. on-loan leaves of absence;
 - iii. union leaves of absence, and
 - iv. pension office employment leaves of absence;

12. To commence disciplinary or dismissal proceedings against employees.
 13. To demote, transfer, discipline or dismiss employees.
 14. To layoff employees, reduce the Board's workforce, or declare unpaid furlough days for employees;
 15. To accept resignations and retirements from employees, and,
 16. To exercise all other authority over personnel that is not specifically reserved for Board action.
- b. *Chief Executive Officer's Quarterly Report of Personnel Transactions to the Board and Monthly Report of Salary Increases in Excess of Ten (10%) Percent.* The Chief Executive Officer or his/her designee(s) shall submit a quarterly report (which shall be made public) to the Board that summarizes the previous quarter's personnel actions made by the Chief Executive Officer or his/her designee in accordance with Rule 4-1a, provided however, that the reason or cause for any employee dismissal shall not be made public. The Chief Executive Officer or his/her designee(s) shall submit a monthly report (which shall be made public) to the Board that summarizes salary increases in excess of ten (10%) percent granted to employees during the previous month, including those caused by promotion or position reclassification.
- c. *Personnel Authority Reserved for Board Action.* The Board shall exercise all authority over the following personnel matters, which authority is non-delegable under the Illinois School Code or which the Board has reserved to itself:
1. to appoint the Board Secretary, the Assistant Board Secretary, the Chief Executive Officer, the General Counsel, deputies and assistants general counsel, the Chief Financial Officer, executive officers, officers, and contract principals at schools with Appointed Local School Councils and contract principals at schools with Local School Councils that fail to directly select a principal in accordance with section 34-2 3(2) of the Illinois School Code;
 2. To establish salaries upon hire for the Board Secretary, the Assistant Board Secretary, the Chief Executive Officer, the General Counsel, deputies and assistants general counsel, the Chief Financial Officer, executive officers and officers;
 3. To dismiss the Board Secretary, the Assistant Board Secretary, the Chief Executive Officer, the General Counsel, deputies and assistants general counsel, the Chief Financial Officer, executive officers and officers upon majority vote of the full membership of the Board;
 4. To dismiss probationary appointed teachers in accordance with the Illinois School Code
 5. To dismiss contract principals and tenured teachers for cause after adoption, modification or rejection of an Illinois State Board of Education hearing officer's recommendation.
 6. to terminate the contract of and to dismiss a contract principal upon recommendation of the Chief Executive Officer, after notice and a hearing, in accordance with the Section 5/34-8.3(d) of the Illinois School Code or, upon consent of the contract principal and the applicable local school council; and,
 7. to, upon recommendation of the Chief Executive Officer or his/her designee, dismiss for cause non-probationary assistant principals and educational support personnel whose employment is governed by collective bargaining agreements

Sec. 4-2. Collective Bargaining Agreements – Effect of Rules. The Chief Executive Officer or his/her designee shall negotiate all collective bargaining agreements on behalf of the Board, and submit tentative agreements to the Board for adoption and approval. These Rules shall be construed consistently with any collective bargaining agreement entered into by the Board. Where a collective bargaining agreement is silent on a subject addressed by these Rules, these Rules shall control. In the event that a Rule is in direct conflict with a provision of a collective bargaining agreement, the provision of the collective bargaining agreement shall control, except where the provision of the collective bargaining agreement has been waived or declared void. Nothing in this Rule shall revive a provision of a collective bargaining agreement that was voided pursuant to 115 ILCS 5/4.5, as it existed from 1995 to 2003, unless revival of that provision has been specifically negotiated and agreed to by the Board. Nothing in this Rule shall affect the Board's rights or obligations with respect to permissive subjects of bargaining as set forth in 115 ILCS 5/4.5 (2005).

Sec. 4-3. Categories of Board Employees. Board employees shall be categorized as Teachers, Principals, Assistant Principals, Certificated Administrators, Educational Support Personnel, or Miscellaneous Employees, as defined below. The Chief Executive Officer or his/her designee may create additional categories of employees, as he/she deems necessary. The Chief Executive Officer or his/her designee may create a classification system and job titles within employee categories for purposes of assignment, pay and benefits.

a. *Teachers.* Teachers are employees with teaching certificates issued by the Illinois State Teacher Certification Board, who are hired to perform instructional or related administrative services. Teachers shall be further categorized as follows:

1. *Appointed Teachers.* Appointed teachers are full-time teachers who are hired and assigned to vacant teaching positions. Appointed teachers shall be further classified as either tenured or probationary, as follows:

a. *Tenured Teachers.* Tenured teachers are either: 1) teachers who have been appointed to a teacher position, completed the statutory probationary period of continuous service as an appointed teacher necessary to attain tenure, and have not had a break in service or, 2) appointed teachers who lost their tenure but who meet the requirements to be reappointed with tenure set forth in subparagraph (a) (1) (a) (ii) of this Rule. For purposes of this Rule, a "teacher position" includes classroom teacher positions, city-wide teachers, lead teachers, librarians, guidance specialists, counselors, social workers, speech pathologists, school-based nurses, and psychologists. The Board may dismiss tenured teachers from Board employment only for just cause, in accordance with the Illinois School Code, and the Chief Executive Officer or his designee may lay off or otherwise remove tenured teachers from their positions in accordance with the Board's Rules and Policies.

i. *Loss of tenure.* A tenured teacher's right to contractual continued service or tenure is lost upon the occurrence of any of the following:

1. the tenured teacher's dismissal for cause,
2. the tenured teacher's resignation from his/her teacher position, which includes the tenured teacher's voluntary transfer from his/her teacher position to an educational support personnel employee, a certificated administrator, an assistant principal or an interim or contract principal position, and,
3. the tenured teacher's honorable dismissal from his/her teacher position

ii. *Reappointment with Tenure.* Formerly tenured teachers who lost tenure under subparagraph (a)(1)(a)(i)(2) or (a)(1)(a)(i)(3) of this Rule shall be granted tenure upon reappointment to a teacher position under the following circumstances:

1. when the former tenured teacher is reappointed to a teacher position within one (1) calendar year from the effective date of his/her resignation;
2. when the former tenured teacher lost tenure by accepting a position as an educational support personnel, a certificated administrator, an assistant principal or an interim or contract principal and he/she is reappointed to a teacher position without a break in service to the Board of Education; and,
3. when the former tenured teacher is reappointed to a teacher position within two (2) calendar years of his/her honorable dismissal. Nothing in this Section shall be construed to guarantee reappointment to a teacher position or to alter the status of employees, including formerly tenured teachers, employed as an educational support personnel employee, a certificated administrator, an assistant principal or an interim or contract principal.

b. *Probationary Appointed Teachers* Probationary appointed teachers are either: (1) newly appointed teachers who have not completed the statutory probationary period of continuous service necessary to attain tenure; or, (2) formerly tenured teachers who have had a break in service, been reappointed and have not completed the statutory probationary period of continuous service necessary to attain tenure since their reappointment. Probationary appointed teachers are appointed on an annual basis and their continued employment is conditioned on the Chief Executive Officer's recommendation to reappoint them each year in accordance with Board Rules. Probationary appointed teachers may be dismissed from Board employment, or may be laid off or not reappointed in accordance with the Illinois School Code and Board Rules and Policies. Probationary appointed teachers become tenured teachers after serving the statutory period of continuous service necessary to attain tenure, effective on the anniversary date of their appointment plus any adjustments to their anniversary date as provided in these Rules or in Board policies.

2. *Temporarily Assigned Teachers.* Temporarily assigned teachers are certified teachers who are not appointed to a full-time, permanent position, but are employed on a temporary, provisional or conditional basis, as follows:

- a. Regularly certified teachers assigned to fill a full-time teaching position, which is encumbered by an appointed teacher, but which has become temporarily vacant as a result of a leave taken by the appointed teacher; or
- b. Teachers with provisional or conditional teaching certificates who are assigned to fill a full-time, vacant teaching position pending receipt of full teaching certification.

3. *Substitute Teachers.* Substitute teachers are teachers who are not appointed but are, at a minimum, certified by the Illinois State Board of Education to substitute teach and serve on a temporary basis, as follows:

- a. *Day-to-Day Substitute Teachers.* Day-to-day substitute teachers are employed on a day-to-day basis to fill temporary, day-to-day vacancies, as needed, with no guarantee of daily assignments. Day-to-day substitute teachers may not be assigned to fill the same position on a day-to-day basis for more than twenty (20) consecutive student attendance days. Day-to-day substitutes may be classified as regular day-to-day substitutes or provisional day-to-day substitutes, based upon their type of certification.

b. **CADRE Substitute Teachers.** CADRE substitute teachers are employed on a full-time and year-to-year basis. They are entitled to receive daily assignments for each student attendance day throughout a school year in which they are employed. CADRE substitutes may only be assigned to fill the same position for up to twenty (20) consecutive student attendance days. The employment of a CADRE substitute teacher terminates at the end of each school year and must be renewed by assignment annually, except that the employment of a CADRE substitute teacher who: 1) is a displaced temporarily assigned teacher due to a position closing, and 2) has been a CADRE substitute teacher for less than twelve (12) continuous months since his/her displacement as a temporarily assigned teacher will terminate at the end of the school year following twelve (12) continuous calendar months from his/her assignment as a CADRE substitute teacher.

4. **Half-Time Teachers.** Half-time teachers are regularly certified to teach by the Illinois State Board of Education, and are employed on a half-time basis.

5. **Retired Teachers.** Retired teachers are former teachers of the Chicago Public Schools who are receiving an annuity from the Public School Teachers' Pension and Retirement Fund, and who a) are re-employed on a temporary and non-annual basis in critical needs areas, as defined by the Board's residency policy and consistent with 40 ILCS 5/17-149; or b) are re-employed to teach in subject shortage areas in accordance with 40 ILCS 5/16-150.1.

b. **Principals.** Principals are full-time employees with administrative certificates issued by the Illinois State Board of Education who are hired to act as the instructional and administrative leader of one or more student attendance centers. Principals are classified as follows:

1. **Contract Principals.** A contract principal is appointed from an eligibility list maintained by the Board. A contract principal shall be hired under a contract with a duration of four (4) years, which shall be terminable for various causes, including removal of the contract principal under section 5/34-8.3 of the Illinois School Code. A contract principal has the powers and authority of a principal provided in the Illinois School Code. A contract principal may be removed and replaced and/or dismissed from employment and his/her contract terminated, as provided by the principal's contract and/or Board Rules and policies, and the Illinois School Code, and in accordance with the procedures set forth in the Board's Employee Discipline and Due Process Policy and the Illinois School Code.

2. **Interim Principals.** An interim principal is a temporary principal whom the Chief Executive Officer or his/her designee may assign to a student attendance center for either up to one (1) year or until a student attendance center's Local School Council selects a contract principal, whichever comes first, or, in the case of a student attendance center on probation, where the Local School Council does not possess the authority to select a contract principal, for an indeterminate period until the student attendance center is removed from probation status under the Board's policy on probationary schools, or in the case of a newly established school, for an indeterminate period until the school has a duly constituted Local School Council or an Appointed Local School Council. An interim principal may exercise all of the powers and authority of a contract principal. The Chief Executive Officer or his/her designee may remove an interim principal at his/her discretion.

3. **Acting Principals.** An acting principal is a temporary principal who does not have a contract and is assigned to a student attendance center by the Chief Executive Officer or his/her designee for a period of up to one hundred (100) school days to fill a temporary vacancy in a student attendance center's principalship. Where a tenured teacher is made acting principal, the tenured teacher shall be returned to his/her former position upon removal from the acting principalship. An acting principal may not dismiss or seek the dismissal of an assistant principal, teacher or any educational support personnel employee assigned to the school to which they are appointed without the prior approval of the Chief Executive Officer or his/her designee. The Chief Executive Officer or his/her designee may remove an acting principal at his/her discretion.

c. **Assistant Principals.** Assistant principals are full-time employees with administrative certificates issued by the Illinois State Board of Education who are recommended for hire by a contract principal, interim principal or, where there is no contract or interim principal, assigned by the Chief Executive Officer or his/her designee, to assist contract, interim or acting principals in the performance of their duties as the instructional and administrative leader of a student attendance center. Assistant principals may be assigned direct instructional responsibilities. Assistant Principals are further categorized as follows:

1. **Quota Assistant Principals.** Quota assistant principals are Board-funded assistant principals who are recommended for hire by a contract or interim principal and whose term of assignment as a quota assistant principal ends at the expiration of the contract assistant's contract, the retirement of the contract principal, the removal or dismissal of the contract principal, or the termination of the interim principal's assignment to the student attendance center. Quota assistant principals whose term of assignment ends under this Rule shall be displaced in accordance with the Board's Assignment and Appointment of Teachers and Principals Policy.

2. **Discretionary Assistant Principals.** Discretionary assistant principals are assistant principals funded by discretionary funds, who are recommended for hire by a principal and who serve on a year-to-year basis. Discretionary assistant principals may be displaced in accordance with the Board's Assignment and Appointment of Teachers and Principals Policy.

d. *Certificated Administrators*. Certificated administrators are full-time employees who hold administrative certificates issued by the Illinois State Board of Education, other than principals and assistant principals who are assigned to administrative positions without direct instructional duties. Certificated administrators are "members of the teaching force" for purposes of the Illinois Pension Code. Certificated administrators are employed at-will.

e. *Educational Support Personnel*. Educational support personnel are full or part-time employees who are not required to have teaching or administrative certificates issued by the Illinois State Board of Education to perform the duties of their position. Educational support personnel are employed at-will, unless the Board has entered into a specific agreement granting a particular class of educational support personnel a property interest in their employment by the Board.

f. *Miscellaneous Personnel*. Miscellaneous personnel are employed at will on a seasonal, casual, short-term and/or temporary basis and are ineligible for employee benefits, including but not limited to paid sick, personal and vacation benefit days and any Board-sponsored employee health, dental, life or other benefit program. Miscellaneous personnel shall not work more than twelve hundred (1200) hours in a calendar year. Miscellaneous personnel shall be members of the Municipal Employees', Officers' and Officials' Annuity and Benefit Fund of Chicago except for the following groups of miscellaneous personnel:

1. Miscellaneous personnel employed for less than seven hundred (700) hours in any calendar year, if paid on an hourly basis; or
2. Miscellaneous personnel employed for less than four (4) months, if paid on monthly basis, or
3. Miscellaneous personnel employed for less than one hundred (100) days, if paid on daily basis; or
4. Miscellaneous personnel employed by another unit of local government and, in connection with that employment, are participating in or receiving an annuity from one of the following City of Chicago municipal pension funds: the Municipal Employees' Officers' and Officials' Annuity and Benefit Fund of Chicago, and the Laborers' and Retirement Board Employees' Annuity and Benefit Fund of the City of Chicago, Policemen's Annuity and Benefit Fund of the City of Chicago, Firemen's Annuity and Benefit Fund of the City of Chicago, or.
5. Miscellaneous personnel receiving a pension or annuity, other than widow's or child's annuity, from the Chicago Teachers Pension Fund, who are employed in a capacity for which the Board requires certification from the Illinois State Board of Education. Effective October 1, 2007, the Board shall not employ a retired Board employee who is drawing an annuity from the Municipal Employees' Officers' and Officials' Annuity and Benefit Fund of Chicago as an employee in the category of miscellaneous personnel.

Sec. 4-4. Employment Requirements. Board employees must conduct themselves in a manner that is consistent with the Board's status as a publicly financed primary and secondary educational institution and with the Board's mission to provide a high quality public education to the children of the City of Chicago. Accordingly, all applicants for employment and employees shall be subject to the following requirements:

a. *Residency*. All employees must comply with the Board's Residency Policy. Employees hired by the Board shall be advised in writing of the Residency Policy's requirements, including application procedures for waivers of the policy for teachers in special needs positions. Employees' continued employment shall be subject to compliance with the policy. Employees who violate the Residency Policy shall be subject to discipline or dismissal in accordance with the Residency Policy and the Board's Employee Discipline and Due Process Policy.

b. *Criminal Background Investigations*. As a condition of hire and continued employment, all employees must authorize the Board to conduct a fingerprint or other criminal history verification in accordance with the provisions of the Illinois School Code. To ensure that the Board does not employ and is not knowingly employing a person who has committed the crimes enumerated in 105 ILCS 5/21-23a or 105 ILCS 5/34-18.5, the Chief Executive Officer or his/her designee shall establish procedures and guidelines for conducting criminal background investigations for: (1) applicants prior to hire; (2) employed teachers at the time of their teacher certificate or educator license renewal or at some other periodic interval that is administratively convenient; (3) all other employees at regular periodic intervals that are administratively convenient; and (4) any employee or group of employees at the direction of the Chief Executive Officer. Any employee whose criminal background excludes him/her from Board employment under the Illinois School Code shall be dismissed under the provisions of the Board's Employee Discipline and Due Process Policy. Regardless of whether or not an applicant or employee's criminal history excludes him/her from employment under the Illinois School Code, the Chief Executive Officer or his/her designee shall consider the applicant's criminal conviction history, and whether or not the applicant or employee has made a full disclosure of that history, in determining whether to hire an applicant or whether to dismiss an employee.

c. *Convictions After Employment*. An employee who is convicted of a felony or any crime involving the consumption, possession, sale, distribution or manufacture of any controlled substance, as defined in 21 U.S.C. §812, 720 ILCS 570/102 (1992) or under the Cannabis Control Act, 720 ILCS 550/1 *et seq.*, or any drug that is legally obtainable but has not been legally obtained, or that is not being used for prescribed purposes or taken according to prescribed dosages must notify the Chief Executive Officer, by letter via certified mail, of the date, factual basis and nature of the conviction, as well as the name and location of

the court in which the conviction occurred. Failure to report any conviction, as required by this Rule, in writing within five (5) days of the conviction shall constitute cause for dismissal from employment. Compliance with this Rule shall not exempt the employee from discipline or dismissal because of the conviction. Additional requirements and procedures may be set forth in the Board's Drug and Alcohol Free Workplace Policy.

d. *Certification/Licenses.* No applicant for employment or promotion to a position that requires certification and/or licensure under the Illinois School Code, or any other law or Board policy, may be hired until he or she has presented proof of proper certification or licensing by the appropriate authority. If an employee's certificate or license lapses, or is invalid, suspended or revoked, the employee shall be subject to discipline or dismissal in accordance with the Board's Employee Discipline and Due Process Policy.

e. *Health Examinations.* All applicants for employment and employees may be required, as a condition of hire or continued employment, to submit to a post-offer or post-employment health examination by an appropriate healthcare professional to demonstrate that they can perform the essential functions of their position and are fit for duty.

f. *Ethics Policy.* All employees and applicants for employment shall comply with the Board's Ethics Policy. Employees who violate the Board's Ethics Policy shall be subject to discipline and dismissal under the Board's Employee Discipline and Due Process Policy.

g. *Failure to Pay Municipal Debts.* The Chief Executive Officer or his/her designee may require that applicants for employment verify that they have paid all debts due and owing to the City of Chicago as a condition of employment. The failure by any Board employee to pay a debt due and owing to the City of Chicago shall be cause for discipline or dismissal. For purposes of this Rule, "a debt due and owing means a specified sum of money owed to the City for city services, work or goods after the period granted for payment has expired and/or a specified sum of money owed to the City pursuant to a court or administrative order after the exhaustion of or failure to exhaust judicial review. Upon request of the City Comptroller, the Board may withhold wages to pay municipal debts in accordance with the provisions of the Illinois School Code.

h. *Drug and Alcohol Free Workplace.* Board workplaces shall be drug and alcohol free. Accordingly, employees shall not unlawfully manufacture, distribute, possess, consume, use, or be under the influence of drugs or alcohol on Board property or premises or at any site of Board-sponsored activities. For purposes of this Rule, the term "drugs" means any controlled substance, as defined in 21 U.S.C. §812 and 720 ILCS 570/102 (1992), or any drug that is legally obtainable but has not been legally obtained, or that is not being used for prescribed purposes or taken according to prescribed dosages. The Board and/or the Chief Executive Officer or his/her designee shall establish policies and procedures to comply with federal and state Drug Free Workplace Acts and Drug Free Schools and Communities Acts. Additional requirements may be set forth in the Board Drug and Alcohol Free Workplace Policy. The Board and/or the Chief Executive Officer or his/her designee may establish additional policies and procedures for drug and alcohol testing for applicants prior to their hire, or for employees, post-hire. Such policies and procedures shall be consistent with applicable law. Applicants for employment, who violate this Rule, or Board policies and procedures, shall be excluded from consideration for employment. Employees who violate this Rule shall be dismissed from employment.

i. *Violence Free Workplace and Learning Environment.* It is the Board's policy that its facilities and workplaces shall be free of violence. Accordingly, employees shall not engage in any acts of violence at the workplace, or engage in any acts of violence outside of Board workplaces that have a nexus to their Board employment. For purposes of this Rule, acts of violence include use of physical force, when it is not reasonably necessary to protect persons or property from imminent harm, and acts of intimidation including, but not limited to, threats of physical force.

j. *Authorization to Work in the United States.* All employees must be legally present in the United States and possess legal authorization for employment in the United States.

k. *Compliance with Laws and Board Policies and Rules Prohibiting Discrimination.* All employees must comply with laws and Board policies and rules prohibiting discrimination, including laws and policies prohibiting sexual harassment.

l. *Statement Concerning Employment in a Job Not Covered by Social Security.* All employees who are employed in positions that are not covered by Social Security shall receive a "Statement Concerning Your Employment in a Job Not covered by Social Security" at the time of their hire.

m. *Obligation to Cooperate in Inspector General Investigations and to Answer Inspector General's Questions.* All employees are obligated to cooperate with the Board's Inspector General in investigations or inquiries conducted by the Inspector General as required by 105 ILCS 5/34-13.1. Employees who are interviewed by the Inspector General or his/her authorized agents and who are given a notice of administrative rights by the Inspector General or his/her agents are directed by the Board of Education to answer all questions by the Inspector General. Employees who receive a notice of administrative rights from the Inspector General or his authorized agents may not refuse to answer questions based upon the assertion of that employee's privilege against self-incrimination. Any employee who refuses to answer questions by the Inspector General or his authorized agents after receiving a notice of administrative rights shall be considered flagrantly insubordinate and to have grossly disrupted the educational process within the meaning of the Employee Discipline and Due Process Policy. In addition to the penalties set forth in 105 ILCS 5/34-13.1, any employee who refuses to answer the questions of the Inspector General or his authorized agent after receipt of a notice of administrative rights shall be subject to dismissal from Board employment in accordance with the Employee Discipline and Due Process Policy.

n. *Employees' Duty to Maintain Confidential Records.* All employees must comply with all laws, rules and regulations, including Board rules and policies, governing confidentiality of student, employee and family records and information, including but not limited to, the Family Educational Rights and Privacy Act, the Illinois School Student Records Act, the Americans with Disabilities Act, the Illinois Human Rights Act and the Health Insurance Portability and Accountability Act. The Board or the Chief Executive Officer or designee shall establish standards and guidelines concerning student, employee and vendor access to and maintenance and destruction of confidential records and information. For purposes of this Rule "records and information" include documents, audio-visual recordings, and data stored and accessed electronically.

o. *Other Pre-Employment and Employment Requirements.* The Board or the Chief Executive Officer or the Chief Executive Officer's designee may establish other hiring and employment criteria and eligibility requirements that are consistent with the position occupied or applied for, the Board's Rules and policies, public policy and local, state and federal law.

Sec. 4-5. Hiring, Appointment and Status of Employees.

a. *Hiring and Appointment of Employees.* The Chief Executive Officer or his/her designee shall hire, appoint and assign employees, except management level personnel, including officers, the General Counsel, heads of departments, directors and contract principals. The Board shall hire management level personnel, including the Chief Executive Officer, other officers, the General Counsel, heads of departments, directors and contract principals. The Board and/or the Chief Executive Officer or his/her designee may establish policies and eligibility criteria for the appointment of personnel.

b. *Status of Employees.* All employees shall serve at the pleasure of the Board and shall be considered at-will employees unless a statute or Board agreement or Board Rule expressly provides to the contrary.

Sec. 4-6. Layoff of Employees and Reductions in Force. The Chief Executive Officer shall decide whether and when a layoff of employees or a reduction in the Board's workforce should occur. The decision to layoff employees or conduct a reduction in force may be based upon enrollment projections, reorganizations, and/or budgetary, financial, and/or operational needs. The Chief Executive Officer or his/her designee shall implement such layoffs or reductions in force. Selection of employees for layoff who are covered by collective bargaining agreements shall be in accordance with the Board's Policy on Layoff of Tenured and Probationary Appointed Teachers and the Policy on ESP Layoffs.

Sec. 4-7. Discipline and Dismissal of Employees.

a. *Discipline of Personnel.* Principals, school-based supervisors, officers, heads of general departments now in existence or hereafter established, nonschool based supervisors, the Chief Executive Officer or the General Counsel may discipline employees by written reprimand or suspension of employment without pay in accordance with the provisions of the Employee Discipline and Due Process Policy, as it exists now, or as it may hereafter be amended.

b. *Dismissal of Personnel.*

1. *Dismissal of Management Level Personnel, Including Chief Executive Officer, Officers, the General Counsel, Heads of Departments, and Directors.* The Board may dismiss management level personnel, including officers, the General Counsel, heads of departments, and directors, either upon recommendation of the Chief Executive Officer and a majority vote of the full membership of the Board, or upon majority vote of the full membership of the Board.

2. *Dismissal, Non-Renewal and Reappointment of Probationary Appointed Teachers Upon recommendation of the Chief Executive Officer,* the Board shall dismiss or deny reappointment for the next school year to a probationary appointed teacher, as follows:

a. Principals may recommend to the Chief Executive Officer the non-renewal of a probationary teacher's appointment for the following school year provided that they must provide a reason to the Chief Executive Officer for the non-renewal. The Chief Executive Officer may accept or reject the principal's recommendation. If the Chief Executive Officer accepts the recommendation to non-renew a probationary appointed teacher, the Chief Executive Officer shall recommend that the Board non-renew and dismiss the probationary appointed teacher and provide the Board the reasons for that recommendation, which shall not be made public. The Chief Executive Officer shall notify probationary appointed teachers of non-renewal no later than thirty (30) calendar days before the end of the school year. In the case of non-renewed probationary appointed teachers who are in their last year of probation before attaining tenure, the Chief Executive Officer's notice of non-renewal shall notify the probationary appointed teacher of the reason(s) for nonrenewal.

b. If a probationary appointed teacher engages in misconduct, or the principal is not satisfied with the probationary appointed teacher's performance, the principal may recommend that the probationary appointed teacher be dismissed before the end of the school year in accordance with procedures established by the Chief Executive Officer. If the Chief Executive Officer agrees with the principal's recommendation, he or she shall recommend that the Board dismiss the probationary appointed teacher, and provide the Board the reasons for that recommendation.

- c. Probationary appointed teachers shall be deemed reappointed from school year to school year unless the Chief Executive Officer notifies the probationary appointed teacher that he or she will not be reappointed in accordance with this Rule.

3. *Dismissal of Other Probationary Employees, Miscellaneous Employees, and At-Will Educational Support Personnel.* The Chief Executive Officer may dismiss at-will employees, including but not limited to probationary employees and managerial, supervisory and confidential educational support personnel, and miscellaneous employees, in accordance with the applicable provisions of the Board's Employee Due Process and Discipline Policy, as it exists at the time of the adoption of this Rule, or as it may hereafter be amended. Nothing in the Board's Employee Due Process and Discipline Policy, as it exists at the time of the adoption of this Rule, or as it may hereafter be amended, shall confer, or be construed to confer, upon probationary employees or other at-will employees a property interest in Board employment or an expectation of continued Board employment.

4. *Dismissal of Assistant Principals and Educational Support Personnel Covered by Collective Bargaining Agreements.* Upon recommendation of the Chief Executive Officer or his/her designee, the Board may dismiss assistant principals and educational support personnel covered by collective bargaining agreements for cause in accordance with the applicable provisions of the Board's Employee Due Process and Discipline Policy, as it exists at the time of the adoption of this Rule, or as it may hereafter be amended.

5. *Dismissal of Contract Principals.* Contract principals may be dismissed from Board employment and their contracts terminated prior to the agreed upon end of their contract, as follows

- a. In accordance with section 34-85 of the Illinois School Code (105 ILCS 5/34-85), and applicable provisions of the Employee Discipline and Due Process Policy, as it exists at the time of the adoption of this Rule, or as it may hereafter be amended, the Board may dismiss a contract principal for cause after a hearing before an Illinois State Board of Education ("ISBE") hearing officer. In deciding whether to dismiss a contract principal, the Board shall consider the hearing officer's recommendation, any arguments made by the Chief Executive Officer or the contract principal with respect to the ISBE hearing officer's recommendation and other material necessary to make an informed decision. The Board may adopt, modify or reject the ISBE hearing officer's recommendation, and enter orders it deems appropriate under the circumstances.

- b. Upon recommendation of the Chief Executive Officer, after hearing, the Board may remove replace and dismiss contract principals and terminate their contracts in accordance with the principal's contract and the provisions of 105 ILC 5/34-8 3.

6. *Dismissal Tenured Teachers.* In accordance with section 34-85 of the Illinois School Code (105 ILCS 5/34-85) and applicable provisions of the Employee Discipline and Due Process Policy as it exists at the time of the adoption of this Rule or as it may hereafter be amended, the Board may dismiss a tenured teacher for cause after a hearing before an Illinois State Board of Education ("ISBE") hearing officer. In deciding whether to dismiss a tenured teacher, the Board shall consider the hearing officer's recommendation, any arguments made by the Chief Executive Officer or the contract principal with respect to the ISBE hearing officer's recommendation and other material necessary to make an informed decision. The Board may adopt, modify or reject the ISBE hearing officer's recommendation, and enter orders it deems appropriate under the circumstances

c. *Suspension Pending Investigation and/or a Discharge or Dismissal Hearing.* Where the Chief Executive Officer or his/her designee, or the General Counsel, deems it to be in the best interests of the Board, the Chief Executive Officer or his/her designee may remove an employee from active employment with pay or may suspend an employee without pay pending an investigation and/or dismissal hearing in accordance with applicable provisions of the Employee Discipline and Due Process Policy, as it exists at the time of adoption of this Rule, or as it may hereafter be amended

Sec. 4-8. Hours of Work – Full- and Part-time Employees The Chief Executive Officer or his/her designee shall assign employees to work full- or part-time schedules, consistent with their job category, in accordance with this Rule.

a. *Teachers.*

- 1. *Full-Time Teachers.* Full-time teachers shall be assigned to work a minimum of seven (7) hours per day, including lunch, break times and preparation times, five (5) days per week, for a minimum of 38.6 weeks per year, inclusive of vacations periods
- 2. *Half-Time Teachers.* Half-time teachers shall be assigned to work no more than one-half (½) of a full-time teacher's schedule.

b. *Non-Exempt Educational Support Personnel.* Educational support personnel may be employed on either a full-time or part-time basis. Full-time educational support personnel, who are classified as non-exempt under the United States Fair Labor Standards Act and the Illinois Minimum Wage Law, shall work a minimum of seven (7) hours and forty-five (45) minutes per day (7.75 hours), including a lunch and break times, five (5) days per week, and 38.6 weeks per year. Part-time, non-exempt educational support personnel shall be assigned to work fewer than seven (7) hours and forty-five (45) minutes a day (7.75 hours), and/or fewer than five (5) days per week, and/or fewer than fifty-two (52) weeks per year

c. *Other Exempt Employees.* Employees who are classified as exempt under the United States Fair Labor Standards Act are subject to principles of public accountability, as defined by the United States Fair Labor Standards Act. Exempt employees are required to work as necessary to fulfill all of their duties and responsibilities, and full-time, exempt employees are required, at a minimum, to be performing their duties during the normal hours of operation of their assigned student attendance center or department

d. *Miscellaneous Employees.* Miscellaneous employees may be employed on either a full-time or part-time basis, provided that, with the exception of miscellaneous employees who are currently participating in any other public pension fund:

1. miscellaneous employees paid on an hourly basis shall not be assigned to work more than seven hundred (700) hours in any calendar year;
2. miscellaneous employees paid on a monthly basis shall not be employed for more than four (4) calendar months in any calendar year; and
3. miscellaneous employees paid on a daily basis shall not be employed for more than one hundred (100) days in any calendar year.

Sec. 4-9. Overtime Premium Pay - Timekeeping – Public Accountability - No Compensatory Time Banks. The Chief Executive Officer shall designate all employee classifications and job titles as exempt or nonexempt in accordance with the United States Fair Labor Standards Act and the Illinois Minimum Wage Law.

a. *Non-Exempt Positions.* Employees who occupy non-exempt positions shall account for all hours worked on electronic timekeeping systems maintained by the Board, or alternative systems approved by the Chief Executive Officer or his/her designees. Non-exempt employees shall be paid for all hours worked in excess of forty (40) hours in a workweek in accordance with applicable law or as provided in applicable collective bargaining agreements.

b. *Teachers.* Teaching positions are exempt positions. Teachers shall be required to account for the hours that they are scheduled to be at the student attendance center and shall be required to use appropriate available accumulated sick or personal business benefit days for full or partial day absences

c. *Other Exempt Positions.* Employees who occupy other exempt positions shall be required to account for their presence at work on each work day. Said employees must adhere to principles of public accountability, and may be docked for full days of absence. Other exempt employees shall also use accumulated sick, personal or vacation benefit time for full days of absence. Said employees shall not be required to use accumulated benefit time for partial days of absence

d. *Timekeeping.* The Chief Executive Officer or his/her designee shall establish procedures for electronic timekeeping, which shall be the primary means for keeping employees' time. Nothing in this Rule shall prevent the Chief Executive Officer, the General Counsel, a department head or supervisors from establishing additional or alternative timekeeping methods if operational needs require them.

e. *No Banks of Compensatory Time In Lieu of Overtime.* Non-exempt employees shall not accumulate compensatory time off in lieu of overtime.

Sec. 4-10. Holidays.

a. *Designation of Holidays.* The Chief Executive Officer or his/her designee shall schedule all Board holidays, on which days all Board offices shall be closed. Employees otherwise scheduled to work shall not be scheduled to work on Board holidays, except as necessary for the security and maintenance of facilities. Holidays that fall on a Sunday shall be observed on the Monday following the holiday. Holidays that fall on a Saturday shall not be observed.

b. *Holiday Pay and Conditions for Holiday Pay.* Employees, other than substitute teachers, retired teachers and miscellaneous employees, shall be paid their regular pay for the holiday, except that CEO may declare designated holidays as unpaid furlough days for some or all employees. In the case of teachers, "regular pay" includes pay for extended day and regularly scheduled classes authorized on an overtime basis. To be eligible for holiday pay, employees must work either the day before or the day after the holiday, unless the employee has been approved to use sick or vacation benefit time on those days, except that appointed and temporarily assigned teachers and principals who are appointed or assigned on the day after Labor Day shall be eligible for holiday pay for the Labor Day holiday. Other eligibility requirements may be established by collective bargaining agreements or Board policies

c. *Teachers' Religious Holidays.* Appointed teachers shall be granted up to three (3) non-attendance days with pay in a school year for the observance of religious holidays, which shall not be considered an absence, provided that:

1. The appointed teacher must give written notice to the school principal at least two (2) days in advance of non-attendance for the religious holiday; and
2. The cost of providing a substitute teacher shall be deducted from the appointed teacher's pay

Sec. 4-11. Employee Benefit Days and Paid Excused Days. The Board shall establish sick, personal business and vacation leave policies for employees, other than substitute teachers and miscellaneous employees, which shall set forth rules for the accrual, accumulation and payout upon termination of employment of sick, personal business and vacation benefits days. The Chief Executive Officer or his/her designee shall have the authority to grant paid excused days off to employees.

Sec. 4-12. Family and Medical Leaves of Absence – FMLA Leaves and Supplementary Family and Medical Leaves.

a. *Applicability of Rule.* This Rule applies to all Board employees.

b. *Types of Family and Medical Leaves Authorized by this Rule.* The Board shall establish policies for Family and Medical Leave Act leaves and for supplementary family and medical leaves, including, child-rearing leaves, personal illness leaves, and family illness leaves. Said policies shall establish eligibility criteria for leaves, leave duration, any employee rights to return to a position at termination of leave, and rights to pay during leave.

c. *Coordination with Other Laws, Regulations and Policies.* All leaves granted under this Rule to employees eligible for FMLA leaves shall be designated as FMLA leaves for the first twelve (12) workweeks of the leave during any twelve (12) month period. The Chief Executive Officer or his/her designee shall make FMLA leaves retroactive to the first day of an employee's continuous absence prior to the employee's request for the FMLA leave except where the employee has previously provided the Chief Executive Officer or his/her designee with the information sufficient for the Chief Executive Officer to make a determination that the leave qualifies as an FMLA leave and the Chief Executive Officer has failed to designate the leave as FMLA, in which case the FMLA leave shall commence on the date the employee submits an application for FMLA leave to the Chief Executive Officer or his/her designee. FMLA leaves shall be concurrent with any other leave authorized by this Rule.

d. *Coordination of Leaves.* All leaves the Chief Executive Officer or his/her designee grant under this Rule to employees eligible for FMLA leaves shall be designated as FMLA leaves for the first twelve (12) workweeks of the leave during any twelve (12) month period. The Chief Executive Officer or his/her designee shall make FMLA leaves retroactive to the first day of an employee's continuous absence prior to the employee's request for the FMLA leave except where the employee has previously provided the Chief Executive Officer or his/her designee with the information sufficient for the Chief Executive Officer to make a determination that the leave qualifies as an FMLA leave and the Chief Executive Officer has failed to designate the leave as FMLA, in which case the FMLA leave shall commence on the date the employee submits an application for FMLA leave to the Chief Executive Officer or his/her designee. FMLA leaves shall be concurrent with any other leave authorized by this Rule.

e. *Effect of Leave on Probationary Periods.* Any probationary appointed teacher granted a leave of thirty (30) or more consecutive calendar days, including a FMLA leave, shall have his/her probationary period extended by the duration of the leave granted under this Rule. This Rule shall not apply to intermittent leaves.

f. *Leave Required.* Any employee subject to this Rule shall be required to seek a leave if the employee is absent from work or anticipates that he/she will be absent from work for more than ten (10) consecutive workdays, or if the employee anticipates the need for an on-going, intermittent leave. The Chief Executive Officer or his/her designee may seek to discipline or dismiss an employee who fails to apply for a leave under this Rule in accordance with the Board's Employee Discipline and Due Process Policy.

g. *Medical Certification for Leave.* All requests for leave or, where available, requests for leave extensions, must be supported by a certification from an appropriately licensed health-care provider. In accordance with applicable law, the Chief Executive Officer or his/her designee may require that an employee seeking a leave or on a leave to submit to periodic evaluation by an appropriately licensed health-care provider regarding the necessity of a leave or continued necessity of a leave.

1. In cases of a dispute regarding the necessity of a leave, the Chief Executive Officer or his/her designee shall direct an employee to submit to an evaluation by an appropriately licensed healthcare provider and request the health-care provider's opinion regarding the necessity of a leave.
2. Where appropriately licensed health-care providers issue conflicting opinions or certifications regarding the necessity for a leave, the Chief Executive Officer or his/her designee shall direct the employee to submit to an evaluation of a third appropriately licensed health-care provider, whose opinion and certification regarding the necessity for a leave will be controlling.
 - a) The employee or his/her healthcare provider shall select the third health-care provider from a list maintained by the Chief Executive Officer or his/her designee.
 - b) The cost of the evaluation and opinion by the third healthcare provider shall be borne by the Board.
3. An employee's failure or refusal to submit to any evaluation directed by the Chief Executive Officer or to cooperate in the evaluation or the health-care provider's selection shall be grounds for discipline or dismissal from employment.
4. Where the health-care provider's opinion is that the employee should be on a leave, the health-care provider shall establish a date for re-evaluation to determine the continued necessity of the leave.

h. *Maintenance of Insurance Benefits During Leaves.* An employee granted a leave under this Rule shall maintain all insurance benefits during his/her leave provided that the employee pays the employee's premium contribution for the insurance.

i. *Prohibition Against Secondary Employment During Certain Leaves of Absence.* Employees who are granted a leave of absence for their own serious medical condition or their own personal illness under this Rule shall not work secondary employment during the period of the leave, including any leave extension

Sec. 4-13. Involuntary Personal Illness Leaves- Fitness for Duty Leaves. The Chief Executive Officer or his/her designee shall have the authority to place an employee on an involuntary illness leave if the Chief Executive Officer or his/her designee determines that the employee's physical or mental health renders the employee unfit to perform the duties of the employee's position.

a. *Examination of Employees Deemed Unfit for Duty* The Chief Executive Officer or his/her designee may require employees whose fitness for duty is at issue to submit to examinations and evaluations by appropriately licensed health-care providers to determine the employee's fitness to perform his or her duties.

b. *Involuntary Personal Illness Leave for Employees Determined to be Unfit for Duty.* If an employee is determined to be unfit to perform the employee's duties, the employee shall be placed on an involuntary personal illness leave and shall have all the same rights afforded to employees on voluntary personal illness leaves in accordance with the applicable personal illness leave policy.

c. *Disputes Over Fitness for Duty.* If an employee who is placed on an involuntary personal illness leave disputes the appropriately licensed healthcare provider's determination that he/she is unfit to perform his/her duties, the employee must submit an opinion from another appropriately licensed health-care provider that he/she is fit for duty, and the resulting dispute shall be resolved in accordance with the provisions of Rule 4-12(g).

d. *Duration of Involuntary Personal Illness Leave.* An involuntary personal illness leave shall have a duration of no more than twenty-five (25) work months.

e. *Termination of Involuntary Personal Illness Leave.* An involuntary personal illness leave shall terminate on the earlier of: 1) certification that the employee is fit for duty by an appropriate health-care professional approved by the Chief Executive Officer, or, 2) the expiration of twenty-five (25) work months

f. *Tenured Teachers and Contract Principals Who Remain Unfit for Duty at the Expiration of Twenty-Five (25) Work Months.* If, after the expiration of twenty-five (25) work months on an involuntary personal illness leave, a tenured teacher or a contract principal remains unfit for duty, the tenured teacher or contract principal shall be dismissed in accordance with the Illinois School Code and the Employee Discipline and Due Process Policy. For purposes of this Rule, an employee who has remained unfit for duty due to a mental or physical incapacity for six (6) or more work months shall not be deemed to be suffering from a temporary mental or psychological impairment, as defined by the Illinois School Code, and nothing in this Rule shall prevent the Board from dismissing a tenured teacher or a contract principal who has been mentally or psychologically incapacitated for more than six (6) months

g. *All Other Employees Who Remain Unfit for Duty at the Expiration of Twenty-Five Work Months* If, after the expiration of twenty-five (25) work months on an involuntary personal illness leave, an employee, other than a tenured teacher or a contract principal, remains unfit for duty and is not collecting a permanent disability pension from the Chicago Municipal Employees Annuity Fund, the employee shall be deemed absent without leave and honorably terminated in accordance with the Employee Discipline and Due Process Policy. For purposes of this Rule, an employee who has remained unfit for duty due to a mental or psychological impairment for six (6) or more work months shall not be deemed to be suffering from a temporary mental or psychological impairment, as defined by the Illinois School Code, and nothing in this Rule shall prevent the Board from dismissing an employee who has been mentally or psychologically incapacitated for more than six (6) months.

Sec. 4-14. Other Leaves with Pay. Except as otherwise provided in this Rule, the Chief Executive Officer, or his/her designee, may grant leaves with pay to eligible employees, as set forth in this Rule. The Chief Executive Officer or his/her designee shall establish the procedures for apply for paid leaves under this Rule, which may include additional procedural eligibility criteria. Employees granted leaves under this Rule shall continue to be eligible to participate in employee health and dental benefit plans, provided that they pay any required employee premium contributions to maintain those benefits. Nothing in this Rule shall be construed to grant a contract principal a leave of absence beyond the termination date of the contract principal's contract, or to extend the termination date of the principal's contract.

a. *Military Leave*

1. *Eligibility.* The Chief Executive Officer or his/her designee shall grant military leaves or reserve military leaves to full-time employees for any period the full-time employee spends in military service, including basic training, special or advanced training, and annual training, whether or not within the State of Illinois, and whether or not voluntary.
2. *Seniority and Benefits During Military Leave.* An employee on any military leave provided in this Rule shall continue to accrue seniority and other benefits

3. *Pay During Military Leave.*
 - a. *Annual Training.* Any full-time employee granted a leave of absence for annual training under this Rule shall receive his regular compensation.
 - b. *Basic, Special or Advanced Training.* During the first sixty (60) days of military leave for basic, special or advanced training, an employee will receive the employee's regular compensation minus the amount of his/her base pay for military activities.

4. *Return to Work at Conclusion of Leave.* An employee, other than a miscellaneous employee, who is granted a military leave under this Rule and who (1) receives a certificate described in section 9(a) of the Military Selective Service Act, 50 USCS Appx. § 459(a) (relating to the satisfactory completion of military service); and (2) makes application for reemployment within ninety (90) days after the employee is relieved from such training and service or from hospitalization continuing after discharge for a period of not more than one year, the employee shall be returned to work, as follows: a. if qualified to perform the duties of his/her former position, the employee shall be reinstated to his/her former position or a position of like seniority, status or pay, or b. if not qualified to perform the duties of his/her former position due to a disability sustained during the military leave, the employee will be offered a vacant position for which he/she is qualified

b. *Bereavement Leave.* The Chief Executive Officer or his/her designee shall grant employees, other than substitute teachers, retired teachers and miscellaneous employees, paid bereavement leaves, as follows:

1. A leave not to exceed ten (10) week days, including holidays and layoff days, at the death of the eligible employee's parent, spouse, domestic partner, grandparent, child, brother or sister of the employee, or step-parent married to a parent of the employee, provided that the last five (5) days of such a leave shall be applied against the employees' sick leave bank, and
2. A leave not to exceed five (5) week days, including holidays and layoff days, at the death of the eligible employee's grandchild, father-in-law, mother-in-law, brother-in-law, sister-in-law, son-in-law, daughter-in-law, nephew, niece, uncle, aunt, or first cousin of the employee, provided that all days of such leave shall be applied against the employee's sick leave bank

c. *Jury Duty Leave.* The Chief Executive Officer or his/her designee shall grant employees, other than day-to-day substitute teachers, retired teachers and miscellaneous employees, a paid leave of absence when summoned for jury duty, provided that the amount of jury duty pay shall be deducted from the employee's pay for each day of jury duty. Day-to-day substitute teachers, retired teachers and miscellaneous employees shall be excused from work without pay when summoned for jury duty. The provisions of this Rule shall be applicable during summer school assignments.

d. *Court Attendance Leave.* The Chief Executive Officer or his/her designee shall grant employees a paid leave of absence for court attendance when:

1. the employee is required to attend court, or other judicial proceedings, in connection with litigation in which school interests or records are involved, or when the State of Illinois, the City of Chicago, or the Board is a party and the employee is not personally interested in the outcome of the litigation; or
2. the employee is subpoenaed to appear in court within Cook County, Illinois, in a matter in which the employee has no personal interest in the outcome of the case, in which case, the subpoena fee shall be deducted from the employee's pay.

e. *Conference Leave.* The Chief Executive Officer or his/her designee shall grant an employee, other than substitute teachers, retired teachers or miscellaneous employees, paid conference leave to attend professionally-related conferences, meetings, workshops, conventions, or commencement exercises for the employee, if in the Chief Executive Officer or his/her designee's judgment, the employee's attendance is beneficial or related to the work of the schools.

f. *Sabbatical Leave for Appointed Teachers, and Principals.* ~~Upon recommendation of~~ The Chief Executive Officer or his/her designee, ~~the Board~~ may grant paid leaves of absence to appointed teachers and contract principals, who have completed six (6) continuous years of satisfactory service, for the purposes of resident study, travel or other purposes, for a period of at least five (5) months but no more than ten (10) school months, if the Chief Executive Officer or designee Board determines that the leave will improve the service of the teacher or contract principal to the public schools. Eligibility for and the terms and conditions of sabbatical leaves will be established by the Chief Executive Officer or designee Board policy.

g. *Tenured Teacher, Contract Principal or Quota Assistant Principal's On-Loan Leaves of Absence.* The Chief Executive Officer or his/her designee may grant to tenured teachers, contract principals or quota assistant principals the types of on-loan leaves set forth in subparagraphs 1, 2 and 3 of this Section under the conditions set forth in those paragraphs without Board action and shall report such leaves on his/her quarterly report to the Board. The Board shall establish policies governing the terms and conditions under which the Chief Executive Officer or his/her designee may loan employees and the terms and conditions for agreements by which employees are to be loaned. The decision to grant an on-loan leave of absence rests solely within the discretion of the Chief Executive Officer or his/her designee and is not an entitlement to eligible tenured teachers, assistant principals or contract principals.

1. *On-loan leave to a University or Other Educational Institution* After the Board has approved a contract with a University or Other Educational Institution for an on-loan leave, the Chief Executive Officer may grant a tenured teacher, quota assistant principal or contract principal an on-loan leave to take a position at a university and/or other educational institution if in the judgment of the Chief Education Officer such a leave will enable the teacher or administrator to engage in activities that will contribute to increasing the achievement of the students of the Chicago Public Schools;
2. *On-loan leave to a Contract School* After the Board has approved a contract with a contract school for an on-loan leave, the Chief Executive Officer may grant a tenured teacher, quota assistant principal or contract principal an on-loan leave to take a position with a contract school established under the Board's Policy to Establish Renaissance Schools, as adopted on September 22, 2004, and as it may hereafter be amended from time to time, or
3. *On-loan leave to Central or Area Offices*. The Chief Executive Officer may grant a tenured teacher, quota assistant principal or contract principal an on-loan leave to take an administrative position with the Board at an Area or Central Office.

Sec. 4-15. Other Leaves without Pay. The Chief Executive Officer may grant leaves without pay to eligible employees as set forth in this Rule without Board action and shall report all such leave in his/her quarterly report of personnel transactions to the Board. The Chief Executive Officer or his/her designee shall establish procedures for applying for unpaid leaves under this Rule, which may include additional procedural eligibility criteria. Employees granted leaves under this Rule shall continue to be eligible to participate in employee health and dental benefit plans, provided that they pay any required employee premium contributions to maintain those benefits. Nothing in this Rule shall be construed to grant a contract principal a leave of absence beyond the termination date of the contract principal's contract or to extend the termination date of the principal's contract.

a. *Personal or Student Teaching Leaves of Absence for Educational Support Personnel* The Chief Executive Officer may grant educational support personnel employees who have been employed for not less than three (3) months personal or student teaching leaves of absence without pay. The Chief Executive Officer, in the exercise of his/her discretion, may permit educational support personnel granted a personal leave of absence to be paid appropriate accumulated benefit time during the leave. Student teaching leaves of absence shall be without pay. Educational support personnel granted a personal or student teaching leave of absence under this Rule shall be restored to their former positions at the termination of the leave if the former position is available. If the former position is not available, the educational support personnel employee may apply for consideration for other educational support personnel vacancies and, if the educational support personnel employee is not selected to fill such vacancies, he/she will be laid off in accordance with Board Rules and Policies.

b. *Tenured Teachers' Leave for Travel or Study*. The Chief Executive Officer or his/her designee may grant an unpaid leave of absence for one (1) year or less to a tenured teacher for educationally-related travel or for full-time study in accredited institutions of learning. At the conclusion of the leave, the tenured teacher must present credentials showing the course work pursued and the amount of work done to the Chief Education Officer. In case of leave for travel, evidence of such travel shall be presented to the Chief Education Officer. When a leave has been granted under this Rule, the absence shall not be construed as a break in service so far as seniority is concerned and the tenured teacher shall be returned to his/her position at the termination of the leave. A tenured teacher granted a leave under this Rule shall be ineligible for another leave under this Rule for a period of at least four (4) years after the conclusion of the leave. Any person who is granted leave under the provisions of this Rule, who fails to devote the entire period of the leave to the purposes specified in the application for leave shall pay to the Board the cost of maintaining benefits for the teacher during the leave and may be subject to discipline or dismissal in accordance with the Board's Employee Discipline and Due Process Policy, as it exists now or as it may hereafter be amended.

c. *Tenured Teachers' Leave for Charter School Employment*. The Chief Executive Officer or his/her designee may grant unpaid leaves of absence to tenured teachers who accept employment with a charter school in accordance with 105 ILCS §27A-10(b). Charter school leaves shall be granted in one (1) school year increments. Successive charter school leaves may be granted for up to maximum of five (5) school years. A tenured teacher who is granted a leave of absence for charter school employment may return to his/her former position only if the leave terminates after his/her first year of charter school leave, if the leave terminates after more than one (1) year of leave, the teacher shall be assigned to the Reassigned Teacher Pool in accordance with the Board's Policy on Reassignment and Layoff of Regularly Certified and Appointed Tenured Teachers, as it exists now, or as it may hereafter be amended.

d. *Tenured Teachers' and Certificated Administrators' Personal Leave of Absence*. The Chief Executive Officer or his/her designee may grant an unpaid personal leave of absence with full loss of salary for a period of two (2) years or less to any tenured teacher, certificated administrator, contract principal or quota assistant principal, if in the judgment of the Chief Executive Officer, such leave will enable the tenured teacher, certificated administrator, contract principal or quota assistant principal to engage in an activity which will be beneficial to the work of the Chicago Public Schools. A contract principal's application for a personal leave of absence shall be conditioned upon the termination of the contract principal's contract and consent of the applicable local school council. Upon conclusion of the personal leave of absence, the tenured teacher, contract principal or assistant principal may apply for vacant positions

e. Tenured Teachers' and Educational Support Personnel Union Leaves

1. Upon application by the Chicago Teachers Union ("CTU"), the Illinois Federation of Teachers ("IFT"), or the American Federation of Teachers ("AFT"), the Chief Executive Officer or designee may, without Board action, grant employees who are elected or appointed to full-time positions with the CTU, IFT or AFT leaves of absence without pay for the purpose of accepting positions provided that no more than thirty-five (35) employees shall be granted such a leave at any one time. Employees granted a union leave of absence shall retain all other benefits as if they were in regular service. They shall continue to accrue seniority for salary increments and all other purposes where seniority is a factor, and their absence shall not be construed as a break in service for any purpose. As condition of such leave, the CTU, IFT, and AFT must agree to pay the cost of maintaining any benefits for the employee. At the conclusion of a union leave under this Rule, the teacher shall not have the right to return to his/her former position but will be assigned to an equivalent position in the area of his or her certification in accordance with the faculty integration plan. An educational support personnel employee granted a union leave under this Rule shall not have a right to return to his/her former position at the conclusion of the leave but shall have a right to return to an equivalent position, provided the educational support personnel employee provides the Board ninety (90) calendar days notice of his/her intent to return.
2. The Chief Executive Officer or his/her designee may, without further Board action, grant union leaves of absences authorized by collective bargaining agreements approved by the Board to employees who are elected or appointed to union offices. The Chief Executive Officer or designee shall approve such leaves in accordance with the terms of the collective bargaining agreement approved by the Board.

f. Tenured Teachers' Pension Office Employment Leave. Upon application by the Chicago Teachers' Pension Fund, the Chief Executive Officer or designee may grant an unpaid leave of absence to tenured teachers to accept appointments to full-time positions with the Chicago Teachers' Pension Fund. As condition of such leave, the Chicago Teachers' Pension Fund must agree to pay the cost of maintaining any benefits for the employee. Upon termination of the leave, employees shall be treated as laid off employees and afforded the rights and benefits provided in the applicable Board's layoff policies.

g. Principals' Summer Leave of Absence. Upon recommendation of the Local School Council, the Chief Executive Officer or designee may grant an unpaid leave of absence for two (2) calendar months or less during the calendar months of July and August to a contract principal who submits proper application prior to the May 1st preceding the months of July and August for which leave is requested. When a leave has been granted under this section, the absence shall not be construed as a break in service so far as seniority is concerned and the principal's position shall be held open. Principals granted such leaves of absence shall retain all other benefits as if they were in regular service, except that they shall not be allowed to accrue sick or vacation benefit days, or receive pension credit for the period of the unpaid summer leave.

h. Family Military Leave of Absence. The Chief Executive Officer or designee may grant an unpaid family military leave of absence of up to thirty (30) calendar days to an employee who: 1) is the spouse or parent of any person called to military service for a period of more than thirty (30) calendar days pursuant to orders of the Governor of the State of Illinois or the President of the United States, 2) has been employed by the Board for at least twelve (12) months, and, 3) has been employed for at least 1,250 hours of service during the 12-month period immediately preceding the commencement of the leave. Employees who request unpaid family military leave for five (5) or more consecutive work days must make their request for the leave fourteen (14) days prior to the commencement of the leave, employees who request unpaid family military leave for less than five (5) consecutive work days shall make their request as soon as practicable. Upon termination of the leave, the employee shall be restored to the position held by the employee prior to commencement of the leave or to a position with equivalent seniority status, employee benefits, pay and other terms and conditions of employment, unless the employee would not have maintained his/her position regardless of the leave. The Chief Executive Officer or designee shall establish procedures and requirements for applying for leaves, including requirements for submission of certification from the proper military authority to verify the employee's eligibility for the family military leave and procedures for return of employees at the conclusion of the family military leave.

Sec. 4-16. Resignations and Retirement.

a. Except as provided in subparagraph b of this Rule, employees' resignations and notices of intent to retire are irrevocable upon receipt by the Department of Human Resources.

b. Upon recommendation of the Chief Executive Officer, the Board may permit an employee who submitted a resignation or who has submitted a notice of intent to retire to rescind the resignation or notice of intent to retire provided that all of the following conditions are met:

- i. The employee has received a firm offer to fill a vacant position for which a Type 75 administrative certificate is a required or desired qualification for a period after his/her effective date of resignation or retirement;
- ii. The employee makes a request to rescind the resignation or notice of intent to retire before the effective date of the resignation or notice of intent to retire;
- iii. The employee has a record of performance with the Board that, in the judgment of the Chief Executive Officer, demonstrates that he or she is uniquely qualified to fill the position offered to him/her;

- v. In cases where the employee has participated in any Board-sponsored retirement incentive program, including but not limited to the Pension Enhancement Program or an Early Retirement Option, the employee agrees to repay to the Board all monies paid by the Board to the employee; and
- v. In cases where the employee has submitted an application for retirement or other benefits from a Pension Fund to which the Board makes contributions, the Pension Fund makes no objection to rescission of the employee's application for retirement or other benefits and agrees to a refund or credit to the Board for the Board's employer "pick-up" of employee pension contributions in connection with the advance payout of sick leave under Pension Enhancement Program or other similar programs.

Sec. 4-17 Domestic Partners and Parties to a Civil Union; Definitions and Applicability of Terms.

a. *Domestic Partner Definition.* The term domestic partner(s), as referred to in Board Rules and Policies, shall mean individuals who (1) are at least 18 years of age; (2) are of the same sex; (3) are unmarried (single, divorced, or widowed) and not a party to a civil union; (3) are each other's sole partner; (4) are responsible for each other's common welfare; (5) are residing in the same residence; (6) are not related by blood closer than would bar marriage in the State of Illinois; and (7) satisfy two of the following additional requirements: (i) have been residing together for at least 12 months, (ii) have common or joint ownership of a residence; (iii) jointly own a motor vehicle, credit account, checking account, or residential lease; or (iv) one or both have declared the other as the primary beneficiary on his or her will

b. *Civil Union Definition.* The term civil union means a legal relationship between two persons of either the same or opposite sex established pursuant to the Illinois Religious Freedom Protection and Civil Union Act (P.A. 096-1513, effective June 1, 2011), referred to herein as the 'Illinois Civil Union Act'. Under the Illinois Civil Union Act, a marriage between persons of the same sex, a civil union, or a substantially similar legal relationship other than common law marriage, legally entered into in another jurisdiction, shall be recognized in Illinois as a civil union.

c. *Party To A Civil Union Definition.* A party to a civil union means a person who has established a civil union as defined in section b. of Board Rule 4-17

d. *Applicability of Terms to Board Rules and Policies.* A party to a civil union and a domestic partner shall be considered included in any definition or use of the terms "spouse", "family", "immediate family", "dependent", "next of kin", "in-law", "married", "relative" and other related terms that denote the spousal relationship or affiliation as those terms are used throughout Board Rules and Policies.

**CHAPTER V
FINANCIAL RULES**

Sec. 5-1. Fiscal and School Year. The fiscal year of the Board of Education shall commence on the first day of July of each year.

Sec. 5-2. Office Hours. The general offices of the Board of Education and District shall be open on Monday through Friday each week from 8:00 o'clock A.M. to 5:00 o'clock P.M. (Holidays designated in section 5-3 excepted.)

Sec. 5-3. Holidays - Offices. The general offices of the Board of Education and District shall be closed on the following legal holidays: January 1 (New Year's Day); the third Monday in January (the birthday of Dr. Martin Luther King, Jr.); February 12 (Lincoln's birthday); the third Monday in February (Presidents' Day); the first Monday of March (the birthday of Casimir Pulaski); the last Monday in May (Memorial Day); July 4 (Independence Day); the first Monday in September (Labor Day); the second Monday in October (Columbus Day); November 11 (Veteran's Day); the fourth Thursday and Friday in November (Thanksgiving Day Recess); December 25 (Christmas Day); and on such other days as the President, with the approval of or ratification by the Board of Education, may direct. When any such holidays fall on Sunday, the Monday next following shall be held and considered such holiday.

Sec. 5-4. Report Condition of Finance. At least once each quarter the Chief Financial Officer shall present to the Board of Education a summary report of appropriations and encumbrances by funds, showing the condition of Board finances. A copy shall be filed with the Board Secretary.

Sec. 5-5. Investment of School Funds. The Board hereby delegates to the Chief Financial Officer the authority to invest its school funds in investment instruments as authorized by law. The Chief Financial Officer shall purchase and sell all investment instruments on behalf of the Board pursuant to law and the Board's Investment Policy.

Sec. 5-6. Lunchroom Receipts. All moneys received in the lunchroom shall be forwarded in accordance with the schedule established by Chief Financial Officer through a carrying company approved by the Board of Education and deposited in a bank that is on the approved municipal depository list. The Chief Financial Officer shall establish the procedures and schedule for the collection, transfer and deposit of lunchroom receipts.

Sec. 5-7. Sale of Refreshments at Stadia. Sale of refreshments at the stadia shall be under the charge and control of the Chief Administrative Officer. Proceeds from the sale of refreshments shall be credited to the Lunchroom Fund.

Sec. 5-8. Payroll Attendance Reports. Payroll attendance reports for each budget organization unit shall be prepared promptly under the charge and control of the Chief Financial Officer and be promptly certified by the Chief, Officer or head of the department in which the employees are employed

Sec. 5-9. Use of Roll-Over Funds.

a. Where the Board approves a budget for the current fiscal year that identifies roll-over unspent funds from the previous year's budget and authorizes the use of such funds in the current fiscal year budget, the Chief Executive Officer shall designate the roll-over funds for particular uses or projects and shall report the designations annually to the Board for approval. Only the following specified funds which remain from the prior year's original budget are eligible for roll-over designation hereunder

- (1) non-personnel general funds in school and central/area offices, and
- (2) building Operation and Maintenance fund from the following accounts

- a. Commodities – Supplies;
- b. Services – Contractual; and
- c. Services – Repair Contracts

b. Once designated, transfer of the roll-over funds to the designated account(s) is subject to Board approval and the use of the funds is subject to the following limitations:

- (1) roll-over funds will be expended within the current fiscal year;
- (2) no liability beyond the current fiscal year may be incurred in using the roll-over funds, and
- (3) roll-over funds may not be used to hire employees, except miscellaneous personnel as defined in Board Rule 4-3.f. whose positions will close at or before the end of the fiscal year

This Rule does not apply to a school special income fund or funds that are otherwise subject to federal or state requirements or grant agreement obligations regarding carry over

Sec. 5-10. Reporting Fraud, Waste, Mismanagement; Whistle Blower Protection. In accordance with the Whistle Blower Protection provisions found in the Illinois School Code, Section 34-2.4c, no disciplinary action may be taken against an employee or Local School Council member for the disclosure of information by that employee or local school council member that evidences (a) violation of any law, rule, regulation or policy, or (b) waste, fraud, mismanagement, abuse of authority, or (c) a danger to health or safety of a student or the public.

Sec. 5-11. Annual Notice. The Chief Executive Officer or designee shall provide employees with annual notice regarding the appropriate use and safeguarding of Board resources, compliance with funding source obligations and responsibilities to prevent misuse or misappropriation Board resources

Sec. 5-12. Non-Resident Pupils - Tuition. Pupils must reside within the limits of the City of Chicago to attend a Chicago Public School. For purposes of enrolling or completing enrollment in an Options for Knowledge school or program, a student must establish Chicago residency on or before July 1st prior to the start of the upcoming school year.

Pupils whose parent(s) or legal guardian(s) do not reside within the limits of the City of Chicago and who are staying in Chicago for the primary purpose of attending Chicago Public Schools shall be considered non-resident pupils. The parent or legal guardian of a non-resident pupil determined to be in violation of this residency requirement shall be charged tuition as determined by the District's Department of Revenue, in accordance with the Illinois School Code and the student is subject to transfer. Pupils who become non-resident during the school term shall not be charged tuition for the remainder of the school term in which they become non-resident.

Sec. 5-13. Foreign Pupils – Tuition. Foreign students living in the City of Chicago with F-1 non-immigrant student visas and participating in the Board's Visiting Foreign Student Program may enroll in the Chicago Public Schools. Such student's must satisfy F-1 visa requirements including but not limited to paying the per capita cost of tuition as determined by the District's Department of Revenue as well as meet applicable grade level and duration of visit requirements. In accordance with the Illinois School Code, foreign students participating in an organized foreign exchange program authorized by the Chief Education Officer or designee may enroll tuition-free in a Chicago Public School

Sec. 5-14. Estimate Of Taxes To Be Levied. The Board hereby delegates to the Chief Financial Officer the authority to annually determine the estimate of property taxes to be levied as required under 35 ILCS 200/18-60. Not less than 20 days prior to the adoption of the Board's aggregate levy, the Chief Financial Officer shall determine the amounts of money estimated to be necessary to be raised by taxation for that year upon taxable property in the district. The Chief Financial Officer shall file a report of the estimate with the Secretary of the Board. The estimate shall be deemed an act of the corporate authority upon receipt of the Chief Financial Officer's report by the Secretary of the Board.

CHAPTER VI SCHOOL RULES

Sec. 6-1. Admission Requirements. No person shall be admitted to any school under the jurisdiction of the Board of Education without meeting the requirements for admission. No person seeking admission into any Chicago Public School who has been suspended or expelled for any reason from any public school in Illinois or any other state may be admitted without first completing the entire term of the suspension or expulsion, except on a case by case review by the Chief Education Officer or designee. Students who have been suspended or expelled from a private school, charter school or public school outside District 299 may not be allowed to enroll in a Chicago Public School if they were suspended or expelled for an offense for which expulsion is a possible sanction according to the Chicago Public Schools Student Code of Conduct.

Sec. 6-2. Admission to Elementary School. All children residing in the City of Chicago are eligible, at the beginning of the school year, to enter kindergarten or first grade if they will have reached the age of five or six years, respectively, on or before September 1, with the following noted exceptions

Children who will reach the age of six on or before December 31 may, at the beginning of the school year, enter first grade if the parent/legal guardian/temporary custodian presents satisfactory evidence that their child (i) attended a nonpublic preschool and continued their education at that school through kindergarten, (ii) was taught in kindergarten by an appropriately certified teacher and (iii) was assessed to be ready for first grade.

The principal of the elementary school in the attendance area in which the student resides shall require the parent/legal guardian/temporary custodian to present a birth certificate, baptismal record, or other satisfactory evidence of the date of birth. The parent/legal guardian/temporary custodian must also produce proof of residence and medical compliance. Lack of proof of residency for homeless students may not be used to exclude them from school. Homeless students must be enrolled in accordance with the Chicago Public Schools' Policy and Procedures on Education of Homeless Children and Youth, 96-1120-PO3, as may be amended.

Sec. 6-3. Admission to High Schools. Pupils who have been graduated from elementary school shall be admitted to a high school in the District. Students who did not graduate from an elementary school and high school transfer students who seek admission to high school may be required to submit school records to evaluate appropriate placement and transfer of course credit, if applicable, and may also be required to take an examination which shall be conducted in accordance with the policies established by the Board of Education.

Sec. 6-4. Exclusion During Epidemics. The Chief Executive Officer in consultation with a city, state or federal public health departments or agencies shall have the power and duty upon reasonable evidence that an epidemic of any contagious or infectious disease is prevalent or that an epidemic of such is impending, to exclude temporarily all pupils and employees from the public schools serving the community where the disease has appeared. Such evidence, in order to be considered reasonable shall be brought to the attention of the Chief Executive Officer or a city, state or federal public health departments/agencies. In reaching the decision to close a school or schools or to exclude any significant number of pupils, the Chief Executive Officer, in consultation with a city, state or federal public health departments or agencies, shall consider the nature of the communicable disease, the nature of the preventive vaccine or toxoid, and the results of a survey showing the percentage of students and employees who have been inoculated.

Sec. 6-5. Fire Drills. All employees shall strictly observe the Fire Drill Ordinance of the City of Chicago and the regulations with regard to emergency and fire drill dismissals as directed by the Chief Executive Officer.

Sec. 6-6. Health Requirements of Pupils. (Repealed 09-28-05)

Sec. 6-7. Permits - Residence in Sub-District. (Repealed 01-24-96)

Sec. 6-8. Expulsion of Pupils - Cause. Expulsion of a pupil is a suspension for a period exceeding ten consecutive school days. For a pupil with a disability, a prior determination that the behavior is unrelated to the pupil's disability is a prerequisite for expulsion. However, in all cases, a free appropriate public education must be made available to all students with disabilities expelled from school. Whenever a pupil in any school is found guilty of gross disobedience, misconduct or other violation as defined by the Student Code of Conduct of the Board of Education of the City of Chicago, the pupil may be expelled from school. The parent or guardian shall be requested to appear at an expulsion hearing before a hearing officer to discuss the pupil's behavior. Such request shall be made by registered or certified mail and shall state the time, place, and purpose of the hearing. The hearing officer shall report to the Chief Executive Officer or designee a written summary of the evidence taken at the hearing together with the hearing officer's recommendations thereon. If the hearing officer recommends that the pupil be expelled, the hearing officer shall state the reasons for the recommendation and the proposed period of time that the student should be expelled from school. The Chief Executive Officer or designee shall determine the appropriate disciplinary action upon the summary and recommendations of the hearing officer. No pupil may be expelled except by the decision of the Chief Executive Officer or designee. The parent or guardian of an expelled student shall have the right to appeal the expulsion decision to the Chief Executive Officer or designee.

Pupils referred for expulsion whose presence poses a continuing danger to persons or property or an ongoing threat of disrupting the academic process may be immediately reassigned to an alternative school. Procedural safeguards under the Individuals with Disabilities Education Improvement Act of 2004 apply to students with disabilities.

Sec. 6-9. Suspension of Pupils – Cause. For gross disobedience, misconduct, or other violation as defined by the Student Code of Conduct of the Board of Education of the City of Chicago, a pupil may be suspended temporarily by the principal for a period not exceeding ten consecutive school days for each offense. For a pupil with a disability, the pupil may be suspended for a period not exceeding ten school days in a school year, except where the school has consulted with and received approval from the Chief Specialized Services Officer or their designee. Every such suspension shall be reported to the parent or guardian of the pupil, with a full statement of the reasons for such suspension and also reported to the

~~Chief of Schools Chief Area Officer.~~ The parent or guardian of a suspended student shall have the right to appeal the suspension decision to the appropriate ~~Chief of Schools Chief Area Officer~~ or designee. The ~~Chief of Schools Chief Area Officer~~ or their designee shall have authority to review the action of the principal and make a final determination as to the suspension of the student

Prior to any suspension, the student shall be given oral or written notice of the charges against the student and an informal hearing with an explanation of the basis of the charge and an opportunity to explain his/her version of the facts. Students whose presence poses a continuing danger to persons or property or an ongoing threat of disrupting the academic process may be immediately removed from school. In such cases, the necessary notice and informal hearing should follow as soon as practicable

Sec. 6-10. Regular School Year. The regular school year shall begin and end on dates as approved by the Board in the Annual Regular School Year Calendar, the Annual Year-Round School Calendar and the Calendar for Schools Operating on an Alternative Schedule

Sec. 6-11. Certificates of Graduation from Evening School. (Repealed 08-22-07)

Sec. 6-12. Duties of Principals. Principals of schools are the responsible administrative heads of their respective schools and are charged with the organization, supervision, administration, and discipline thereof. They shall establish and enforce such regulations, not contrary to the Rules and Policies of the Board of Education, the Student Code of Conduct, or the regulations of the Chief Executive Officer as in their judgment may be necessary for the successful conduct of their schools

Sec. 6-12.1. Duties of Assistant Principals. Assistant Principals shall take charge of their respective schools when their principals are absent from the building for any reason. Assistant Principals shall be subject to the supervision of the principal and shall perform such duties the principal may direct. Such duties may include, but are not limited to, providing assistance in the organization, supervision, administration, and discipline of the schools. In the event there are multiple Assistant Principals in a school and the principal is absent, the principal shall designate which Assistant Principal shall be in charge.

Sec. 6-12.2. Duties of Associate Principals. (Repealed 10-25-95)

Sec. 6-13. Duties of Teachers. Teachers shall take charge of the divisions or classes assigned to them by the principal. They shall be held responsible for the instruction, progress and discipline of their classes according to the School Improvement Plan. Teachers shall render such assistance in the educational program in and about the buildings as the principal may direct including parent interviews, pupil-counseling, corridor, lunchroom, and playground supervision, and attendance at professional staff meetings. Teachers are supervised by their respective principals

Sec. 6-14. Exclusion of Partisan and Sectarian Questions. Principals and teachers shall prevent the introduction or discussion of questions of a sectarian or partisan character in their schools

Sec. 6-15. Purchase of Unauthorized Books. Principals and teachers shall not request or advise pupils to purchase for use in the schools, any book, pamphlet, or publication which the Board of Education has not approved.

Sec. 6-16. Contributions and Presents. Employees and Local School Council members can solicit contributions for the school, either in money or in kind, but the acceptance of the contribution shall be made in accordance with Board Rule 5-9 and the Board's Policy on the Acceptance of All Grants, Gifts and Donations.

Sec. 6-17. Names and Addresses of Pupils Not To Be Given Out. No employee shall give out names and addresses of pupils or their parents or any information contained in school records, except in accordance with the Board's Policy on the Confidentiality of Student Records.

Sec. 6-18. Circulation and Distribution of Unauthorized Written Materials. No employee or other person shall circulate, permit to be circulated, distribute or exhibit, whether in written or electronic form on school grounds or at school-sponsored functions, any advertisements, circular, subscription list, invitation to or notice of meetings, any book, map or other article, or any other material of a commercial, political or sectarian nature, among the pupils, teachers, or other employees, except by approval of the principal, ~~Chief of Schools Chief Area Officer~~ ("CAO"), General Counsel, or the Chief Executive Officer (CEO) or their designees, setting forth the time, manner and place of the circulation or distribution. The provisions in this paragraph do not apply to nor in any way affect the sections of the collective bargaining agreement between the Board and the Chicago Teachers Union ("CTU") pertaining to the CTU's right to distribute information to its members. The publication or distribution of obscene or libelous materials which is published or distributed on school grounds by an employee shall constitute grounds for dismissal

Union delegates or their designees may distribute union election materials of any employee candidates in employee mailboxes, before and after school hours, or during duty-free time. For the purposes of this rule, teacher preparation periods are not duty-free time

Distribution or circulation of written materials may take place in an appropriate time, place and manner authorized by the principal, ~~Chief of Schools~~ CAO, General Counsel, CEO or their designees. Under no circumstances are the written materials to which this rule applies to be distributed during class time except in employee lounges and other designated areas. Distributors of such materials may in no manner delay or detain students, teachers, or other employees while distributing their materials except as incidental thereto.

Research materials such as questionnaires, surveys, evaluation instruments and related data requests may not be distributed or circulated in schools except when authorized in accordance with the Board's Research Study and Data Policy.

Local School Councils who wish to distribute questionnaire or survey materials in connection with their duties and responsibilities must have such materials approved as to legal form by the General Counsel or designee prior to distribution.

Sec. 6-19. Distribution, Exhibition and Collection of Books, Maps and Other Written Materials. (Repealed 09-24-03)

Sec. 6-20. Holidays - Schools. The schools shall be closed on the following legal holidays occurring when schools are in session: January 1 (New Year's Day); the third Monday in January (the birthday of Dr. Martin Luther King, Jr.); February 12 (Lincoln's birthday); the third Monday in February (President's Day); the first Monday in March (the birthday of Casimir Pulaski); the last Monday in May (Memorial Day) July 4 (Independence Day); the first Monday in September (Labor Day); the second Monday in October (Columbus Day); November 11 (Veteran's Day); the fourth Thursday in November (Thanksgiving Day) December 25 (Christmas Day); the day following Thanksgiving Day and on such other days as the President, with the approval of or ratification by the Board of Education, may direct. When any such holidays fall on Sunday, the Monday next following shall be held and considered such holidays. If unanticipated school dismissal becomes necessary, school holidays may be adjusted to ensure that the minimum number of pupil attendance days are scheduled and held pursuant to the Illinois School Code. Section 10-19 and the adjustment shall be implemented consistent with collective bargaining agreements. If the Illinois State Board of Education authorizes modifications to the designated legal school holidays, the modification(s) shall be implemented, upon Board approval, at individual schools consistent with collective bargaining agreements.

Sec. 6-21. Corporal Punishment Prohibited. No employee of the Board of Education may inflict corporal punishment of any kind upon persons attending the public schools of the City of Chicago

Sec. 6-22. Regular School Hours and Instruction. The specific hours of operation of an attendance center may vary to reflect the scheduling needs of particular schools; however, all schools must maintain regular hours of operation that provide all students with a minimum of 300 minutes of instructional work per day.

Sec. 6-23. Dismiss Schools for Funeral Services. The Chief Executive Officer, with the approval of the President, may, in case of the death of the principal, dismiss a school during the session when the funeral service is held and may grant permission for other principals to be absent from their schools to attend the funeral services.

In case of the death of a teacher, the Chief Executive Officer may permit a delegation of two teachers and the principals to be absent from school to attend the funeral services without loss of salary

Sec. 6-24. The Flag. At the beginning of each school day, students shall sing the National Anthem recite the Pledge of Allegiance and salute the flag of the United States. No student shall be compelled to sing the national anthem, recite the Pledge of Allegiance or salute the flag.

The flag of the United States shall be displayed each day in a prominent place on the school house or school grounds, and the flag of the United States shall be conspicuously displayed in each and every classroom in the public schools of the City of Chicago.

Sec. 6-25. Use of School Buildings After Regular Hours of Building Operation.

I. General Requirements For Operation of School Building Beyond Regular Hours

School buildings shall be opened for any purpose upon the terms and conditions set forth in Section 34-8.1, Section 34-2.3 and Section 34-18 of the Illinois School Code. Principals may set hours of operation of the school building, beyond regular hours of building operation, under the following conditions:

- A. The engineer-in-charge, the engineer-in-charge's designee or the principal's designee shall be present and on duty;
- B. Appropriate adult supervision as determined by the specific building use is present; and
- C. A Type 75 certificated school administrator is available for emergencies.

II. School Affiliated Non-Student Groups

School affiliated non-student groups, as defined for purposes of this Board Rule only, are groups whose mission is promote the educational mission and/or the efficient operations of a school. These groups include, but are not limited to, Local School Councils ("LSC"), Parent Teacher Associations (PTA), Parent Teacher Organizations ("PTO"), Parent Advisory Councils ("PAC") and Professional Personnel Leadership Councils ("PPLC"). The following conditions shall apply to the use of school buildings by school affiliated non-student groups:

- A. LSCs shall have the right to use school buildings to meet or carry on official business subject to applicable conditions set forth in Section I above provided that LSC meetings take place in facilities that comply with Open Meetings Act requirements and the requirements of the Americans with Disabilities Act ("ADA") and the Board's ADA Policy.
- B. LSCs may use school facilities during regular school hours so long as space is available and such use does not disrupt the educational operation of the school.

C. PPLCs shall have the right to use school buildings to meet subject to applicable conditions set for in Section I above.

D. PPLCs may use school facilities during regular school hours so long as space is available and such use does not disrupt the educational operation of the school

E. Groups such as PTAs, PTOs or PACs may use the school building free of charge subject to the applicable conditions of Section I above so long as such use does not incur unreasonable expense on the school.

To the extent possible, school affiliated non-student groups should meet with the principal to establish a meeting schedule as far in advance of the meetings as possible.

III. School Affiliated Student Groups

Any student group recognized by the school may use the school facilities during non-instructional time as determined by the principal. Such groups may include groups whose mission is focused on an aspect of the school's curriculum (i.e. French Club, Math Club, Science Club, Literature Club), as well as groups whose focus is non-curricular (i.e. Debate Team, Chess Club, Christian Club) The principal may determine reasonable restrictions on the time, location and manner of the use.

A school may deny all non-curricular clubs from meeting at the school. If a high school, however, permits one group whose focus is non-curricular to meet on school premises, it must allow all other non-curricular student groups to assemble on the same terms and conditions

IV. Non-School Affiliated Student Groups

Organizations that work with students enrolled in a Chicago Public School whose mission is unrelated to the school's mission, educational program or operations, may use school facilities as determined by the principal. The principal may determine reasonable restrictions on the time, location and manner of the use.

V. Community and other Non-School Affiliated Groups

Community and other groups whose mission is unrelated to the Chicago Public Schools may use the school facilities for free, as determined by the principal, for free public lectures, concerts or other educational and social interests, when school is not in session, subject to the reasonable restrictions on the time, place and manner of such usage imposed by the principal

As determined by the LSC, community and other groups whose mission is unrelated to the Chicago Public Schools may use the school facilities for a reasonable cost for public lectures, concerts or other educational and social interests, when school is not in session, subject to the reasonable restrictions on the time, place and manner of such use imposed by the principal.

VI. Providing School Facilities for Commercial Use

The LSC may determine if school facilities are available for rent by private, for-profit organizations. If the LSC permits such rental, it may place reasonable restrictions on such use that shall be in effect for all commercial use. Such use will also be subject to the reasonable restrictions on the time, place and manner of such use imposed by the principal. The LSC should make clear that the school does not endorse or support the entity renting the facilities.

VII. School Usage Permits and Licenses

All organizations/entities except for School Affiliated Non-Student Groups and School Affiliated Student Groups wishing to use a school facility for free or for cost must execute and submit a School Usage Permit. The principal may deny the use of the school facilities when he or she has a reasonable basis to believe that use of the school facilities by such a group will cause damage or undue expense to the school. The principal may also deny use of the facilities if the group fails to meet any of the conditions outlined in the school usage permit.

For all organizations/entities except for School Affiliated Non-Student Groups and School Affiliated Student Groups proposing to rent or use a school building or parking lot more than 10 times a year, the Department of Operations, Office of Real Estate Management must be contacted and a license will be entered into and executed in accordance with Board Rule 7-15 for such extended use.

VIII. No Viewpoint Discrimination Permitted

No group or organization may be discriminated against due to the content or focus of their group or organization. If the school permits one group from categories III, IV, V or VI listed above to use its facilities, it must allow other organizations with a similar mission or purpose to use its facilities on the same terms and conditions.

No religiously-oriented clubs may be barred from meeting at the school if another group that focuses on similar topics and ideals is permitted to assemble there.

If a school grants an offering to or an opportunity for one or more outside youth or community organizations to meet on school premises or in school facilities before or after instructional hours it must permit equal access to, and must not discriminate against, the Boy Scouts of America. No school may however, serve as a sponsoring or chartered organization for the Boy Scouts of America.

IX. ~~Chief Area Officer~~ Chief of Schools Mediation

In the event that a group or organization disagrees with a principal's or Local School Council's determination regarding its request for use of a school facility, the group or organization may ask the appropriate Chief of Schools ~~Chief Area Officer~~ ("CAO") to meet with the group or organization and the principal and/or the Local School Council in an effort to mediate the dispute. The Chief of Schools CAO will make the final determination regarding use of the school facility.

X. Union Campaigning

Employees are permitted to use school facilities during duty-free time, before and after school for internal union campaign activities provided:

- a) employees notify the principal in accordance with the collective bargaining agreement and the Board's facility usage policy,
- b) activities do not interfere with school activities, including before or after school activities or programming,
- c) activities are not in the presence of students,
- d) activities are during times of normal building operation, and
- e) activities do not require the Board to incur any employee overtime costs

For the purposes of this rule, teacher preparation periods are not duty-free time. Nothing in this rule shall prohibit the Board from adopting reasonable restrictions as to time, place and manner for use of its facilities.

Sec. 6-26. Alcohol and Tobacco Prohibited. Consumption of alcohol on Board property is prohibited. Use of tobacco products on Board property is prohibited.

Sec. 6-27. Use Free of Charge. ~~(Repealed 10-22-03)~~

Sec. 6-28. LSC Member Eligibility.

A. Definitions

Wherever used in this Section, the following words and phrases shall have the following meaning:

Parent: Means a (a) biological or adoptive parent, (b) stepparent or (c) legal guardian of an enrolled student of an attendance center.

Stepparent: means a person who is (a) married to the child's parent, a party to a civil union with the child's parent or the domestic partner of the child's parent, (b) resides with the child and (c) exercises care and custody of the child. In order to establish that he/she exercises care and custody of a child, the stepparent must provide: (i) a marriage certificate, civil union certificate or domestic partner documentation, and (ii) a sworn affidavit by the biological or adoptive parent attesting that the stepparent in conjunction with the parent, does exercise care and custody of the child. Other evidence that may demonstrate care and custody includes but is not limited to the following: (iii) the child is declared as a dependent on the stepparent's most recent income tax return; (iv) the child is covered under the stepparent's health insurance; or (v) the child is listed as the stepparent's child for Medicare, Social Security, Medicaid or other public aid programs. This Board Rule shall not be construed to give stepparents any right of access to student records except as provided in the Illinois School Student Records Act (105 ILCS 10/1 et seq.).

Legal guardian: means a person who has been formally appointed guardian of a child by a court of competent jurisdiction.

Local School Council or LSC: means an elected Local School Council or an appointed Local School Council or Board of Governors, except when otherwise noted.

Employed at the School: Means to receive compensation and act under the direction and supervision of a principal or his/her designee who oversees the detail of the person's work. An employee of a third party may not serve on a local school council at a school at which he or she is employed, however, he or she may be eligible to serve at another school.

Employed by the Board of Education: Means to be in the employ of the Board of Education whether or not employed at the school.

Enrolled in a school means that the student is currently attending the school at which the parent or legal guardian serves. Graduation is on the last day of the academic school year or semester and not on the date of a graduation ceremony or commencement exercise. Pursuant to the Illinois School Code, the last day of the academic year or semester is determined by the Chicago Board of Education.

B. Eligibility

Persons who have been elected to serve on a Local School Council may serve and continue to serve for the length of their term provided they meet and continue to meet the eligibility requirements set forth below.

1. A person may serve and continue to serve as a parent representative as long as he/she

- (i) has a child enrolled in the school in which he/she serves,
- (ii) is not employed at the school in which he/she serves; and
- (iii) is not employed by the Board of Education.

If a parent representative of a Local School Council ceases or fails to have a child enrolled in the school at which membership on the Local School Council at which he/she serves, for reasons other than graduation or voluntary transfer of the child, or becomes an employee of the Board of Education, the parent's membership on the local school council and all voting rights shall be terminated immediately upon the written determination of ineligibility by the General Counsel following the challenge procedures set forth below. In cases where the parent representative's membership ends due to graduation of his or her child, he or she serves until the end of the school year or semester in which his or her child graduates. In cases where the parent representative's membership ends due to the voluntary transfer of the child, the parent's membership and voting rights shall be terminated as of the date of the transfer.

2. A person may serve and continue to serve as a community representative as long as he/she

- (i) resides in the attendance area served by the school,
- (ii) is not employed at the school in which he/she serves,
- (iii) is not employed by the Board of Education; and
- (iv) is not a parent of a student enrolled at the school.

If a community representative ceases to reside within the attendance area or voting boundaries of or has a child enrolled in, the school at which he/she serves, or becomes an employee of the school or Board of Education, his or her membership on the Local School Council and all voting rights are terminated immediately upon the written determination of ineligibility by the Chief Executive Officer or designee following the challenge procedures set forth below.

3. A teacher representative may continue to serve as long as he or she is employed and assigned to perform a majority of his or her duties at the school, provided that if a teacher representative resigns from employment with the Chicago Board of Education, or resigns from the Local School Council or voluntarily transfers to another attendance center, the teacher's membership on the Local School Council and all voting rights are terminated immediately as of the date the teacher's resignation is received by the Board of Education, or as of the date the teacher's Local School Council resignation is received by the Local School Council or the effective date of the teacher's voluntary transfer to another attendance center.

If a teacher representative resigns from employment with the Board, or resigns from the Local School Council or voluntarily transfers to another attendance center or is absent from employment at the school for an extended and defined period of time due to illness, disability, leave of absence, the initiation of dismissal proceedings, or any other reason, the principal shall notify the Office of the Chief Executive Officer or designee of a teacher representative's permanent or temporary absence. The Office of the Chief Executive Officer or designee shall certify, as appropriate, that a vacancy exists in such teacher representative's position. When a vacancy is certified, the Office of the Chief Executive Officer or designee shall issue written notification to the principal and the local school council advising the school to initiate a non-binding staff advisory poll. The school shall forward the results of the poll to the Office of the Chief Executive Officer or designee in a timely manner. After receipt of the results, the Board will declare the existence of a permanent or temporary vacancy in the teacher representative's position and will appoint a replacement teacher representative until such time as the absent teacher resumes service at the attendance center or for the remainder of the term, whichever occurs first.

4. A non-teacher staff representative may continue to serve as long as he or she is employed and assigned to perform a majority of his or her duties at the school, provided that if a non-teacher staff representative resigns from employment with the Chicago Board of Education, or resigns from the Local School Council or voluntarily transfers to another attendance center, the non-teacher staff representative's membership on the Local School Council and all voting rights are terminated immediately as of the date the non-teacher staff representative's resignation is received by the Board of Education or as of the date the non-teacher staff representative's Local School Council resignation is received by the Local School Council or the effective date of the non-teacher staff representative's voluntary transfer to another attendance center.

If a non-teacher staff representative resigns from employment with the Board, or resigns from the Local School Council or voluntarily transfers to another attendance center or is absent from employment at the school for an extended and defined period of time due to illness, disability, leave of absence, the initiation of dismissal proceedings, or any other reason, the principal shall notify the Office of the Chief Executive Officer or designee of a non-teacher staff representative's permanent or temporary absence. The Office of the Chief Executive Officer or designee shall certify, as appropriate, that a vacancy exists in such non-teacher staff representative's position. When a vacancy is certified, the Office of the Chief Executive

Officer or designee shall issue written notification to the principal and the local school council advising the school to initiate a non-binding staff advisory poll. The school shall forward the results of the poll to the Office the Chief Executive Officer or designee in a timely manner. After receipt of the results, the Board will declare the existence of a permanent or temporary vacancy in the non-teacher staff representative's position and will appoint a replacement non-teacher staff representative until such time as the absent non-teacher staff member resumes service at the attendance center or for the remainder of the term, whichever occurs first.

5. A person may serve as a high school student representative for a one-year term beginning July 1 and ending the following June 30th as long as he/she is and remains enrolled in the high school in which he/she serves on a full-time basis. For students who graduate while serving as a student representative of a Local School Council, their term shall end upon graduation. In cases where the student representative voluntarily transfers from the school, the student's membership and voting rights on the Local School Council shall be terminated as of the date of the transfer. If a high school student representative of a Local School Council ceases to be enrolled on a full-time basis in the school at he/she serves, for reasons other than graduation or voluntary transfer, the student's membership on the local school council and all voting rights shall be terminated immediately upon the written determination of ineligibility by the Chief Executive Officer or designee following the challenge procedures set forth below.

C. Audit of Records

The Chief Executive Officer or designee may periodically cause to be reviewed pertinent records relating to individual LSC members in order to discover any relevant changes in an LSC member's eligibility. If such a review indicates that an LSC member does not meet the eligibility criteria in this Board Rule, an investigation shall be conducted in accordance with the local school council member removal procedures set forth below.

D. Local School Council Removal Procedures

1. Any person may challenge the eligibility of an LSC member based on the eligibility criteria in this Board Rule. Challenges shall be in writing and shall include:

- a. the name, address, and phone number of the person filing the challenge.
- b. a statement of facts upon which the challenge is based and any evidence which supports the challenger's position.

2. In cases where an allegation of ineligibility under this Board Rule is made by another LSC member or an employee of the Board, the identity of the LSC member or Board employee may not be disclosed during any investigation of the allegation without his or her written consent. 105 ILCS 5/34-2.4(c) ("Whistle Blower Protection").

3. In addition, the Board, its agents and employees, may act upon anonymous challenges, personal knowledge or other information of council members' ineligibility including, but not limited to, the audit of records described above. A Board employee or agent with information indicating that an LSC member is not eligible under this Board Rule may initiate an investigation by submitting a written request for investigation to the Law Department.

4. Filing of Challenges - Challenges and requests for investigation pursuant to this Rule shall be filed with the Law Department.

5. Investigation of Ineligibility - The General Counsel shall review challenges and requests for investigation. If the General Counsel determines that the challenge or request has merit, the General Counsel may refer the matter for investigation if additional information is required. The information provided by the challenger(s) and the results of any investigation shall be reviewed by the General Counsel. If the results of the investigation indicate that the LSC member may be ineligible, the General Counsel shall convene a hearing to afford the General Counsel's representative the opportunity to present evidence of ineligibility and the concerned council member an opportunity to personally present statements and evidence on his or her behalf. The concerned council member shall be notified in writing of the date, time, and place of the hearing, of his or her right to have a representative at the hearing, and the specific basis for his or her alleged ineligibility.

6. A hearing officer shall conduct a hearing and shall afford the General Counsel's representative the opportunity to present evidence of ineligibility and the concerned council member an opportunity to personally present statements and evidence substantiating his/her eligibility to serve on the council. The General Counsel shall have authority to promulgate rules, including, but not limited to, rules of procedure, procedural manuals and rules of evidence, to govern hearings under this Rule. As soon as possible after the conclusion of the hearing, the hearing officer shall make a recommended finding to the Chief Executive Officer or designee regarding the council member's eligibility.

7. The Chief Executive Officer or designee shall decide the question of the council member's eligibility. If the Chief Executive Officer or designee finds that the concerned council member is ineligible to serve based on the eligibility criteria in this Board Rule, the Chief Executive Officer or designee shall declare the member ineligible and a vacancy on the council which shall be effective on the date the declaration is issued. However, the vacancy may be filled only after: (1) the concerned council member fails to request reconsideration within the time allowed; or (2) the concerned council member's request for reconsideration is denied.

8. Notice of Declaration of Vacancy - The Chief Executive Officer or designee shall forward the determination to each challenger and challenged LSC member in writing by regular and certified mail and to the affected LSC by regular mail.

E. Request for Reconsideration

1. Within thirty (30) days of the date of a Declaration of Vacancy by the Chief Executive Officer or designee, the challenged LSC member may submit a request to reconsider to the Chief Executive Officer or designee. Failure to request reconsideration within 30 days after the declaration of the vacancy will render the declaration of vacancy as final. The request for reconsideration should state specific reasons or grounds for rescinding the Chief Executive Officer or designee's prior determination concerning the council member's eligibility.

2. The Chief Executive Officer or designee shall review the determination. New evidence not readily available at the time that the challenge was filed may be submitted. The decision of the Chief Executive Officer or designee shall be final and shall be forwarded to the challenger, the challenged LSC member and the affected Local School Council.

F. Appointment to Vacancy

If a challenged parent or community LSC member is found to be ineligible to serve on the elected Local School Council pursuant to this process and a vacancy is declared, the LSC shall fill the vacancy by appointment of a qualified person who meets the eligibility requirements.

If a challenged teacher, non-teacher staff or student LSC member is determined to be ineligible to serve on the elected Local School Council and a vacancy is declared, the Board shall fill the vacancy by appointment of a qualified person who meets the applicable eligibility requirements after a non-binding advisory poll of school staff or students, whichever is appropriate. If a challenged member to an appointed Local School Council or Board of Governors is determined to be ineligible to serve on the council or board and a vacancy is declared, the Board shall fill the vacancy by appointment in accordance with the Board's Policy on Governance of Alternative and Small Schools.

Sec. 6-29. Loss of Local School Council Eligibility Due to Ethics Violations.

For purposes of this Rule, references to Local School Council ("LSC") shall mean an elected Local School Council or an appointed Local School Council or Board of Governors except when otherwise noted herein.

A. Challenges to Local School Council Members' Eligibility Based on Ethical Violations

1. Any person may challenge a Local School Council member's eligibility to serve based on ethical violations. Filing a false Statement or failure to comply with the Board's Code of Ethics Policy may be grounds for disqualification from serving on any Local School Council for the remainder of the concerned member's term(s) of office. Challenges shall be in writing and shall include:

- a. the name, address, and phone number of the person filing the challenge;
- b. a statement of the facts upon which the challenge is based and any evidence which supports the challenger's position.

2. In cases where an allegation of an ethical violation under this Board Rule is made by another LSC member or an employee of the Board, the identity of the LSC member or Board employee may not be disclosed during an investigation of the allegation without his or her written consent. 105 ILCS 5/34-2.4(c) ("Whistle Blower Protection").

3. In addition, the Board, its agents and employees, may act upon: (i) anonymous information regarding council members' ethical violations; or (ii) personal knowledge or other information of ethical violations by council members obtained by Board agents or employees. A Board employee or agent with information of an ethical violation by an LSC member may initiate an investigation by submitting a written request for investigation to the Law Department.

4. Filing of Challenges – Challenges, requests for investigation and reports of LSC members' ethical violations may be filed with the Law Department or the Board's Ethics Advisor.

5. Investigation of Ethical Violations. The General Counsel shall review challenges based on ethical violations, requests for investigation of alleged ethical violations and reports of such violations received from Board agents or employees or anonymous sources. If the General Counsel determines that the challenge, request or report has merit, he/she shall refer the challenge, request or report for investigation. The General Counsel shall review the results of the investigation. If the results of the investigation indicate that the LSC member may have committed an ethical violation, the General Counsel shall convene a hearing to afford the General Counsel's representative the opportunity to present evidence of ethical violations and the concerned council member an opportunity to personally present statements and evidence on his or her behalf. The concerned council member shall be notified in writing of the date, time, and place of the hearing, of his or her right to have a representative at the hearing and of the specific provisions of this Rule or the Board's Code of Ethics Policy which he or she is alleged to have violated.

6. A hearing officer shall conduct a hearing and shall afford the General Counsel's representative the opportunity to present evidence of ethics violation(s) and the concerned council member an opportunity to personally present statements and evidence regarding the allegations of ethics violations. The General Counsel shall have authority to promulgate rules, including, but not limited to, rules of procedure, procedural manuals and rules of evidence, to govern hearings under this Rule. As soon as possible after the conclusion of the hearing, the hearing officer shall make a recommended finding to the Chief Executive Officer or designee regarding the alleged ethical violation.

7. The Chief Executive Officer or designee shall decide the question of whether an ethics violation occurred. If the Chief Executive Officer or designee finds that an ethical violation has occurred, the Chief Executive Officer or designee shall declare the member ineligible effective on the date the declaration is issued. The vacancy on the council which shall be effective on the date the declaration is issued. However, the vacancy may be filled only after: (1) the concerned council member fails to request reconsideration within the time allowed, or (2) the concerned council member's request for reconsideration is denied.

B. Declaration of Vacancy

When a council member has been afforded a hearing pursuant to this Rule and the Chief Executive Officer or designee has found that he or she should be disqualified from the Local School Council based upon a violation of the Code of Ethics or this Rule, the Secretary of the Board shall forward a Declaration of Ineligibility and a Declaration of Vacancy to the concerned council member and Local School Council by certified and regular mail to the council member's last known address and to the affected LSC by regular mail. The vacancy shall be effective on the date the declaration is issued. However, the vacancy may be filled only after: (1) the concerned council member fails to request reconsideration within the time allowed; or (2) the concerned council member's request for reconsideration is denied.

C. Request for Reconsideration

1. Within thirty (30) days of the date of a Declaration of Vacancy based upon a ruling by the Chief Executive Officer or designee, the challenged council member may submit a request to reconsider to the Chief Executive Officer or designee. The request for reconsideration should state specific reasons or grounds for rescinding the Chief Executive Officer's or designee's prior determination concerning the council member's eligibility. New evidence not readily available at the time that the challenge was filed may be submitted.

2. The Chief Executive Officer or designee shall review the request for reconsideration and issue a final determination.

3. The Secretary of the Board shall forward the final determination to the challenger, if any, and the challenged council member by certified and regular mail to the concerned council member's last known address and to the affected LSC by regular mail.

4. Failure to file a request for reconsideration within the time allowed will render final a Declaration of Vacancy based upon a ruling by the Chief Executive Officer or designee.

D. Statement of Economic Interests Filing Requirements

Failure to timely file a Statement of Economic Interests (hereinafter "Statement"), or failure to file a complete Statement, shall result in automatic disqualification from the Local School Council for the remainder of the concerned member's term of office. The Secretary of the Board shall every year transmit to all schools a sufficient number of blank Statements of Economic Interests for all Local School Council members. Local School Council members shall file the Board's Statement of Economic Interests with the Secretary of the Board by the deadline specified in the annual Statement. Council members will have 45 days from the date the Statement is sent to principals to complete and submit such Statement. Council members appointed after the due date of the annual Statement shall initially file the Board's Statement within seven (7) days of their appointment. Council members shall deliver their completed Statements to the principal of the school where they serve by the deadline specified in the annual Statement or, if appointed after the due date of the annual Statement, within seven (7) days of their appointment. Such delivery shall be considered as the filing of the Statement with the Secretary of the Board.

Within seven (7) days of the applicable filing date, principals shall forward to the Secretary of the Board all Statements and/or the names of any council members who have failed to file Statements as required. Local School Councils shall maintain copies of their members' Statements on file at their schools for public inspection.

When a council member has failed to file a complete Statement by the applicable filing date, the Secretary of the Board shall automatically issue a Declaration of Intent to Disqualify to the concerned council member by certified and regular mail to the council member's last known address and the affected LSC by regular mail. The concerned council member shall have thirty (30) days from the date of the Declaration of Intent to Disqualify to file a complete Statement. If the council member does not file a complete Statement within the time allowed, the Secretary of the Board shall automatically forward a Declaration of Vacancy to the concerned council member and Local School Council by certified and regular mail to the council member's last known address and the school where he or she serves. The

vacancy shall be effective on the date the declaration is issued. There shall be no right to request reconsideration of a Declaration of Vacancy based upon a failure to timely file a complete Statement. Either the concerned Local School Council or the Board, as appropriate, may immediately proceed to fill the vacancy by appointment of a qualified person who meets all applicable eligibility requirements to serve the remainder of the disqualified member's term.

E. Notice of Declarations

The Secretary of the Board shall forward a Declaration of Intent to Disqualify and Declaration of Vacancy for failure to timely file a complete Statement to the concerned council member in writing by certified and regular mail to the concerned council member's last known address and the affected LSC by regular mail. The Secretary of the Board shall forward a Declaration of Vacancy based upon findings by the General Counsel to the challenger, if any, and the concerned council member in writing by certified and regular mail to the concerned council member's last known address and the affected LSC by regular mail.

F. Appointment to Vacancy

If a parent or community Local School Council member is determined to be ineligible to serve on the elected Local School Council pursuant to this Rule and a vacancy is declared by the Secretary of the Board, the Local School Council shall fill the vacancy by appointment of a qualified person who meets the applicable eligibility requirements.

If a teacher, non-teacher staff or student Local School Council member is determined to be ineligible to serve on the elected Local School Council pursuant to this Rule and a vacancy is declared by the Secretary of the Board, the Board shall fill the vacancy by appointment of a qualified person who meets the applicable eligibility requirements after a non-binding advisory poll of school staff or students whichever is appropriate.

If a member of an appointed Local School Council or Board of Governors is determined to be ineligible to serve on the council or board and a vacancy is declared, the Board shall fill the vacancy by appointment in accordance with the Board's Policy on Governance of Alternative and Small Schools.

Sec. 6-30. Removal of Local School Council Members for Certain Criminal Convictions or Failure to Disclose Criminal Convictions.

For purposes of this Rule references to Local School Council ("LSC") shall mean an elected Local School Council or an appointed Local School Council or Board of Governors except when otherwise noted herein. Persons who have been elected to serve on a Local School Council may serve for the length of the term provided that they file a truthful Criminal Conviction Disclosure Form pursuant to Section 34-2.1(f) of the Illinois School Code (105 ILCS 5/34-2.1(f)), and have cleared a criminal background investigation which indicates that they have not been convicted of crimes enumerated in Section 34-2.1(f)-5) of the Illinois School Code for which a person is either permanently ineligible for election to or service on a local school council or ineligible for a period of ten (10) years after conviction.

A. Criminal Conviction Disclosure

All candidates must file a Criminal Conviction Disclosure Form prior to election. A Board conducted criminal background investigation must be completed for each local school council member before they take office. Failure to file a Criminal Conviction Disclosure Form, filing a false or incomplete Criminal Conviction Disclosure Form, or failure to provide information required by the Illinois State Police which shall include, but is not limited to, fingerprints or other personal identification information, shall result in the disqualification from the Local School Council for the remainder of the member's term of office.

Each candidate must submit a Criminal Conviction Disclosure Form to the principal. Principals shall forward Criminal Conviction Disclosure Forms to the Office of Local School Council Relations.

Principals shall notify the Office of Local School Council Relations of refusals by Council members to file a Criminal Conviction Disclosure Form.

Principals shall maintain on file at their schools copies of the Councils' Criminal Conviction Disclosure Form for public inspection.

B. Ineligibility Due to Criminal Conviction

A person who has been convicted of any of the following offenses at any time shall be ineligible for election or appointment to a local school council:

Indecent Solicitation of a Child, Sexual Exploitation of a Child, Pandering, Keeping a Place of Juvenile Prostitution, Pimping, Juvenile Pimping, Exploitation of a Child, Child Pornography, Criminal Sexual Assault, Aggravated Criminal Sexual Assault, Predatory Criminal Sexual Assault of a Child, Criminal Sexual Abuse, and Aggravated Criminal Sexual Abuse.

A person who has been convicted of any of the following offenses within the 10 years prior to the date of nomination or appointment shall be ineligible for election or appointment to a local school council:

Controlled Substance Trafficking, Criminal Drug Conspiracy, and Street Gang Criminal Drug Conspiracy.

C. Declaration of Vacancy

The Chief Executive Officer or designee shall declare a vacancy on the Council for (a) failure to file a Criminal Conviction Disclosure Form, (b) filing a false or incomplete Criminal Conviction Disclosure Form, (c) failure to provide information required by the Illinois State Police in order to complete the background investigation, or (d) having been convicted of a crime for which a person is ineligible to serve on a local school council pursuant to this Board Rule and Section 34-2 1(f-5) of the Illinois School Code. Upon determination by the General Counsel that a Council member failed to file, or filed a false or incomplete Criminal Conviction Disclosure Form, has failed to provide information necessary for the completion of the background check, or has been convicted of a crime for which a person is ineligible to serve on a local school council pursuant to this Board Rule and Section 34-2 1(f-5) of the Illinois School Code, the Chief Executive Officer or designee shall notify the Council member by certified mail and the affected LSC by regular mail. If the Council member does not file a form or file an amended form within ten (10) days or receiving notice of the determination, the Chief Executive Officer or designee shall declare a vacancy on the Council.

1. Investigation of Ineligibility - The Law Department shall conduct an investigation of the facts relating to the LSC member's criminal history and the veracity of the LSC member's Criminal Conviction Disclosure Form. The General Counsel shall review the results of the investigation. If the results of the investigation indicate that the LSC member may be ineligible under this Board Rule, the General Counsel shall refer the matter for a hearing.

2. A hearing officer shall conduct a hearing on the LSC member's criminal history and the veracity of the LSC member's Criminal Conviction Disclosure Form and afford an opportunity to the challenged LSC member to personally present statements and evidence substantiating his/her eligibility to serve on the council. The General Counsel shall have authority to promulgate rules, including, but not limited to, rules of procedure, procedural manuals and rules of evidence, to govern hearings under this Rule. The hearing officer shall make a recommended determination to the Chief Executive Officer or designee regarding eligibility as soon thereafter as possible.

3. Declaration of Vacancy - Any vacancy on the LSC caused by a disqualification pursuant to this Board Rule shall be declared by the Chief Executive Officer or designee in those cases where a finding of ineligibility is made.

Any vacancy that is declared by the Chief Executive Officer or designee shall be effective on the date that the determination is issued; however, the vacancy may be filled only after (1) the concerned council member fails to request reconsideration within the time allowed, or (2) the concerned council member's request for reconsideration is denied.

4. Notice of Declaration of Vacancy - The Chief Executive Officer or designee shall forward the determination to the challenged LSC member in writing by regular and certified mail to the member's last known address and the affected LSC by regular mail.

D. Request for Reconsideration

1. Within thirty (30) days of a Declaration of Vacancy by the Chief Executive Officer or designee, the challenged LSC member may submit a request for reconsideration to the Chief Executive Officer or designee.

New evidence not readily available at the time that the vacancy was declared may be submitted

2. The Chief Executive Officer or designee shall review the request for reconsideration. The decision of the Chief Executive Officer or designee shall be final and shall be forwarded to the challenged LSC member by certified and regular mail to the member's last known address and the affected Local School Council by regular mail.

E. Appointment to Vacancy

If a challenged parent or community LSC member is found to be ineligible to serve on the elected Local School Council pursuant to this process and a vacancy is declared, the LSC shall proceed to fill the vacancy by appointment of a qualified person who meets the eligibility requirements. If a challenged teacher LSC member or non-teacher staff LSC member is determined to be ineligible to serve on the elected Local School Council and a vacancy is declared, the Board shall fill the vacancy by appointment of a qualified person who meets the applicable eligibility requirements after a non-binding advisory poll of school staff.

If a member of an appointed Local School Council or Board of Governors is determined to be ineligible to serve on the council or board and a vacancy is declared, the Board shall fill the vacancy by appointment in accordance with the Board's Policy on Governance of Alternative and Small Schools

Sec. 6-31. Exercise of Certain of Powers of Local School Councils Lacking a Majority of Their Full Membership by the Chief Executive Officer.

Whenever the active membership of a local school council, for any reason, falls below a majority of its full membership and the local school council is, therefore, unable to satisfy the quorum requirement for taking official action set forth in section 34-2 2(c) of the Illinois School Code, the Chief Executive Officer or designee shall exercise the following powers of such council, set forth in section 34-2 of the Illinois School Code:

- (i) to approve the expenditure plan prepared by the principal with respect to all funds allocated and distributed to the attendance center.
- (ii) to transfer allocations within funds as allowed by section 34-2.3 of the Illinois School Code.

Sec. 6-32. Change of an Attendance Center's Local School Council Election Date. The Chief Executive Officer may recommend to the Board a change in the date of the next biennial local school council election for an attendance center from second semester report card pick-up day to first semester report card pick-up day. The Chief Executive Officer may recommend such a modification if changing the date would facilitate greater participation in the election, as either candidates or electors, by the parents and community residents who would be eligible to vote for and serve on a particular local school council on and after the new election date.

That determination may be based upon an imminent and significant change, increase or decrease in the populations of parents and/or community residents eligible to serve on, and who would be served by, a particular local school council. The circumstances which may be considered in determining the existence of such changes, increases or decreases may include, but shall not be limited to:

1. An imminent and significant change in the composition of the student population eligible to attend the attendance center;
2. An imminent and significant increase in the size of the student population eligible to attend the attendance center, such as occurs when existing schools are consolidated or a new school is opened, either in total or in stages;
3. An imminent and significant decrease in the size of the student population eligible to attend the attendance center;
4. An imminent and significant change in the attendance center's attendance boundaries or, where applicable, local school council voting boundaries, such as a significant expansion or contraction of the boundaries;
5. An imminent and significant expansion of the attendance center's attendance boundaries, or, where applicable, local school council voting boundaries, such as occurs when existing schools are consolidated;
6. An imminent and significant contraction of the attendance center's attendance boundaries, or, where applicable, local school council voting boundaries;
7. A change in the attendance center's grade structure or any other circumstance that would deny the parents or legal guardians of students eligible to attend the attendance center in the next Fall Term all opportunity to participate, as their candidates or electors, in any local school council election for the attendance center during the period of students' anticipated enrollment in the attendance center.

The Board may adopt the Chief Executive Officer's recommendation pursuant to its authority under Sections 5/34-2.1(n) and 5/34-18 of the Illinois School Code, respectively, to conduct fair and impartial local school council elections and to exercise general supervision and jurisdiction over the Chicago Public Schools, 105 ILCS 5/34-2.1(n); 5/34-18 (2000). If the Board adopts the Chief Executive Officer's recommendation, all subsequent local school council elections for the attendance center may be held on the same date every two years thereafter.

CHAPTER VII PROCUREMENT AND CONTRACT RULES

Sec. 7-1. Purchasing Limitations. No purchases, including purchases made using school internal accounts, shall be made except as provided in these Rules. No officer or employee not expressly authorized by these Rules shall make any purchase on behalf of the Board of Education or enter into any contract of purchase, verbal or written, for any apparatus, equipment, supplies, service, repairs, goods, wares or merchandise of any kind or description, or accept any of them on approval or otherwise. No officer or employee of the Board of Education shall during a fiscal year expend or contract to be expended any money, or incur any liability, or enter into any contract without an appropriation therefore, or in excess of: (a) i) the amount appropriated in the budget; (b) ii) the amount authorized in a Board Report; (c) iii) the amount authorized by an Officer pursuant to the exercise of their delegated authority; or, (d) iv) the compensation amount stated in the contract. Any contract, verbal or written, made in violation of this section is void as to the Board of Education.

Sec. 7-2. Procurement Policy For Biddable and Non-Biddable Items; Requests for Information, Request for Proposals and/or Qualifications, and Bid Solicitations

- a. Requests for information and public canvassing of solicitations of bids, requests for proposals and qualifications for contracts and purchases shall be authorized and managed by the Chief Purchasing Officer. All bid solicitations, which convert to binding contracts upon execution by the Board, shall be approved as to legal form by the General Counsel prior to the publication of such solicitation. All requests for qualification shall include language describing the basis and process for award of work to pre-qualified vendors. The Chief Purchasing Officer shall establish requirements regarding the publication of any and all requests for information, solicitations of bids, and requests for proposals and qualifications.

b. All purchases for Biddable Items and Non-biddable Items shall be awarded pursuant to a competitive process in accordance with the following procedures: Biddable Items are defined as those goods, services and transportation purchases and contracts required to be awarded through a competitively bid solicitation process pursuant to 105 ILCS 5/10-20.21. Non-biddable Items are defined as those purchases and contracts for goods or services for which there is an exception under 105 ILCS 5/10-20.21.

1. Level One: All purchases of Non-biddable Items between \$25,001 and \$75,000 shall be awarded pursuant to a procurement process whereby at least three (3) written price quotations (written or verbal) are submitted to and evaluated by the Chief Purchasing Officer and awarded by the Chief Purchasing Officer to the most responsible and responsive proposer(s) with competitive pricing or any other form of competitive solicitation that is issued by the Chief Purchasing Officer in accordance with Federal, State or other agency purchasing guidelines, as deemed appropriate by the Chief Purchasing Officer. Good faith competitive solicitations that do not yield three (3) legitimate price quotations may be deemed to satisfy the procurement process requirements of this section at the discretion of the Chief Purchasing Officer.
2. Level Two: All purchases of Non-biddable Items between \$75,001 and \$250,000 must be approved by the Board and shall be awarded pursuant to a procurement process whereby at least three (3) written proposals with price quotes are submitted to and evaluated by the Chief Purchasing Officer and are awarded to the most responsible and responsive proposer(s) with competitive pricing, or any other form of competitive solicitation that is issued by the Chief Purchasing Officer in accordance with Federal, State or other agency purchasing guidelines, as deemed appropriate by the Chief Purchasing Officer and shall be approved by the Board. Good faith competitive solicitations that do not yield three (3) legitimate price quotations may be deemed to satisfy the procurement process requirements this section at the discretion of the Chief Purchasing Officer; and
3. Level Three: All purchases of Biddable Items between \$10,001 and \$75,000 must be approved by the Chief Purchasing Officer. All purchases of Biddable Items in excess of \$10,000 \$75,000 must be approved by the Board. All purchases of Biddable Items in excess of \$10,000 shall be awarded pursuant to a duly advertised bid solicitation issued by the Chief Purchasing Officer, in accordance with the precepts of formal sealed bids to the lowest, responsive, responsible bidder(s), considering conformity with specifications and terms of delivery, quality and serviceability and shall be approved by the Board. All purchases of Non-biddable Items \$250,001 and above must be approved by the Board and shall be awarded pursuant to a duly advertised request for proposals/qualifications issued by the Chief Purchasing Officer or any other form of competitive solicitation that is issued by the Chief Purchasing Officer in accordance with Federal, State or other agency purchasing guidelines, as deemed appropriate by the Chief Purchasing Officer, and shall be approved by the Board.

Sec. 7-2.1 Expenditures of \$25,000 and Under For Items Which Are Not Required To Be Awarded Through a Competitive Bid Solicitation Process. Upon requisition duly signed or authorized by the Chief Executive Officer, the Chief Education Officer, the Chief Purchasing Officer, the Chief Financial Officer, the Chief Administrative Officer, the General Counsel, the Chiefs of Schools or any other executive officer designated by Board Resolution, as appropriate for their respective areas of responsibilities, expenditures for supplies, materials, non-personal services, personal and consulting services or other work which are not required to be awarded through the competitive bid solicitation process pursuant to Board Rule 7-2, up to \$25,000 may be made by purchase order charging appropriated funds. ~~Board approval shall be first obtained for all such commitments in excess of \$25,000.~~

Sec. 7-2.2 Regulated Education-Related Expenditures Which Are Not Subject to Section 7-2 Procurement Requirements. The procurement rules set out in Section 7-2 do not apply to: (a) selection of charter school providers and contract school providers which are subject to alternate procurement processes; (b) engagement of Illinois State Board of Education certified special education providers who are providing specialized services as mandated by the Individuals with Disabilities in Education Act; (c) payments of proportionate share federal education funds for non-public schools to purchase goods and services under various Federal title programs; (d) engagement of vendor(s) required by the US Department of Education, the Illinois State Board of Education, or other federal, state or local governmental agency to provide services under a grant or educational service program administered by the governmental agency; or (e) other education-related expenditures subject to statutory or regulatory procurement procedures outside the scope of these rules. The applicability of Section 7-2.2 shall be determined by the Chief Purchasing Officer and the General Counsel. If applicability is determined, the Chief Purchasing Officer and the General Counsel shall also identify the method of purchase and contract requirements pertinent to the transaction. Any expenditure pursuant to Section 7-2.2 that exceeds \$25,000 requires Chief Executive Officer or Chief Education Officer approval and any expenditure that exceeds \$75,000 further requires Board approval.

Sec. 7-2.3 Non-Biddable Education-Related Expenditures and Engagements Which Are Not Subject to Section 7-2 Procurement Requirements. The procurement rules set out in Section 7-2 do not apply to: (a) payments of tuition to accredited institutions of higher education, or (b) engagements with organizations or institutions providing internship, practicum or other educational learning opportunities to students, including student stipend programs. The applicability of Section 7-2.3 shall be determined by the Chief Purchasing Officer and the General Counsel. Any expenditure pursuant to Section 7-2.3(a) does not require a contract. Any expenditure pursuant to 7-2.3(b) that exceeds \$25,000 requires a contract. Any expenditure pursuant to Section 7-2.3 that exceeds \$25,000 requires Chief Executive Officer or Chief Education Officer approval and any expenditure that exceeds \$75,000 further requires Board approval.

Sec. 7-2.4 Purchase of Non-Biddable and Biddable Items Through Federal, State, County, City and Sister City Agency Contracts Which Are Not Subject To Section 7-2 Procurement Requirements.

The Chief Purchasing Officer is authorized to approve the purchase of Non-biddable and Biddable Items based on contracts between another governmental entity, including the City of Chicago the State of Illinois, the County of Cook, the Board's sister City agencies (the Chicago Park District, the Chicago Transit Authority, the Chicago Housing Authority and the City Colleges of Chicago), and a federal agency, and its vendors (the "Reference Contract"), subject to the following conditions.

1. The procurement process used to form the Reference Contract shall substantially comply with the competitive procurement requirements of these rules, and shall comply with all legal obligations applicable to the Board.
2. A separate contract between the Board and the governmental entity's vendor that includes all of the material terms in the Reference Contract shall be executed prior to any purchases. The contract entered into between the Board and the vendor may contain
 - (i) pricing or compensation terms equivalent to, or more favorable to the Board than those contained in the Reference Contract;
 - (ii) a period of duration or term which may vary from the term of the Reference Contract;
 - (iii) such additional provisions as the Chief Purchasing Officer determines to be in the best interests of the Board; or
 - (iv) such insertions to or deletions from the Reference Contract as are required by law or regulation applicable to the Board.
3. All purchases pursuant to Section 7-2.4 must be approved by the Chief Purchasing Officer and require a contract and those purchases over \$75,000 further require Board approval.
4. The contract between the Board and the governmental entity's vendor is subject to the review and approval of the General Counsel.

Sec. 7-2.5 Restricted Gift Purchases Which Are Not Subject To Section 7-2 Procurement Requirements. In accordance with 105 ILCS 5/16-1, if a donor makes a restricted grant, gift, donation or legacy the terms of which require the Board to purchase certain goods or services from a specific vendor, the procurement rules set out in Section 7-2 shall not apply to such purchases. In all such cases, any grant, gift, donation or legacy restrictions must be independently identified by the donor with no influence by District personnel. The applicability Section 7-2.5 shall be determined by the Chief Purchasing Officer and the General Counsel. If applicability is determined, the Chief Purchasing Officer and the General Counsel shall also identify the method of purchase and contract requirements pertinent to the transaction. Any expenditure that exceeds \$75,000 further requires Board approval.

Sec. 7-2.6 Procurement Guidelines. The Chief Purchasing Officer is authorized to establish procurement guidelines to ensure the effective implementation of the procurement rules contained in this Chapter VII.

Sec. 7-3. Procedure for Bid Solicitations. Except as may otherwise be provided by the Board, when solicitations for Biddable Items are taken, as many bids shall be secured as practicable, basing the solicitation upon a list of prospective bidders that are qualified to provide supplies, materials, work or services. At least one public notice is to be made at least ten days before the bid due date in a newspaper published in the district and shall simultaneously be posted on a readily accessible bulletin board in the Office of the Chief Purchasing Officer. Each bidder receiving a copy of the solicitation must receive at least three days notice of the time and place of the opening of all such bids. All bids must be sealed by the bidder and must be opened by the Chief Purchasing Officer or his/her designee at a public bid opening at which the contents of the bids must be announced.

If the stated bid opening day falls upon a holiday as established by the Rules of the Board, the time for receipt and opening of bids shall automatically be continued to the next following business day at the same hour.

Sec. 7-4. Posting of Bid Responses Schedule of Bid Solicitations. Whenever the bids are opened and announced in accordance with Section 7.3 scheduled, a copy of said schedule the aggregate bid prices by category proposed by each bidder shall be publically posted by posted in the Office of the Chief Purchasing Officer not later than four days following the day on which bids are opened. A schedule of bids, certified by the Chief Purchasing Officer, shall also be forwarded to the Secretary of the Board of Education who shall file the same in a safe place and properly preserve them as part of the official records of the Board of Education.

Sec. 7-5. Emergency Expenditures.

a. An emergency shall be determined when, in the judgment of the Chief Purchasing Officer (i) (a) it is necessary make repairs and alterations, and purchase equipment, services, or supplies (collectively "Emergency Purchases"); (ii) (b) the Emergency Purchases are necessary as a result of circumstances which call for immediate action (the "Conditions Precedent"); and (iii) (c) the Conditions Precedent are a result of fire, accident, threat to the health, safety, security of individuals or other conditions and such action is necessary to prevent material loss or damage to property, or bodily injury or loss of life of the occupants of the Board's buildings and third parties who may be present in its buildings or on its premises or to prevent interference with school sessions or to protect the health, safety, security or well being of students, staff, or third parties ("Emergency Condition(s)")

b. In order to obtain approval of an Emergency Expenditure, the following steps must be taken: (i) ~~(a)~~ obtain the verbal or written approval of the Chief Executive Officer, Chief Education Officer, Chief Administrative Officer, ~~Chief Operating Officer~~ ~~Chief Facilities Officer~~, or such other chief officer charged with authority over the Conditions Precedent; (ii) ~~(b)~~ obtain the verbal or written approval of the Chief Purchasing Officer; (iii) ~~(c)~~ after the work has been completed, the purchases have been made, or the services have been rendered to the satisfaction of the appropriate Department, complete a Request to Approve Emergency Expenditure on a form approved by the Chief Purchasing Officer (the "Emergency Request Form"); (iv) ~~(d)~~ obtain the verification of the appropriate chief officer on the Emergency Request Form; and (v) ~~(e)~~ have the Emergency Request Form signed by the Chief Purchasing Officer.

c. If an Emergency Condition occurs after business hours, on a weekend, on a holiday, or at any other time that the appropriate chief officer and the Chief Purchasing Officer cannot be contacted, each Portfolio Manager or such other appropriate chief officer of the Board, or their designee, has the authority to take the necessary action at his/her own discretion.

d. The foregoing authority is limited to the minimum expenditure of funds necessary to stabilize an Emergency Condition and protect person and property from further harm. After the Emergency Request Form has been completed, the Chief Purchasing Officer shall prepare a Board Report and obtain approval of the Emergency Expenditure by a ¾ vote of the Board.

Sec. 7-6. Deposits, Bid Bonds, Performance and Payment Bonds.

a. When a bid deposit shall be required, whether by law or at the discretion of the Chief Purchasing Officer, it shall be so stated in the solicitation of bids, and the deposit shall be in a reasonable amount but not in excess of 5% of the total bid amount proposed. The bid deposit, when required, may be in the form of a money order, certified check drawn upon a banking institution in good standing and made payable to the order of the Board, a specific bond, or a letter of credit. In lieu of submitting the bid deposit as herein above provided, a bidder may file with the Board an annual bid bond, the amount of which shall be determined by the Chief Purchasing Officer, provided, however, an annual bid bond shall not be accepted on bids for construction work, alterations, repairs to buildings and grounds, and student transportation matters. Such annual bid bond shall in no case be less than \$10,000, and shall cover all bids submitted by such bidder during the period of the bond. All bid bonds shall be signed by a responsible surety company licensed to do business in the State of Illinois.

b. All bid deposits accompanying a bid solicitation, except that of the successful bidder, shall be refunded or returned after the successful bidder has been determined and a contract has been awarded by the Board. The bid deposit of the successful bidder shall be returned after the full execution of the contract and the tendering of any payment and/or performance bond required under the contract. In case of a failure or refusal on the part of the selected bidder to execute a contract and tender a payment and/or performance bond, if required, within a reasonable period of time as determined by the Chief Purchasing Officer, the deposit of the selected bidder so failing or refusing may be forfeited and retained by the Board as liquidated damages and not as a penalty or, when a bid bond has been furnished in lieu of a deposit, the Board may take action on the bond.

c. A payment and performance bond shall be required for all building construction and building and grounds repair work, and student transportation matters. A payment and performance bond may also be required on any other purchases or contracts when specified by the Chief Purchasing Officer. When a payment and performance bond is required, it shall be stated in the solicitation of bids and requests for proposals and/or qualifications and the bonds required shall be in an amount sufficient to insure the fulfillment of the contract of the successful bidder/proposer. Such bonds shall be signed by a responsible surety company licensed to do business in the State of Illinois.

Sec. 7-7. Rejection of Bids/Proposals. The Board or the Chief Purchasing Officer shall have the right to reject any or all bids or proposals.

Sec. 7-8. Expenditures - Pre-Qualified Vendors. The Chief Purchasing Officer shall submit a report to the Board each quarter of all expenditures made to pre-qualified vendors. The report shall include a list of: i) all expenditures made to each individual pre-qualified vendor; ii) the total expenditures made to all pre-qualified vendors in the applicable pool; and, iii) the balance remaining of the aggregate amount authorized for each applicable pre-qualified pool of vendors.

Sec. 7-9. Strategic Sourcing. The Chief Purchasing Officer or his/her designee shall prepare and circulate to local schools a list of pre-qualified vendors ('strategic sourcing vendors') offering volume discounts of commodities such as instructional materials, equipment, supplies, and various services. Schools shall be required to use strategic sourcing vendors for all purchases over \$10,000 in accordance with the Board's Strategic Sourcing Policy. Schools requesting to use a vendor other than a strategic sourcing vendor for purchases over \$10,000 must obtain prior written approval from the Chief Purchasing Officer and comply with applicable competitive basis procedures. All such purchases of commodities and services that are subject to the Board's Strategic Sourcing Policy shall be made only pursuant to a purchase order approved by the Chief Purchasing Officer.

Sec. 7-10. Sole Sourcing.

a. Sole Sourcing of Non-Biddable Items. Sole source procurements and contracts are defined as those that have not been competitively procured. Sole source procurements are discouraged and any office, department, program, unit, or school requesting sole sourcing should carefully consider all available resources before requesting a sole source award. Sole source procurements are improper if only for administrative convenience. The Chief Purchasing Officer is authorized to approve sole source

procurements up to \$75,000. All sole source procurements over \$75,000 must be approved by the Chief Purchasing Officer and the Board, must first be approved by the Chief Purchasing Officer and then approved by the Board. In determining whether to approve a sole source procurement of Non-biddable Items, the following criteria shall be considered:

1. The specific problem, requirement, or need that the procurement or contract is intended to address that makes sole sourcing necessary. This should include an explanation as to how the services or goods and merchandise are critical or essential to the Board's responsibilities or operations.
2. The availability of resources to perform the services or provide the goods and merchandise efficiently and cost effectively.
3. The unique qualifications, abilities or expertise of the contractor or supplier to meet the Board's needs and/or the unique nature of the services and/or goods and merchandise
4. Whether the particular contractor or supplier was named in a grant and is essential to fulfilling the Board's obligations under the grant, or whose use is mandated by a grant or donor.
5. Any other special circumstances that may be relevant such as copyright restrictions, or where the proposed contractor or supplier is the only source available in the geographical area
6. The basis for the determination that the costs, fees, or rates negotiated are fair and reasonable given the absence of a competitive basis award. The explanation may make a comparison with comparable contracts, use the results of a market survey, or employ some other appropriate means to make such a determination.

b. Sole sourcing of Biddable Items is not permitted. Sole sourcing of Biddable Items is permitted only pursuant to an exception in 105 ILCS 5/10-20.21 of the Illinois School Code.

Sec. 7-11. Contract Ineligibility. No person or business entity shall be awarded a contract if that person or business entity: (i) has been convicted of bribery or attempting to bribe a public officer or employee of the Board of Education of the City of Chicago, the State of Illinois, or any other public entity, in that officer or employee's official capacity; (ii) has been convicted of agreement or collusion among bidders or prospective bidders in restraint of freedom of competition by agreement to bid a fixed price, or otherwise; or (iii) has made an admission of guilt of such conduct described above which is a matter of record but has not been prosecuted for such conduct. Ineligibility under this section shall continue for three years following such conviction or admission.

For purposes of this Section 7-11, no person or business entity shall be eligible to be awarded a contract if such person has engaged in: (i) ~~(a)~~ Bid Stringing (as defined in 720 ILCS 5/33 E-2 (i-5)), which also includes any knowing attempt to divide or plan procurements to avoid the use of competitive procedures, (ii) ~~(b)~~ Bid Rigging (as defined in 720 ILCS 5/33 E-3); or (iii) ~~(c)~~ Bid Rotating (as defined in 720 ILCS 5/33 E-4). For purposes of this section, where an official, agent or employee of a business entity has committed such conduct described above on behalf of such an entity and pursuant to the direction or authorization of a responsible official thereof, the business entity shall be chargeable with the conduct. Bid Stringing, Bid Rigging and Bid Rotating are prohibited.

Sec. 7-12. Prohibition Against Stringing. "Stringing" is dividing or planning any procurement program, activity, transaction, invoice, purchase order or agreement involving the Board or any of its operational elements (including offices, departments, bureaus, programs, units and schools) to avoid either: (a) any of the competitive procurement processes set forth in Board Rule 7-2; or (b) any of the limitations on delegated authority set forth in Board Rule 7-15 or 105 ILCS 5/34-8.1. Stringing is prohibited.

Sec. 7-13. Written Contracts and Purchase Orders Required.

a. Except as otherwise provided in these Rules, all expenditures for Biddable Items exceeding \$10,000 which must be awarded through the competitive bid solicitation process pursuant to Board Rule 7-2, and expenditures for Non-biddable Items exceeding \$25,000 which are not required to be awarded through the competitive solicitation process pursuant to Board Rule 7-2, either individually or collectively for consecutive purchases from the same vendor/service provider of the same item or service by the same authorized officer, user, department, or school, and all other transactional matters requiring contracts, leases, licenses or intergovernmental agreements shall be evidenced by a written document approved as to legal form by the General Counsel and signed by the Board, the Chief Purchasing Officer or other officers as specified in Section 7-14 or 7-15 of these Rules, as applicable, and the other party.

No goods or materials, apparatus, equipment, supplies, wares or merchandise may be received, nor may services, repairs, or work commence nor leaseholds be created, nor may payments be made regarding any of the foregoing prior to execution of a written document for same in accordance with Board Rule 7-14 or 7-15, as applicable.

b. Except as otherwise provided in these Rules, all purchases for any Dollar amount require a Purchase Order obtained consistent with these Rules and applicable law. The Purchase Order must be issued prior to order or receipt of goods or services.

Sec. 7-14. President and Secretary to Execute Contracts and Leases. Except as otherwise provided in these Rules, the President and Secretary of the Board of Education shall sign and execute all contracts duly authorized by order, resolution, or direction of the Board of Education and shall sign and execute leases of school property or property required for school purposes duly authorized by order, resolution or direction of the Board of Education, and which have been approved as to legal form by the General Counsel. The President, with the approval of the Board, may designate one or more persons who shall have proxy authority to affix the signature of the President to such contracts or leases. In the absence of the Secretary, the Assistant Secretary shall sign such contracts or leases. The Board may, at its discretion, authorize and designate a signatory for leases and contracts under certain specified dollar amounts and for ancillary documents that serve to administer or effectuate a contract or lease. In the event the President abstains from a contract or lease matter, the Board-approved contract or lease may be executed by the Vice President. In the case of abstention by the President and the absence, disability or abstention of the Vice President, the Board-approved contract or lease may be executed by any member of the Board. When so signed, executed, and approved, such contracts and leases shall be deemed to be duly executed by the Board of Education.

Sec. 7-15. Delegation of Authority to Act. In addition to the foregoing, the Board hereby delegates the following specific authority to the following Officers or their respective designees with respect to making and executing certain agreements, which authority may be exercised without prior Board action or approval. This authority includes the authority to approve payments and ratify agreements within the scope of the authority delegated in this section. All authority exercised by the Officers pursuant to this Rule shall be reported to the Board on a monthly basis.

a. The Chief Executive Officer has the authority to authorize and execute the following.

1. Any and all intergovernmental agreements and other miscellaneous types of agreements that have no financial impact on the Board, subject to approval as to legal form by the General Counsel.
2. Education-related agreements enumerated in Board Rule 7-2.2 and 7-2.3 up to \$75,000 per provider/institution, subject to approval as to legal form by the General Counsel.

b. The Chief Operating Officer has the authority to authorize and execute the following.

1. Any and all real property leases/licenses where the Board is the landlord/licensor, with a term of less than ten (10) years, regardless of the dollar amount, subject to approval as to legal form by the General Counsel (except for leases/licenses at 125 S. Clark Street, Chicago, Illinois and for leases/licenses with Charter Schools, which require prior Board approval), provided however that the Chief Operating Officer may authorize and execute such leases/licenses with no further approval from the General Counsel when using the form agreement established by the Law Department with no modifications thereto other than to include business terms. Further, the Chief Operating Officer has the authority to authorize and execute all real property leases/licenses (including those with indemnification provisions) where the Board is the tenant/licensee, the term is less than ten (10) years, and the dollar amount for the term of the lease/license is \$75,000 or under, subject to approval as to legal form by the General Counsel. Further, the Chief Operating Officer has the authority to authorize and execute any and all agreements and documents to grant the Board access or right of entry to property including those with indemnification provisions.
2. All Change Orders related to construction. "Change Order" means a change in a contract term other than as specifically provided for in the contract which authorizes or necessitates any increase or decrease in the cost of the contract or the time to completion. The Chief Operating Officer shall establish construction change order procedures for the submission and approval of Change Orders. The Chief Operating Officer shall report all Change Orders to the Board on a monthly basis. The monthly report shall include a brief description of the change, the original contract amount, the net change by previous Change Orders in dollar amount and by percentage, the total contract amount prior to the current Change Order being submitted; the net increase/decrease in contract amount with the current Change Order in dollar amount and by percentage, and the revised contract amount. All Change Orders must be in compliance with the Public Works Contract Act (50 ILCS 525).
3. Agreements or documents for the sale, disposition, transfer, donation or auctioning of Board assets, subject to approval as to legal form by the General Counsel, and provided that the compensation to be paid to a third party for these services shall be payable or deductible from the proceeds. The Chief Operating Officer shall also have the authority to approve the transfer of school assets to other schools (including charter schools). Board assets mean those goods which are tangible, non-real estate properties. The sale, disposition, transfer, donation and auctioning of Board assets with an original purchase price or fair market value of \$5,000 or more that were purchased with funds from the State Board of Education shall be subject to the approval of Corporate Accounting. The Chief Operating Officer shall report to the Board on an annual basis all assets sold, transferred, donated, or otherwise disposed under the delegation of authority herein.

c. The Chief Education Officer has the authority to authorize and execute the following.

1. Education-related agreements as to legal form by the General Counsel.
2. No-fee education-related agreements including internship agreements, programmatic agreements and data sharing agreements, subject to approval as to legal form by the General Counsel.

~~any and all educational and/or programmatic agreements including payment of tuition, that have a financial impact on the Board up to \$75,000, subject to approval as to legal form by the General Counsel~~

d. The Chief Financial Officer has the authority to: i) accept any and all grants, donations and gifts of any dollar amount; and ii) refund any unspent dollars from grants, donations or gifts. The Chief Financial Officer has the authority to execute any and all grant, donation or gift acceptance agreements and amendments related thereto required by any such grantor, donor or giftor, including agreements to indemnify the grantor, donor or giftor, provided however that any grant, donation or gift acceptance agreements and amendments related thereto with a value of \$250,000 or more shall be subject to approval as to legal form by the General Counsel and any such agreements that impose any additional financial obligation on the Board in excess of \$250,000 shall be approved by the Board. The Chief Financial Officer together with the head of the department receiving the grant have the authority to provide such additional information, assurances and certifications as are necessary in connection with such grant. For all grants, gifts and donations and refunds of same, the Chief Financial Officer shall report to the Board on a monthly basis all grants, gifts and donations received or made in excess of \$50,000 and all refunds of unspent grants, gifts or donations in excess of \$5,000. Expenditure of grant funds are subject to the procurement rules in this Chapter VII.

e. The Chief Purchasing Officer has the authority to:

1. Approve purchases payments up to \$75,000 and to authorize and execute any and all of the following purchasing documents enumerated below, subject to approval as to legal form by the General Counsel, when such purchases are made in accordance with the Board Rules set forth in Chapter VII; provided however that the Chief Purchasing Officer may authorize and execute such purchasing documents with no further approval from the General Counsel when using the form agreement established by the Law Department with no modifications thereto other than to include business terms. If modifications are made to the form agreement, then approval of the General Counsel as to legal form is required.

i.1. Agreements for Biddable Items and Non-biddable Items (as ~~defined in Section 7-13~~) that do not exceed \$75,000;

ii.2. Options to renew and/or mutually-agreed-to extensions of agreements for Biddable Items and Non-biddable Items that do not exceed \$75,000; and

iii.3. Amendments to Contracts for Biddable Items and Non-biddable Items initially costing \$75,000 and under, which amendments have no financial implications or do not increase the total obligation to more than \$75,000 or materially diminish the obligations of the vendor.

2. Approve payments and ratify agreements for the purchase of Non-biddable items up to \$75,000 when such purchases are not made in accordance with the Board Rules set forth in this Chapter VII.

f. The General Counsel has the authority to appoint outside counsel, retain experts and to take all actions required to fulfill the duties and obligations imposed upon the General Counsel in Chapter III of these Rules, subject to appropriation. The General Counsel also has the authority to authorize and execute any and all agreements and documents regarding the following

1. access and right of entry to property which may include indemnification;
2. indemnification related to agreements for the purchase, sale, use, occupancy, license or lease of real estate;
3. zoning, taxes and other governmental petitions and requests;
4. indemnification related to shrink-wrap and click-wrap agreements;
5. agreements with a nominal value of less than \$5,000 granting nonexclusive rights to use Board intellectual property and other agreements related to the grant of intellectual rights and permissions, including any indemnification of third parties associated with said agreements; and,
6. other legal matters having no direct financial impact on the Board.

~~g. The Chief Performance Officer has the authority to execute data sharing agreements with no financial obligation on the part of the Board subject to approval as to legal form by the General Counsel~~

~~g. h. The Communications Officer has the authority to execute access agreements to film in Board facilities and CPS schools subject to approval as to legal form by the General Counsel.~~

~~h. i. The Chief Information Officer Chief Administrative Officer or designee has the authority to execute no-fee agreements with no financial implications regarding non-disclosure, confidentiality and network access with no further approval from the General Counsel when using the form an agreement approved established by the Law Department with no modifications thereto other than to include contact information and business terms.~~

Vice President Ruiz indicated that if there were no objections, Board Reports 11-1116-PO1 and 11-1116-RU1 would be adopted by the last favorable roll call vote, all members present voting therefore.

Vice President Ruiz thereupon declared Board Reports 11-1116-PO1 and 11-1116-RU1 adopted.

11-1116-CO1

**COMMUNICATION RE: LOCATION OF
BOARD MEETING OF DECEMBER 14, 2011**

**David J. Vitale President, and
Members of the Board of Education**

**Henry S. Bienen
Dr. Mahalia A. Hines
Penny Pritzker
Jesse H. Ruiz
Rodrigo A. Sierra
Andrea L. Zopp**

This is to advise that the regular meeting of the Board of Education scheduled for Wednesday, December 14, 2011 will be held at:

The Central Administration Building
125 South Clark Street
Chicago, Illinois 60603
Board Chamber - 5th Floor

Registration for Public Participation will be held between the hours of 8:00 a.m. and 9:00 a.m. on the 1st Floor of the Clark Street Lobby. The Board Meeting will begin at 10:30 a.m. The Public Participation segment of the meeting will begin immediately following the CEO Report and proceed for two hours.

11-1116-CO2

**COMMUNICATION RE: REAPPOINTMENT OF TRUSTEE
TO SERVE ON THE PUBLIC SCHOOL TEACHERS' PENSION
AND RETIREMENT FUND OF CHICAGO
(RODRIGO A. SIERRA)**

**TO THE MEMBERS OF THE BOARD OF EDUCATION
OF THE CITY OF CHICAGO:**

I hereby reappoint Rodrigo A. Sierra, to serve as a Trustee on the Public School Teachers' Pension and Retirement Fund of Chicago. Mr. Sierra's term will commence November 2011 and expire November 2013.

11-1116-EX1*

TRANSFER OF FUNDS
Various Units and Objects

THE CHIEF EXECUTIVE OFFICER RECOMMENDS THE FOLLOWING:

The various transfers of funds were requested by the Central Office Departments during the month of October. All transfers are budget neutral. A brief explanation of each transfer is provided below:

1. Transfer from Rock Island Elementary Network to Rudyard Kipling School

Rationale:	Funds to purchase ePath subscription.		
Transfer From:	Unit	Rock Island Elementary Network	02141
	Fund	General Education Fund	115
	Account	Miscellaneous Charges	57940
	Program	Other Instr Purposes Misc	119035
	Grant	Elem & Hs Network - Gen Board Funds	376640
Transfer to:	Unit	Rudyard Kipling School	24081
	Fund	General Education Fund	115
	Account	Seminar, Fees, Subscriptions, Professional Memberships	54505
	Program	Other Instr Purposes Misc	119035
	Grant	Elem & Hs Network - Gen Board Funds	376640
Amount:	\$1,000.00		

2. Transfer from Citywide Alternative Schools and Pathways to Kelvyn Park High School

Rationale:	SLC allocations - Kelvyn Park - mileage expenses related to SLC's		
Transfer From:	Unit	Citywide Alternative Schools and Pathways	13722
	Fund	NCLB Title V Fund	336
	Account	Car Fare	54215
	Program	Small Learning Communities	221033
	Grant	Fie Smaller Learning Communities	543517
Transfer to:	Unit	Kelvyn Park High School	46191
	Fund	NCLB Title V Fund	336
	Account	Car Fare	54215
	Program	Small Learning Communities	221033
	Grant	Fie Smaller Learning Communities	543517
Amount:	\$1,000.00		

3. Transfer from Citywide Alternative Schools and Pathways to Manley Career Community Academy High School

Rationale:	SLC allocations - Manley - SLC related travel.		
Transfer From:	Unit	Citywide Alternative Schools and Pathways	13722
	Fund	NCLB Title V Fund	336
	Account	Travel Expense	54205
	Program	Small Learning Communities	221033
	Grant	Fie Smaller Learning Communities	543517
Transfer to:	Unit	Manley Career Community Academy High School	53111
	Fund	NCLB Title V Fund	336
	Account	Travel Expense	54205
	Program	Small Learning Communities	221033
	Grant	Fie Smaller Learning Communities	543517
Amount:	\$1,000.00		

4. Transfer from Citywide Alternative Schools and Pathways to Manley Career Community Academy High School

Rationale:	SLC allocations - Manley - SLC related mileage.		
Transfer From:	Unit	Citywide Alternative Schools and Pathways	13722
	Fund	NCLB Title V Fund	336
	Account	Car Fare	54215
	Program	Small Learning Communities	221033
	Grant	Fie Smaller Learning Communities	543517
Transfer to:	Unit	Manley Career Community Academy High School	53111
	Fund	NCLB Title V Fund	336
	Account	Car Fare	54215
	Program	Small Learning Communities	221033
	Grant	Fie Smaller Learning Communities	543517
Amount:	\$1,000.00		

5. Transfer from Citywide Alternative Schools and Pathways to Manley Career Community Academy High School

Rationale:	SLC allocations - Manley - extended day benefits.		
Transfer From:	Unit	Citywide Alternative Schools and Pathways	13722
	Fund	NCLB Title V Fund	336
	Account	Teacher Salaries - Extended Day	51130
	Program	Small Learning Communities	221033
	Grant	Fie Smaller Learning Communities	543517
Transfer to:	Unit	Manley Career Community Academy High School	53111
	Fund	NCLB Title V Fund	336
	Account	Medicare	57405
	Program	Small Learning Communities	221033
	Grant	Fie Smaller Learning Communities	543517
Amount:	\$1,000.00		

708. Transfer from Citywide Capital/Operations to Southeast Area Elementary School

Rationale:	Funds Transfer From Award# 2010-480-00-01 To Project# 2010-22631-NSC : Change Reason : NA.		
Transfer From:	Unit	Citywide Capital/Operations	12150
	Fund	QSCB - CIP Series 2009G	480
	Account	Capitalized Construction	56310
	Program	Modern Schools Across Chicago	253533
	Grant	Qualified School Construction Bond (Qscb)	620000
Transfer to:	Unit	Southeast Area Elementary School	22631
	Fund	QSCB - CIP Series 2009G	480
	Account	Property - Sites	56205
	Program	Modern Schools Across Chicago Expansion	253534
	Grant	Qualified School Construction Bond (Qscb)	620000
Amount:	\$1,727,500.00		

709. Transfer for Citywide Academic Learning and Support

Rationale:	Consulting Services Pay		
Transfer From:	Unit	Citywide Academic Learning and Support	11,390
	Fund	NCLB Title I Regular Fund	332
	Account	Commodities - Textbooks	53305
	Program	Ses Aim High Administration	290011
	Grant	Nclb - Choice Schools / Ses	430127
Transfer to:	Unit	Citywide Academic Learning and Support	11,390
	Fund	NCLB Title I Regular Fund	332
	Account	Services - Professional & Technical	54125
	Program	Nclb Ses Program	290020
	Grant	Nclb - Choice Schools / Ses	430127
Amount:	\$3,585,000.00		

710. Transfer from Safety and Security - Citywide to Citywide Early College and Career

Rationale:	Culture of Calm - Per V. Bryant - funds are moving to OCCP.		
Transfer From:	Unit	Safety and Security - Citywide	10615
	Fund	NCLB Title I Regular Fund	332
	Account	Services - Professional & Technical	54125
	Program	Oth Govt Fd Prog-Attend&Soc Wk	211001
	Grant	Discretionary	430126
Transfer to:	Unit	Citywide Early College and Career	13727
	Fund	NCLB Title I Regular Fund	332
	Account	Services - Professional & Technical	54125
	Program	Oth Govt Fd Prog-Attend&Soc Wk	211001
	Grant	Discretionary	430126
Amount:	\$9,281,467.00		

***[Note: The complete document will be on File in the Office of the Board]**

11-1116-ED1

REPORT ON STUDENT EXPULSIONS FOR OCTOBER 2011

DESIGNEE FOR THE CHIEF EXECUTIVE OFFICER REPORT THE FOLLOWING DECISION:

1 Students were expelled from the Chicago Public Schools in October 2011.

DESCRIPTION:

Pursuant to the provisions of Sections 10-22.6 and 34-19 of the *School Code of Illinois*, Section 6-8 of the *Rules of the Board of Education of the City of Chicago*, and the *Student Code of Conduct* of the Chicago Public Schools, the designee for the Chief Executive Officer approved the expulsion of 1 Chicago Public Schools students, for gross disobedience, misconduct or other violations of the bylaws, rules and regulations of the Chicago Board of Education.

October Totals
(October 1 to October 31, 2011)

Expulsions	1
No Expulsions	32
SMART Referrals	<u>49</u>
	82

(2011-2012 Totals to Date)
(August 1, 2011 to current)

Expulsions	62
No Expulsions	62
SMART Referrals	<u>120</u>
	244

Decisions Pending 55

LSC REVIEW:

LSC review is not applicable to this report.

AFFIRMATIVE ACTION STATUS:

Not applicable.

FINANCIAL:

No cost to the Chicago Public Schools.

PERSONNEL IMPLICATIONS:

None.

11-1116-ED2

**APPROVE PAID LEAVE OF ABSENCE FOR ROBERT REYNOLDS TO PARTICIPATE IN
THE FULBRIGHT PROGRAM IN FINLAND**

THE CHIEF EXECUTIVE OFFICER REPORTS THE FOLLOWING DECISION:

Pursuant to Board Rule 4-1(a)(9), the Chief Executive Officer has approved an academic year paid leave of absence (January 1, 2012 – June 30, 2012) for Robert Reynolds, a member of the teaching force, to participate in the Fulbright Program in Finland.

DESCRIPTION: The Fulbright Program provides opportunities for qualified Chicago Public Schools (CPS) educators to undertake graduate study, advanced research, university teaching, and/or teaching in elementary and secondary schools in other countries for a designated period of time with full pay and position security.

Robert Reynolds, a sixth grade science teacher at the Mary G. Peterson School, applied and was selected by the Fulbright Program to research effective middle school mathematics instruction in Finland. Mr. Reynolds will observe mathematics instruction, conduct research, undertake coursework, and potentially provide professional development. The Board of Education will pay Mr. Reynolds his regular base salary during the period of the leave (January 1, 2012 – June 30, 2012) and maintain all of his benefits. At the conclusion of his leave, Mr. Reynolds will return to his position at the Mary G. Peterson School. The principal of Mary G. Peterson School, Adam Parrot-Sheffer, approved the teacher's participation in the program.

LSC REVIEW: Not applicable

AFFIRMATIVE ACTION STATUS: Not applicable

FINANCIAL: The teacher on Fulbright leave (Mr. Reynolds) will receive the basic salary which such members of the teaching force would have received if in actual service in the Chicago Public Schools and maintain all of his employment benefits.

11-1116-ED3

**APPROVE ENTERING INTO AGREEMENTS WITH VARIOUS UNIVERSITIES FOR STUDENT
INTERNS IN THE AREA OF COUNSELING**

THE CHIEF EXECUTIVE OFFICER REPORTS THE FOLLOWING DECISION:

Approve entering into agreements with various universities to have them provide student interns in the area of counseling and authorize execution of agreements with additional Universities without further Board approval. The initial Universities are listed on the attached exhibit. The counseling services shall be provided by the Universities and interns at no cost to the Board. Written agreements for these services are currently being negotiated. No services shall be provided by any University or their interns prior to execution of their written agreement. Information pertinent to these agreements is stated below.

UNIVERSITIES: Exhibit "A" Attached

USER: Talent Office
Chicago Public Schools
125 South Clark Street, 2nd Floor
Chicago, Illinois 60603

Contact: Alicia Winckler
(Title) Chief Talent Officer
Phone: 773-553-1070

TERM: The term of the agreement for each University shall commence on the date the agreement is signed and shall end June 30, 2013.

OPTION TO RENEW: Each agreement shall have one option to renew for a period of five (5) years.

SCOPE OF SERVICES: The Universities shall recruit and screen school counseling intern candidates according to their own internal policies and practices. They shall refer the most qualified candidates to the designated CPS Program Contact for consideration and placement. The Board retains the right to determine the number of intern slots, select the interns from the pool presented by the Universities, and process the placements. Universities and interns may be asked to collaborate with CPS on various research studies, subject to compliance with the Board's Research Study and Data policy and applicable statutes.

DELIVERABLES: Each University shall screen and provide an acceptable number of qualified interns as determined by CPS that meet the school counseling internship requirements of the State and CPS.

OUTCOMES: Each intern shall provide supervised school counseling services to CPS students during the designated internship time period. In compliance with the Illinois State Board of Education each intern must engage in the performance of various aspects of the counseling role and be gradually introduced to the full range of responsibilities associated with that role. An intern must complete at least 600 hours of which at least 240 hours of the internship shall involve direct service work with school-age individuals and groups. The length of the internship must last no less than one semester. The requirements of the internship may be modified to meet the established requirements of a University or another state board of education.

COMPENSATION: Universities and interns shall receive no monetary compensation from the Board for the provided services.

AUTHORIZATION: Authorize the General Counsel to include other relevant terms and conditions in the written agreements. The General Counsel also is authorized to include provisions in the agreements regarding indemnification by the Board when such language is required by a University. Authorize the President and Secretary to execute the agreements, including agreements with Universities not listed on Exhibit A, without additional Board approval. Authorize the Chief Talent Officer to execute all ancillary documents required to administer or effectuate these agreements.

AFFIRMATIVE ACTION: Pursuant to Section 5.2 of the Remedial Program for Minority and Women Owned Business Enterprise Participation in Goods and Services contracts, this contract is exempt from MBE/WBE review.

LSC REVIEW: Local School Council approval is not applicable to this report.

FINANCIAL: None

GENERAL CONDITIONS:

Inspector General – Each party to the agreement shall acknowledge that, in accordance with 105 ILCS 5/34-13.1, the Inspector General of the Board of Education has the authority to conduct certain investigations and that the Inspector General shall have access to all information and personnel necessary to conduct those investigations.

Conflicts – The agreement shall not be legally binding on the Board if entered into in violation of the provisions of 105 ILCS 5/34-21.3 which restricts the employment of, or the letting of contracts to, former Board members during the one year period following expiration or other termination of their terms of office.

Indebtedness – The Board's Indebtedness Policy adopted June 26, 1996 (96-0626-PO3), as amended from time to time shall be incorporated into and made a part of the agreement

Ethics – The Board's Ethics Code adopted May 25, 2011 (11-0525-PO2), as amended from time to time shall be incorporated into and made a part of the agreement

Contingent Liability – The agreement shall contain the clause that any expenditure beyond the current fiscal year is deemed a contingent liability, subject to appropriation in the subsequent fiscal year budget(s).

EXHIBIT "A"

I. UNIVERSITIES ENTERING INTO AGREEMENTS:

- | | |
|---|---|
| <p>1. Ball State University
 Department of Counseling Psychology and Guidance Services
 622 Teachers College
 Muncie, IN 47306
 Contact Person: Charlene Alexander
 Title: Director of the School Counseling Program

 Phone: (765) 285-8040
 E-mail: calexander@bsu.edu</p> | <p>2. Bradley University
 Department of Leadership in Education, Human Services, and Counseling
 Campustown 76
 Peoria, IL 61625
 Contact Person: Jenny Tripses
 Title: Associate Professor & Coordinator, Educational Administration
 Phone: (309) 677-3593
 E-mail: jtripses@bradley.edu</p> |
| <p>3. Chicago State University
 Department of Psychology
 Harold Washington Hall -- 328
 Chicago, IL 60628
 Contact Person: Karen McCurtis-Witherspoon
 Title: Director of Counseling Graduate Program
 Phone: (773) 995-3879
 E-mail: kmccurti@csu.edu</p> | <p>4. Concordia University
 College of Graduate and Innovative Programs
 7400 Augusta St
 River Forest, IL 60305
 Contact Person: Judy Skorek
 Title: Director of Clinical Training
 Phone: (708) 209-3148
 E-mail: judy.skorek@cuchicago.edu</p> |
| <p>5. DePaul University
 College of Education
 1 E. Jackson, SAC 307
 Chicago, IL 60604
 Contact Person: Andrea Kayne Kaufman
 Title: Department Chair
 Phone: (773) 325-7661
 E-mail: akaufman@depaul.edu</p> | <p>6. Eastern Illinois University
 Department of Counseling and Student Development
 600 Lincoln Avenue
 Charleston, IL 61920
 Contact Person: Richard Roberts
 Title: Department Chairperson
 Phone: (217) 581-2400
 E-mail: rroberts@eiu.edu</p> |
| <p>7. Governors State University
 College of Education
 1 University Parkway
 University Park, IL 60484
 Contact Person: Shannon Dermer
 Title: Chair, Division of Psychology and Counseling
 Phone: (708) 534-3142
 E-mail: sdermer@govst.edu</p> | <p>8. Illinois Wesleyan University
 Educational Studies Department
 Center for Liberal Arts 147
 Bloomington, IL 61701
 Contact Person: Robin Leavitt
 Title: Chair and Director of Teacher Education
 Phone: (309) 556-3504
 E-mail: rleavitt@iwu.edu</p> |
| <p>9. Indiana University – Bloomington
 School of Education
 W.W. Wright Education Building, Room Education 405
 Bloomington, IN 47405
 Contact Person: Rex A. Stockton
 Title: Counseling Psychology Program Training Director
 Phone: (812) 856-8344
 E-mail: cep@indiana.edu</p> | <p>10. Loyola University Chicago
 School of Education
 820 N. Michigan Ave., Lewis Tower, 11th Floor
 Chicago, IL 60611
 Contact Person: Anita Thomas

 Title: Program Coordinator
 Phone: (312) 915-7403
 E-mail: athoma9@luc.edu</p> |
| <p>11. Marquette University
 Department of Counselor Education and Counseling Psychology
 150A Schroeder Complex
 Milwaukee, WI 53201
 Contact Person: Alan Burkard
 Title: Coordinator for the School Counseling Program
 Phone: (414) 288-3434
 E-mail: alan.burkard@marquette.edu</p> | <p>12. Michigan State University
 Department of Counseling, Educational Psychology, and Special Education
 447 Erickson Hall
 East Lansing, MI 48824
 Contact Person: Jenny Tripses
 Title: Ed. Tech. Masters Program Director
 Phone: (517) 432-7195
 E-mail: gravesle@msu.edu</p> |

13. National-Louis University

Department of Counseling and Human Services
1000 Capital Drive
Wheeling, IL 60628
Contact Person: Christopher Clemmer
Title: Department Chair
Phone: (630) 874-4535
E-mail: clemmer@nl.edu

15. Northern Illinois University

Department of Counseling, Adult, and Higher
Education
GH 427C
DeKalb, IL 60115
Contact Person: Scott Wickman
Title: Associate Professor
Phone: (815) 753-9324
E-mail: akaufman@depaul.edu

17. Roosevelt University

Department of Counseling and Human Services

1400 N. Roosevelt Blvd.
Schaumburg, IL 60173
Contact Person: Roberto Clemente
Title: Associate Professor
Phone: (847) 619-8939
E-mail: rclemente@roosevelt.edu

19. Saint Xavier University

School of Education
Warde Academic Center, 3700 W. 103rd Street, G201
Chicago, IL 60655
Contact Person: Beverly Gulley
Title: Dean
Phone: (312) 298-3221
E-mail: gulley@sxu.edu

21. University of Iowa

Department of Rehabilitation and Counselor Education
N338 Lindquist Center
Iowa City, IA 52242
Contact Person: David Duys
Title: Coordinator for the School Counseling Program
Phone: (319) 335-5281
E-mail: david-duys@uiowa.edu

23. University of Wisconsin-Madison

Department of Counseling Psychology
355 Education Building - 1000 Bascom Mall
Madison, WI 53706
Contact Person: Stephen M. Quintana
Title: Professor
Phone: (608) 262-6987
E-mail: quintana@education.wisc.edu

14. Northeastern Illinois University

Department of Counselor Education
Chicago, IL 60625
River Forest, IL 60305
Contact Person: Chuck Pistorio
Title: Chairperson
Phone: (773) 442-5551
E-mail: c-pistorio@neiu.edu

16. Purdue University

Department of Educational Studies

100 N. University St.
West Lafayette, IN 47906
Contact Person: Jean Peterson
Title: Coordinator of School Counselor Preparation
Phone: (765) 494-9742
E-mail: jeanp@purdue.edu

18. Southern Illinois University – Carbondale

Department of Educational Psychology and Special
Education
Wham 223 MC 4618, 625 Wham Drive
Carbondale, IL 62901
Contact Person: Alan White
Title: Department Chairperson
Phone: (618) 453-2311
E-mail: lwhite@siu.edu

20. University of Illinois - Springfield

College of Education and Human Services
One University Plaza, BRK 348
Springfield, IL 62703
Contact Person: James Klein
Title: School Counseling Area Coordinator
Phone: (217) 206-6883
E-mail: jklein4@uis.edu

22. University of Northern Iowa

College of Social and Behavioral Sciences
219 Latham Hall
Cedar Falls, IA 50614
Contact Person: Jan Bartlett
Title: Associate Professor of Counseling
Phone: (319) 273-7979
E-mail: jan.bartlett@uni.edu

24. Western Illinois University

Department of Counselor Education
3561 60th Street, Room 277
Moline, IL 61265
Contact Person: Rebecca Newgent
Title: Chairperson
Phone: (309) 762-1876, ext. 62273
E-mail: RA-Newgent@wiu.edu

Vice President Ruiz indicated that if there were no objections, Board Reports 11-1116-EX1, and 11-1116-ED1 through 11-1116-ED3 would be adopted by the last favorable roll call vote, all members present voting therefore.

Vice President Ruiz thereupon declared, Board Reports 11-1116-EX1, and 11-1116-ED1 through 11-1116-ED3 adopted.

11-1116-PR1

AMEND BOARD REPORT 10-1215-PR1**APPROVE EXERCISING THE FINAL OPTION TO RENEW THE AGREEMENTS WITH BERLAND PRINTING, INC., K AND M PRINTING COMPANY, INC. AND GEM ACQUISITION COMPANY, INC. D/B/A GEM BUSINESS FORMS FOR PURCHASE OF PRINTING AND REPROGRAPHIC SERVICES****THE CHIEF EXECUTIVE OFFICER REPORTS THE FOLLOWING DECISION:**

Approve exercising the final option to renew the agreements with Berland Printing, Inc., K and M Printing Company, Inc. and GEM Acquisition Co., d/b/a GEM Business Forms to provide printing and reprographic services for the use by all schools, area offices and central office departments at a cost for the option period not to exceed ~~\$2,000,000.~~ ~~\$2,500,000.00~~ in the aggregate. Written documents exercising this option are currently being negotiated. No payment shall be made to any Vendor during the option period prior to the execution of their written document. The authority granted herein shall automatically rescind as to each vendor in the event their written document is not executed within 90 days of the date of this Board Report. Information pertinent to this option is stated below.

This November 2011 amendment is necessary to increase the amount of compensation from \$2,000,000.00 to \$2,500,000.00 to cover printing and reprographic services for the Teacher's Common Core State Standards Books (CCSS) project, School Actions Project and any other additional printing and reprographic services for schools and units. No written amendments to the agreements are required.

Specification Number : 07-250015

Contract Administrator : Knowles, Miss Demetra / 773-553-3256

VENDOR:

- 1) Vendor # 20163
BERLAND PRINTING, INC.
3950 S. MORGAN ST.
CHICAGO, IL 60609
Robert Berland
773-822-0111
773-822-0124
- 2) Vendor # 40473
K & M PRINTING CO., INC
1410 NORTH MEACHAM ROAD
SCHAUMBURG, IL 60173
Michael S. Stobart
847 884-1100
847-881-1286
- 3) Vendor # 44218
GEM ACQUISITION COMPANY INC DBA
GEM BUSINESS FORMS INC
5942 S CENTRAL
CHICAGO, IL 60638
Katharine I. Owens
773-735-3300
773-735-4626

USER INFORMATION:

Contact: 12210 - Office of Procurement and Contracts
125 South Clark Street 10th Floor
Chicago, IL 60603
Knowles, Miss Demetra
773-553-3256

ORIGINAL AGREEMENT:

The original Agreements (authorized by Board Report 07-1219-PR1) in the amount of \$6,000,000.00 were for a term commencing January 1, 2008 and ending December 31, 2009 with the Board having 2 options to renew for 12 months each. The agreements were extended (authorized by Board Report 09-1216-PR3) for a term commencing January 1, 2010 and ending December 31, 2010. The original agreements were awarded on a competitive basis pursuant to Board Rule 5-4.1 (Specification 07-250015).

OPTION PERIOD:

The term of each agreement is being extended for one year commencing January 1, 2011 and ending December 31, 2011.

OPTION PERIODS REMAINING:

There are no option periods remaining.

SCOPE OF SERVICES:

Vendors will continue to provide printing and reprographic services as requested by all central office departments, area offices and schools. Vendors will work with staff on an as needed basis in designing, typesetting, proofreading, sequential numbering, printing, trimming, scoring folding, labeling, packaging, stitching, sewing, stapling, binding, drilling (3-8 hole punch), perforating, perfect binding, side stitching, saddle stitching, spiral binding, strapping, shrink wrapping, labeling, delivering, storing and translation services for printed materials.

DELIVERABLES:

Vendors will continue to print, store and deliver copy/printing reprographic requests to departments, area offices and schools. Vendors will provide the Board with monthly reports on all purchases as more fully detailed in the written agreements.

OUTCOMES:

Vendors' services will result in fixed prices for printing/reprographic services.

COMPENSATION:

Compensation payable to all Vendors during this option period, in the aggregate, shall not exceed the sum of ~~\$2,000,000.00~~ \$2,500,000.00.

AUTHORIZATION:

Authorize the General Counsel to include other relevant terms and conditions in the written option documents. Authorize the President and Secretary to execute the option documents. Authorize Chief Purchasing Officer to execute all ancillary documents required to administer or effectuate this option agreement.

AFFIRMATIVE ACTION:

The supplier diversity goals for this contract are 25% MBE and 5% WBE participation. Pursuant to the Remedial Program for Minority and Women Owned Business Enterprise Participation in Goods and Services Contracts, the Category Goals method for M/WBE participation will be utilized. Aggregated compliance of the vendors in the pool will be reported on a quarterly basis.

LSC REVIEW:

Local School Council approval is not applicable to this report.

FINANCIAL:

Charge To: Various departments, schools and area offices
Budget Classification: 54520 - Printing Services FY11 - FY12
Budget Classification: 54525 - Printing Services Other FY11 - FY12
Not to exceed: ~~\$2,000,000.00~~ \$2,500,000.00

CFDA#: Not Applicable

GENERAL CONDITIONS:

Inspector General - Each party to the agreement shall acknowledge that, in accordance with 105 ILCS 5/34-13.1, the Inspector General of the Chicago Board of Education has the authority to conduct certain investigations and that the Inspector General shall have access to all information and personnel necessary to conduct those investigations.

Conflicts - The agreement shall not be legally binding on the Board if entered into in violation of the provisions of 105 ILCS 5/34-21.3 which restricts the employment of, or the letting of contracts to, former Board members during the one year period following expiration or other termination of their terms of office.

Indebtedness - The Board's Indebtedness Policy adopted June 26, 1996 (96-0626-PO3), as amended from time to time, shall be incorporated into and made a part of the agreement.

Ethics - The Board's Ethics Code adopted June 23, 2004 (04-0623-PO4), as amended from time to time, shall be incorporated into and made a part of the agreement.

Contingent Liability - The agreement shall contain the clause that any expenditure beyond the current fiscal year is deemed a contingent liability, subject to appropriation in the subsequent fiscal year budget(s).

11-1116-PR2

FINAL

AMEND BOARD REPORT 10-0428-PR4
AMEND BOARD REPORT 10-0224-PR3
**APPROVE THE PRE-QUALIFICATION STATUS OF AND ENTERING INTO AGREEMENTS WITH
 ARCHITECTURAL/ENGINEERING TO PROVIDE SERVICES**

THE CHIEF EXECUTIVE OFFICER REPORTS THE FOLLOWING DECISION

Approve the pre-qualification status of and entering into agreements with contractors to provide Architectural and Engineering services at a cost not to exceed ~~\$36,000,000~~ \$51,000,000 in the aggregate and approve entering into a written master agreement with each contractor. Contractors were selected on a competitive basis pursuant to a duly advertised Request for Qualifications (Specification No. 09-250074). Written master agreements for contractors are currently being negotiated. No services shall be provided by and no payment shall be made to any contractor prior to the execution of their written master agreement. The pre-qualification status approved herein for each contractor shall automatically rescind in the event such contractor fails to execute the Board's master agreement within 120 days of the date of this Board Report. Information pertinent to these master agreements is stated below.

This April 2010 amendment is necessary to: (i) add a new contractor, Wilkinson Blender Architecture (#93) and (ii) to correct the vendor name and number of Gensler, Architecture, Design and Planning, PC (previously listed as #26, now listed as #92). A written master agreement for the new contractor is currently being negotiated. No services shall be provided by and no payment shall be made to any contractor prior to the execution of their written master agreement. The pre-qualification status approved herein for each contractor shall automatically rescind in the event such contractor fails to execute the Board's master agreement within 120 days of the date of this amended Board Report.

This November 2011 amendment is necessary to increase the Architects/Engineers of Record (A/EOR) base contract period spending authorization limit by \$15,000,000. This increase is the result of an expansion in the number and size of CIP projects as well as the AORs involvement in developing a new bi-annual assessment tool, expedited design cost for late school actions and design of Asset management projects. This amendment is also to reflect that the contract with Nakawatase Wyns and Associates (#56) is terminated. In addition, the following contractors will be deleted from the pre-qualification status: A Epstein and Sons International, Inc. (#1), AECOM Services (#2), Fanning/Howey Associates, Inc. (#19), Muller and Muller P.C. Ltd. (#55), O'Donnell, Wicklund, Pigozzi, & Peterson Architects (#58), Skidmore Owings Merrill (#70) and Gensler Architecture, Design & Planning, Inc. (#26) and (#92). No amendments to the agreements are required.

Specification Number : 09-250074

Contract Administrator : Hernandez, Miss Patricia / 773-553-2250

USER INFORMATION:

Contact: 11860 - Facility Operations & Maintenance
 125 South Clark Street 16th Floor
 Chicago, IL 60603
 Taylor, Ms. Patricia L
 773-553-2960

TERM:

The term of this pre-qualification period and each master agreement shall be for a three (3) year term commencing April 1, 2010 and ending on March 31, 2013. The Board shall have the right to extend the pre-qualification period and each master agreement for 3 additional one year periods. The term of the pre-qualification period and master agreement for the new contractor(s) shall commence upon execution and end March 31, 2013. The Board shall have the right to extend the pre-qualification period and each new master agreement for (3) additional one year periods.

SCOPE OF SERVICES:

The Architects and Engineers of Record will continue to manage and coordinate individual projects. The firms will be assigned to prepare design development documents, construction documents and specifications setting forth in detail the site-specific requirements for each project. In addition, each firm may also perform any or all of the following services: scheduling, budgeting, site analysis, coordinating CPS construction schedules with the applicable city agencies and solicitation and coordination of specialty consultants, such as geo-technical consultants, as they relate to individually assigned projects. These pre-qualified firms have experience and expertise in performing the required Architectural and Engineering services and the ability to meet the aggressive schedule found in the Capital Improvement Program. The services of these firms are needed to ensure that CPS capital spending for Capital Planning will best serve the needs of the Chicago Public School children and their surrounding communities.

COMPENSATION:

The sum of payments to all pre-qualified contractors for the pre-qualification term shall not exceed the aggregate amount of ~~\$36,000,000~~ \$51,000,000. The sum of payments in FY 2010 (April - June 2010) was \$3,945,256; the sum of payments in FY 2011 was \$27,453,054. The sum of payments for FY 2012 shall not exceed \$19,601,690.

USE OF POOL:

The Department of Facilities is authorized to receive services from the pre-qualified pool as follows. Contractors are assigned work based upon the contractors experience with the requirements of the jobs.

AUTHORIZATION:

Authorize the General Counsel to include other relevant terms and conditions in the written master agreements. Authorize the President and Secretary to execute the master agreements. Authorize the Chief Operating Officer to execute all ancillary documents required to administer or effectuate the master agreements.

AFFIRMATIVE ACTION:

Pursuant to the Remedial Program for Minority and Women Business Enterprise Participation in Goods and Services Contracts (M/WBE Program), the Per Contract and Category Goals method for M/WBE participation will be utilized. The goals for this pool are 35% MBE and 15% WBE thus, contracts for vendors in the pool will be subject to compliance reviews on a contract-by-contact basis. Aggregated compliance of the vendors in the pool will be reported on a quarterly basis.

LSC REVIEW:

Local School Council approval is not applicable to this report.

FINANCIAL:

Charge to Operations: ~~\$36,000,000~~ \$51,000,000

Fiscal Year: FY10, 11, 12, 13

FY10 and FY11- \$31,398,310

FY12: \$19,601,690

Budget Classification: Various Capital Funds

Source of funds: Capital Funds

CFDA#:

Not Applicable

GENERAL CONDITIONS:

Inspector General - Each party to the agreement shall acknowledge that, in accordance with 105 ILCS 5/34-13.1, the Inspector General of the Chicago Board of Education has the authority to conduct certain investigations and that the Inspector General shall have access to all information and personnel necessary to conduct those investigations.

Conflicts - The agreement shall not be legally binding on the Board if entered into in violation of the provisions of 105 ILCS 5/34-21.3 which restricts the employment of, or the letting of contracts to, former Board members during the one year period following expiration or other termination of their terms of office.

Indebtedness - The Board's Indebtedness Policy adopted June 26, 1996 (96-0626-PO3), as amended from time to time, shall be incorporated into and made a part of the agreement.

Ethics - The Board's Ethics Code adopted June 23, 2004 (04-0623-PO4), as amended from time to time, shall be incorporated into and made a part of the agreement.

Contingent Liability - The agreement shall contain the clause that any expenditure beyond the current fiscal year is deemed a contingent liability, subject to appropriation in the subsequent fiscal year budget(s).

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- | | |
|---|---|
| <p>1) Vendor # 17375
 A EPSTEIN AND SONS INTERNATIONAL
 INC
 600 W FULTON ST
 CHICAGO, IL 60601
 John R. Patelski
 312-454-9100
 312-559-1217</p> | <p>6) Vendor # 20236
 BROOK ARCHITECTURE, INC.
 2325 SOUTH MICHIGAN AVE., STE 300
 CHICAGO, IL 60616
 RaMona Westbrook
 312-528-0890
 312-356-1040</p> |
| <p>2) Vendor # 96161
 AECOM SERVICES OF ILLINOIS
 303 EAST WACKER DR., STE 900
 CHICAGO, IL 60601
 Meghan Harte
 312-373-7792
 312-938-1109</p> | <p>7) Vendor # 98707
 BUILT FORM, LLC
 311 NORTH ABERDEEN ST., 200C
 CHICAGO, IL 60607
 Stephen Poston
 312-738-3835
 312-738-3864</p> |
| <p>3) Vendor # 39081
 ALTUS WORKS, INC
 4224 N. MILWAUKEE AVE
 CHICAGO, IL 60641
 Ellen Stoner
 773-545-1870
 773-545-1898</p> | <p>8) Vendor # 25799
 CORDOGAN, CLARK & ASSOCIATES
 716 N. WELLS ST., STE. 200
 CHICAGO, IL 60654
 John W. Clark
 312-943-7300
 312-943-4771</p> |
| <p>4) Vendor # 21846
 BAUER LATOZA STUDIO LTD.
 2241 SOUTH WABASH AVE
 CHICAGO, IL 60616
 Joanne Bauer
 312-567-1000
 312-567-9690</p> | <p>9) Vendor # 29709
 CREATIVE ENGINEERING CO
 485 N. MAIN ST., STE. L
 GLEN ELLYN, IL 60137
 Faisal M. Hammouda
 630-942-8999
 630-942-9008</p> |
| <p>5) Vendor # 66018
 BLDD ARCHITECTS, INC
 833 WEST JACKSON ., STE 100
 CHICAGO, IL 60607
 Timothy J. McGrath
 312-829-1987
 312-666-8967</p> | <p>10) Vendor # 14522
 DAVID MASON & ASSOCIATES OF ILLINOIS
 LTD.
 464 NORTH MILWAUKEE
 CHICAGO, IL 60654
 David W. Mason
 312-884-5100
 312-884-5101</p> |

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| <p>11) Vendor # 96163
DAVID WOODHOUSE ARCHITECTS, LLC
230 WEST SUPERIOR ST., 6TH FLR.
CHICAGO, IL 60654
Amanda H Young
312-943-3120
312-943-3432</p> | <p>16) Vendor # 29907
DLR GROUP, INC.
222 S. RIVERSIDE PLAZA, SUITE 2220
CHICAGO, IL 60606
Dennis E. Bane
312-382-9980
312-382-9985</p> |
| <p>12) Vendor # 96160
DB STERLIN CONSULTANTS
123 NORTH WACKER DRIVE., STE 2000
CHICAGO, IL 60606
Reynold Sterlin
312-857-1006
312-857-1056</p> | <p>17) Vendor # 25758
DOYLE & ASSOCIATES
800 SOUTH WELLS, STE 503
CHICAGO, IL 60607
Deborah Doyle
312-922-5520
312-922-5509</p> |
| <p>13) Vendor # 95510
DBH & ASSOCIATES ARCHITECTS, INC
164 DIVISION ST., STE #712
ELGIN, IL 60120
Demeke Berhanu-Haile
847-269-9368
866-847-1761</p> | <p>18) Vendor # 24244
EC PURDY & ASSOCIATES
53 W. JACKSON, SUITE 1631
CHICAGO, IL 60604
Elizabeth C. Purdy
312-408-1631
312-408-1632</p> |
| <p>14) Vendor # 25757
DESMAN ASSOCIATES
20 N. CLARK ST., 4TH FLOOR
CHICAGO, IL 60602
Steve Rebora
312-263-8400
312-263-8406</p> | <p>19) Vendor # 96166
FANNING/HOWEY ASSOCIATES, INC
32 MAIN STREET
PARK RIDGE, IL 60068
George Kacan
847-292-1039
847-292-1021</p> |
| <p>15) Vendor # 23309
DESTEFANO & PARTNERS, LTD.
330 NORTH WABASH AVE., STE 3200
CHICAGO, IL 60611
Mary Ann Van Hook
312-836-4321
312-836-4322</p> | <p>20) Vendor # 96164
FARNSWORTH GROUP, INC
1144 W. JEFFERSON ST., STE 300
SHOREWOOD, IL 60404
Troy Stange
815-744-6940
815-744-6965</p> |

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| <p>21) Vendor # 20201
FGM ARCHITECTS -ENGINEERS
1211 W 22ND ST
OAK BROOK, IL 60523
James G. Woods
312-307-3002
312-750-1704</p> | <p>26) Vendor # 96167
GENSLER ARCHITECTURE, DESIGN &
PLANNING, INC
11 EAST MADISON STREET, STE 300
CHICAGO, IL 60602
Lamar Johnson
312-577-0520
312-458-0124</p> |
| <p>22) Vendor # 96165
FORMA ARCHITECTURE LTD.
155 N. MICHIGAN AVE., SUITE 417
CHICAGO, IL 60601
Luis A. Bolivar
312 729-5195
773-252-0076</p> | <p>27) Vendor # 32223
GERALD MEISTER & ASSOCIATES LTD
123 WEST MADISON STREET., STE 1600
CHICAGO, IL 60602
Gerald Meister
312-226-6133
847-831-5509</p> |
| <p>23) Vendor # 25735
FOX & FOX ARCHITECTS
8 S. MICHIGAN AVE., STE. 310
CHICAGO, IL 60603
John Jay Fox, III
312-377-5074
312-377-5075</p> | <p>28) Vendor # 67620
GHAFARI ASSOCIATES, INC
360 NORTH MICHIGAN AVE . STE 1800
CHICAGO, IL 60601
Evangel Kokkino
312-984-2300
312-984-8248</p> |
| <p>24) Vendor # 23062
G.A. RUCK AND ASSOCIATES, LTD
22102 N. PEPPER ROAD, STE. 201
BARRINGTON, IL 60010
Steven H. Pate
847-381-2946
847-304-1218</p> | <p>29) Vendor # 27991
GLOBETROTTERS ENGINEERING
CORPORATION DBA GEC DESIGN GROUP
300 S. WACKER DRIVE, SUITE 400
CHICAGO, IL 60606
Michael J. McMurray
312-922-6400
312-922-0267</p> |
| <p>25) Vendor # 24783
GENERAL ENERGY CORP.
230 MADISON STREET
OAK PARK, IL 60302
Prem Mehrotra
708-386-6000
708-386-6091</p> | <p>30) Vendor # 67948
GOLDEN STAR, INC DBA ADVANCE
CONSULTING GROUP INTERNATIONAL
300 WEST ADAM STREET, SUITE 420
CHICAGO, IL 60606
Eyad Elqaq
312-357-1840
312-357-1845</p> |

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| <p>31) Vendor # 21816
 GUAJARDO REC ARCHITECTS, LLC
 401 EAST ILLINOIS., STE 220
 CHICAGO, IL 60611
 Dan Sumita
 312-661-1500
 312-661-9903</p> | <p>36) Vendor # 25461
 HOLABIRD & ROOT LLP
 140 SOUTH DEARBORN
 CHICAGO, IL 60603
 Jeff Case
 312-357-1771
 312-357-1909</p> |
| <p>32) Vendor # 25860
 HARDING PARTNERS
 224 S. MICHIGAN AVE., STE. 245
 CHICAGO, IL 60604
 Paul A. Harding
 312-944-2600
 312-922-8222</p> | <p>37) Vendor # 25516
 HUTTER ARCHITECTS, LTD.
 1000 W. MONROE STREET
 CHICAGO, IL 60607
 Pamela J. Hutter
 312-492-8000
 312-492-8444</p> |
| <p>33) Vendor # 21786
 HARLEY ELLIS DEVEREAUX ARCHITECTS
 401 W SUPERIOR, 5TH FLOOR
 CHICAGO, IL 60654
 Robert C. Robicseek
 312-951-8863
 312-951-1719</p> | <p>38) Vendor # 20476
 HYDRO-THERMO-POWER, INC
 225 N. MICHIGAN AVE STE 2306
 CHICAGO, IL 60601
 Raisa B. Fridman
 312-641-6164
 312-641-6165</p> |
| <p>34) Vendor # 69644
 HENNEMAN ENGINEERING, INC
 200 SOUTH WACKER DR., STE 850
 CHICAGO, IL 60606-5810
 Jeffrey A. Treiber
 312-583-1400
 312-583-4101</p> | <p>39) Vendor # 25692
 ILEKIS ASSOCIATES
 205 W. WACKER DR., SUITE 730
 CHICAGO, IL 60606
 Alphonse A. Ilekis
 312-419-1017
 312-899-0965</p> |
| <p>35) Vendor # 34348
 HMS SERVICES, INC. DBA HMS
 ENGINEERING
 230 S. WESTMORE
 LOMBARD, IL 60148
 Haneef Shakeel
 312-661-1516
 312-661-1517</p> | <p>40) Vendor # 25725
 INTERACTIVE DESIGN, INC.
 308 W ERIE, SUITE 506
 CHICAGO, IL 60654
 Dina Griffin
 312-482-8866
 312-482-9904</p> |

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| <p>41) Vendor # 24071
IRI/CEPCO ENGINEERING, INC
50 EAST BELLEVUE PL #902
CHICAGO, IL 60611
Irma Robinson
312-787-1287
312-787-2982</p> | <p>46) Vendor # 20014
KNIGHT E/A, INC
221 N LASALLE STREET, STE 300
CHICAGO, IL 60601-1211
Kevin E Lentz
312-577-3300
312-577-3526</p> |
| <p>42) Vendor # 69642
JACKSON HARLAN, LLC
651 WEST WASHINGTON BLVD., STE 206
CHICAGO, IL 60661
Joan Jackson
312-627-1015
312-627-1060</p> | <p>47) Vendor # 96147
KOO AND ASSOCIATES, LTD
53 WEST JACKSON BLVD., STE 235
CHICAGO, IL 60604
JAh-Hee (Jackie) Koo
312-235-0920
312-276-8459</p> |
| <p>43) Vendor # 19502
JOSE DE AVILA & ASSOCIATES
6611 W. NORTH AVE., SUITE 101
OAK PARK, IL 60302
Jose L. deAvila
708-383-3030
708-383-5971</p> | <p>48) Vendor # 25822
LEGAT ARCHITECTS, INC
651 WEST WASHINGTON BLVD STE 1
CHICAGO, IL 60661
James McDonough
312-258-9595
312-258-1555</p> |
| <p>44) Vendor # 29407
KALTSOUNI MEHDI, INC.
407 S. DEARBORN ST., SUITE 200
CHICAGO, IL 60605
Maria Kaltsouni
312-987-9800
312-987-9892</p> | <p>49) Vendor # 25827
MRA ARCHITECTS, LTD
55 EAST WASHINGTON ST. STE 500
CHICAGO, IL 60602
Maureen J. Reagan
312-443-9880
312-443-9881</p> |
| <p>45) Vendor # 96656
KJWW, P.C.
623 26TH AVE.
ROCK ISLAND, IL 61201
Bob Winter
312-356-3700
312-294-0003</p> | <p>50) Vendor # 69628
MCGUIRE IGLESKI & ASSOCIATES, INC
1330 Sherman Ave
Evanston, IL 60201
Anne McGuire
847-328-5679
847-328-9150</p> |

- 51) Vendor # 29741
MELVIN COHEN & ASSOCIATES, INC
223 WEST JACKSON BLVD., STE 820
CHICAGO, IL 60606
Ronald B. Cohen
312-663-3700
312-663-4161
- 52) Vendor # 96188
MGN CONSULTING ENGINEERS, INC
635 BUTTERFIELD RD., STE 310
OAKBROOK TERRACE, IL 60181
Philip Niedziela
630-627-6078
630-627-6143
- 53) Vendor # 69629
MILHOUSE ENGINEERING &
CONSTRUCTION, INC
60 EAST VAN BUREN STREET, STE 1501
CHICAGO, IL 60605
Wilbur C. Mihouse
312-987-0061
312-987-0071
- 54) Vendor # 98912
MODE ARCHITECTS, P.C.
363 WEST ERIE ST., STE 400 WEST
CHICAGO, IL 60654
Jung J. Mo
312-236-6572
847-655-2741
- 55) Vendor # ~~31199~~
~~MULLER & MULLER P.C. LTD~~
~~700 N. SANGAMON~~
~~CHICAGO, IL 60642~~
~~Cynthia Mutter~~
~~312-432-4180~~
~~312-432-4184~~
- 56) Vendor # 25831
NAKAWATASE, WYNS, & ASSOCIATES
205 W. WACKER DR. #1200
CHICAGO, IL 60606
Clifford F. Nordling
312-444-9630
312-444-9205
- (Terminated)
- 57) Vendor # 76373
NEST BUILDERS INC DBA DBHMS
303 WEST ERIE, STE 510
CHICAGO, IL 60654
Sachin Anand
312-915-0557
312-915-0558
- 58) Vendor # ~~30833~~
~~O'DONNELL, WICKLUND, PIGOZZI &~~
~~PETERSON ARCHITECTS~~
~~111 W. WASHINGTON ST. #2100~~
~~CHICAGO, IL 60602~~
~~Rick Dewar~~
~~312-900-8034~~
~~312-627-8393~~
- 59) Vendor # 20153
ONYX ARCHITECTURAL SERVICES,
750 N FRANKLIN
CHICAGO, IL 60654
Gary L. Mathews
312-787-2748
312-787-2857
- 60) Vendor # 96168
PEREZ, APC
8770 WEST BRYN MAWR, STE 1300
CHICAGO, IL 60631
Angela O'Byrne
773-867-8340
773-867-2910

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| <p>61) Vendor # 69632
PERRY & ASSOCIATES, LLC
221 NORTH LASALLE ST., STE 3100
CHICAGO, IL 60601
Christopher J. Perry
312-364-9112
312-364-9163</p> | <p>66) Vendor # 96151
ROBERT C. VAGNIERES JR. & ASSOCIATES
1206 WEST 33RD PLACE
CHICAGO, IL 60608
Robert C. Vagnieres Fr
773-843-1317
773-843-1996</p> |
| <p>62) Vendor # 69640
PM COYNE AND ASSOCIATES PC
2417 WEST HOMER STREET
CHICAGO, IL 60647
Patrick Coyne
773-772-1782
773-772-1787</p> | <p>67) Vendor # 25841
RUBINOS & MESIA ENGINEERS.
200 S. MICHIGAN AVE., #1500
CHICAGO, IL 60604
Dipak S. Shah
312-870-6615
312-663-1473</p> |
| <p>63) Vendor # 69643
POWER ENGINEERS COLLABORATIVE LLC
600 WEST JACKSON BLVD., STE 600
CHICAGO, IL 60661
George Shibayama
312-466-1540
312-466-1546</p> | <p>68) Vendor # 25646
SCHROEDER MURCHIE NIEMIEC GAZDA
AUSKALNIS
936 W HURON STREET
CHICAGO, IL 60642
Jack Murchie
312-829-3355
312-829-8187</p> |
| <p>64) Vendor # 40027
PRIMERA ENGINEERS, LTD.
100 S. WACKER DR., #700
CHICAGO, IL 60606
Allyson L. Case
312-606-0910
312-606-0415</p> | <p>69) Vendor # 36913
SIGMA ENGINEERING, INC.
28 EAST JACKSON BLVD., STE 1902
CHICAGO, IL 60604
Osman Meah
312-360-0359
312-360-0368</p> |
| <p>65) Vendor # 24876
RADA ARCHITECTS, LTD.
233 N. MICHIGAN AVE., STE 2320
CHICAGO, IL 60601
Radosveta Doytcheva
312-856-1970
312-856-1978</p> | <p>70) Vendor # 23992
SKIDMORE OWINGS MERRILL
224 SOUTH MICHIGAN AVE., STE 10
CHICAGO, IL 60604
Richard F. Tomlinson II
312-360-4018
312-869-4545</p> |

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| <p>71) Vendor # 68974
SOLOMON CORDWELL BUENZ &
ASSOCIATES, INC
625 NORTH MICHIGAN AVE.
CHICAGO, IL 60611
Solomon Cordwell Buenz
312-896-1100
312-896-1200</p> | <p>76) Vendor # 24445
STR PARTNERS, LTD
350 WEST ONTARIO ST . STE 200
CHICAGO, IL 60610
Jan T. Taniguchi
312-464-1444
312-464-0785</p> |
| <p>72) Vendor # 25847
SOODAN & ASSOCIATES
100 N. LASALLE ST., #1800
CHICAGO, IL 60602
Kehar S. Soodan
312-553-0003
312-553-1006</p> | <p>77) Vendor # 96146
STV ARCHITECTS, INC
200 WEST MONROE ST
CHICAGO, IL 60606
Maher Z. Labib
212-614-3469
212-473-2780</p> |
| <p>73) Vendor # 29533
SPAAN TECH, INC.
311 SOUTH WACKER DRIVE., STE 2400
CHICAGO, IL 60606
Smita N. Shah
312-277-8800
312-277-8808</p> | <p>78) Vendor # 25507
STV INCORPORATED
200 W. MONROE, SUITE 1650
CHICAGO, IL 60606-5015
Maher Z. Labib
312-553-0655
212-473-2780</p> |
| <p>74) Vendor # 23341
STEPHEN RANKIN ASSOCIATES
205 W. WACKER DR., #720
CHICAGO, IL 60606
Stephen Rankin
312-899-0002
312-899-0965</p> | <p>79) Vendor # 21626
SVEN DAHLQUIST ARCHITECTURE, INC
428 N. WOLCOTT
CHICAGO, IL 60622
Sven Dahlquist
312-445-0040
312-445-0044</p> |
| <p>75) Vendor # 25849
STL ARCHITECTS, INC
808 NORTH DEARBORN
CHICAGO, IL 60610
Luis Collado
312-644-9850
312-644-9846</p> | <p>80) Vendor # 25754
SWWB, LTD
203 N. WABASH
CHICAGO, IL 60601
Christopher Bednarowicz
312-236-0528
312-236-0965</p> |

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| <p>81) Vendor # 31929
TERRA ENGINEERING, LTD
225 WEST OHIO STREET., 4TH FLR
CHICAGO, IL 60654
Karen Steingraber
312-467-0123
312-467-0220</p> | <p>86) Vendor # 72955
VOA ASSOCIATES INCORPORATED
224 S. MICHIGAN AVE., STE 1400
CHICAGO, IL 60604
Percy D Roberts
312-554-1400
312-554-1412</p> |
| <p>82) Vendor # 44017
TILTON, KELLY + BELL, L.L.C.
55 WEST MONROE ST., STE 1975
CHICAGO, IL 60603
Martha A. Bell
312-447-3100
312-447-3113</p> | <p>87) Vendor # 99822
WAECHTER ARCHITECTS, PC
4712 NORTH RAVENSWOOD AVE.
CHICAGO, IL 60640
Michael Waechter
773-728-3920
773-728-3927</p> |
| <p>83) Vendor # 96145
TOM BROCK ARCHITECT, INC
1753 NORTH DAMEN AVE., STE 1R
CHICAGO, IL 60647
Tom Brock
773-645-8968
773-862-6329</p> | <p>88) Vendor # 22344
WALLIN/GOMEZ ARCHITECTS, LTD
711 SOUTH DEARBORN STREET., STE 606
CHICAGO, IL 60605-1827
Agustin Gomez-Leal
312-427-4702
312-427-6611</p> |
| <p>84) Vendor # 29580
KATHLEEN O'DONNELL, PC DBA
TRIPARTITE, INC
4720 N. VIRGINIA AVE.
CHICAGO, IL 60625
Kathleen O'Donnell
773 681-0894
773-248-8598</p> | <p>89) Vendor # 34010
WIGHT & COMPANY
211 N CLINTON
CHICAGO, IL 60661
James Mark
312-261-5700
312-261-5701</p> |
| <p>85) Vendor # 25855
URBAN WORKS, LTD.
213 W. INSTITUTE PLACE, #710
CHICAGO, IL 60610
Patricia Saldana Natke
312-202-1200
312-202-1202</p> | <p>90) Vendor # 25858
WISS, JANNEY, ELSTNER ASSOC.
330 PFINGSTEN ROAD
NORTHBROOK, IL 60062
John F. Duntemann
847-272-7400
847-291-9599</p> |

- 91) Vendor # 58521
YAS ARCHITECTURE, LLC
200 SOUTH MICHIGAN AVE., FLR 14
CHICAGO, IL 60604
Stephen Yas
312-786-0500
312-786-0501
- 92) Vendor # ~~96167~~
~~GENSLER, ARCHITECTURE, DESIGN &
PLANNING, INC~~
~~11 EAST MADISON STREET., STE 300
CHICAGO, IL 60602~~
~~Lamar Johnson~~
~~312-577-0520~~
~~312-456-0124~~
- 93) Vendor # 63281
WILKINSON BLENDER ARCHITECTURE INC.
1714 NORTH DAMEN, SUITE 3 M
CHICAGO, IL 60647
Richard Blender
773-772-7787
773-772-7888

Vice President Ruiz abstained on Board Report 11-1116-PR2.

11-1116-PR3

**APPROVE THE AWARD OF CONSTRUCTION CONTRACTS AND APPROVE CHANGES TO
CONSTRUCTION CONTRACTS FOR THE BOARD OF EDUCATION'S CAPITAL IMPROVEMENT
PROGRAM**

THE CHIEF EXECUTIVE OFFICER REPORTS THE FOLLOWING DECISION:

Approve the award of Capital Improvement Program construction contracts in the total amount of \$11,687,517.64 to the respective lowest responsible bidders for various construction projects, as listed in Appendix A of this report. These construction contracts shall be for projects approved as part of the Board's Capital Improvement Program. Work involves all labor, material and equipment required to construct new schools, additions, and annexes, or to renovate existing facilities, all as called for in the plans and specifications for the respective projects. Proposals, schedules of bids, and other supporting documents are on file in the Department of Operations. These contracts have been awarded in accordance with section 7-3 of the Rules of the Board of Education of the City of Chicago.

Approve changes to existing Capital Improvement Program construction contracts, in the amount of \$315,822.00 as listed in Appendix B of this report. These construction contract changes have been processed and are being submitted to the Board for approval in accordance with section 7-15 of the Rules of the Board of Education of the City of Chicago.

Approve changes to existing Capital Improvement Program construction contracts, in the amount of \$1,369,785.00 listed in Appendix C of this report. These construction contract changes are being submitted to the Board for approval prior to processing in accordance with section 7-15 of the Rules of the Board of Education of the City of Chicago, since they require an increased commitment in excess of \$50,000 or 10% of the original contract amount, whichever is less, or, as provided under Section 7-5 of the Rules, are necessitated by an unforeseen combination of circumstances or conditions calling for immediate action to protect Board property or to prevent interference with school sessions.

LSC REVIEW: Local School Council approval is not applicable to this report

AFFIRMATIVE ACTION: The General Contracting Services Agreements entered into by each of the pre-qualified general contractors and other miscellaneous construction contracts awarded outside the pre-qualified general contractor program for new construction awards and changes to existing construction contracts shall be subject to the Board's Business Diversity Program for Construction Projects and any revisions or amendments to that policy that may be adopted during the term of any such contract

FINANCIAL: Expenditures involved in the Capital Improvement Program are charged to the Department of Operations, Capital Improvement Program.
Budget classification: Fund – 436, 468, 476, 477, 479, 480, 481, 482
will be used for all Change Orders (Appendix B & C); Funding source for new contracts is so indicated on Appendix A
Funding Source: Capital Funding

GENERAL CONDITIONS:

Inspector General – Each party to the agreement shall acknowledge that, in accordance with 105 ILCS 5/34-13.1, the Inspector General of the Chicago Board of Education has the authority to conduct certain investigations and that the Inspector General shall have access to all information and personnel necessary to conduct those investigations.

Conflicts – The agreement shall not be legally binding on the Board if entered into in violation of the provisions of 105 ILCS 5/34-21.3 which restricts the employment of or the letting of contracts to, former Board members during the one year period following expiration or other termination of their terms of office.

Indebtedness – The Board's Indebtedness Policy adopted June 26, 1996 (96-0626-PO3), as amended from time to time, shall be incorporated into and made a part of the agreement.

Ethics – The Board's Ethics Code adopted May 25, 2011 (11-0525-PO2), as amended from time to time, shall be incorporated into and made a part of the agreement.

Contingent Liability – The agreement shall contain the clause that any expenditure beyond the current fiscal year is deemed a contingent liability, subject to appropriation in the subsequent fiscal year budget(s).

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Appendix A
November 2011

SCHOOL	CONTRACTOR	CONTRACT #	CONTRACT METHOD	CONTRACT AWARD	AWARD DATE	ANTICIPATED COMPLETION DATE	FISCAL YEAR	PROJECT SCOPE AND NOTES
Carpenter School	All-Bry Construction	2225590	IOC	\$ 2,141,380.43	9/21/2011	12/16/2011	2011	This project provided programmatic changes, interior improvements and a new roof to support the new Ogden high school
Truth School	F.H. Paschen, S.N. Nielsen & Assoc., Inc.	2225343	IOC	\$ 3,202,458.61	9/20/2011	12/1/2011	2011	This project renovated the existing Ogden school to support a new charter school for OICS including the renovation of 39 classrooms, bathrooms, library, and lunchroom; installation of new lockers
Medill Intermediate (Closed)	K.R. Miller Construction Company	2228073	IOC	\$ 5,355,003.21	9/27/2011	12/30/2011	2011	This project renovated the existing Medill Intermediate School into a new High School facility for Urban Prep High School Renovation scope included: (3) Science Labs, (3) Computer Labs, (2) Powered classrooms, (27) Classrooms, Library, Cafeteria, Warming Kitchen, Gymnasium, Administration offices, masonry restoration including lockpunching
Armour School	All-Bry Construction	2234815	IOC	\$ 84,172.93	10/13/2011	12/1/2011	2011	This project was created to bring another contractor into the school since the existing general contractor was not meeting the current schedule. The scope of the project includes storage room shelving, a privacy partition in principal's restroom, construction cleaning labor to move school equipment, replacement of motion detectors, and relocation of intercom speakers
Murray Academy	Wright Construction	2225592	IOC	\$ 151,514.09	9/22/2011	9/30/2011	2011	The intent of this project is to install new playground equipment and surfacing because the previous playground was burned/melted due in vandalism
Nightingale School	All-Bry Construction	2235122	IOC	\$ 235,206.80	10/14/2011	11/30/2011	2011	The intent of the project is to complete the installation of two new playlots (the school currently has a GIP project on-going)
Poe School	All-Bry Construction	2231686	IOC	\$ 114,227.90	10/4/2011	11/1/2011	2011	The intent of this project was to remove an unsafe playground and replace with a new playground adjacent to a new turf field
Thorp School (James)	Chicago Commercial Contractors, LLC	2223509	IOC	\$ 403,553.67	9/15/2011	11/30/2011	2011	The intent of this project was to eliminate the source of sewer water back-up in the basement.
				\$ 11,687,517.64				

REG.	SCHOOL	Affirmative Action					
		AA	H	A	WBE		
1	N/A						
2	Carpenter School	8	24	0	10		
2	Truth School	9	13	0	4		
3	Medill Intermediate (Closed)	19	13	0	3		
4	Armour School	0	0	0	20		
4	Murray Academy	0	15	0	64		
4	Nightingale School	0	28	0	18		
5	N/A						
6	Poe School	0	39	0	74		
6	Thorp School (James)	0	7	0	4		

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Beethoven School	2010-25931-MCR	1888098	10-0324-PR4	4	GC	F.H. Paschen, S.N. Nielsen & Assoc. Inc.	1032	\$1,537	\$130,193	\$7,320,000	\$7,451,730	1.80%
Description >> Investigate duct flow issues in rooms 135 and 226. Reason >> During the test and balance process it was discovered that there is not adequate flow thru the duct serving these rooms. The issue needs to be investigated to determine the possible course of action to restore flow to the rooms. Justification >> Discovered or Changed Conditions												
Clemente Academy	2011-51091-ADA	2103523	11-0126-PR2	2	GC	Chicago Commercial Contractors, LLC	1031R	\$10,535	\$202,233	\$11,707,311	\$11,920,079	1.82%
Description >> Remove existing masonry walls. Plaster 192 SF of ceilings as necessary to access damaged plumbing; Repair leaking plumbing fixtures and associated piping. Reason >> Existing toilet room floor drain has failed and caused damage in finished mezzanine spaces below. Justification >> Discovered or Changed Conditions												
Clemente Academy	2011-51091-ADA	2103523	11-0126-PR2	2	GC	Chicago Commercial Contractors, LLC	1033	\$2,200	\$202,233	\$11,707,311	\$11,911,744	1.75%
Description >> At courtyard, replace metal fencing and shell angle for grates at light wells. Reason >> Existing concrete floor in lower level locker room showers was to be removed and replaced with new concrete. The existing block wall between the two shower areas needed to be removed and rebuilt to facilitate the demo and reconstruction of the new concrete floor for both shower areas. Justification >> Discovered or Changed Conditions												
Clemente Academy	2011-51091-ADA	2103523	11-0126-PR2	2	GC	Chicago Commercial Contractors, LLC	1034	\$3,000	\$202,233	\$11,707,311	\$11,912,544	1.75%
Description >> Remove and replace existing walls on floors 2-8 in the academic bldg to facilitate the installation of the new kitchen exhaust. Reason >> Upon demolition of the wall to access the riser for installation of the new kitchen exhaust, it was discovered there were no areas per floor for the tradesmen to work from to install the new kitchen exhaust. Demo of the wall on each floor from 2-8 was necessary to facilitate this work. GC did not have access to this pre-bid and had no way of knowing this condition. Justification >> Discovered or Changed Conditions												
Curie Metro High School	2011-53101-CAR	2128124	11-0622-PR10	4	GC	IHC Construction Companies, LLC	STBD/IC	\$445	\$65,678	\$1,110,671	\$1,176,794	5.95%
Description >> Provide supply and return air grilles Reason >> In room 159 an existing storage room was converted to an office, however a supply and return air grille were not included in the contract documents. Justification >> Error/Omission (AOR)												
Curie School	2011-23061-MCR	2118622	11-0525-PR5	6	GC	Chicago Commercial Contractors, LLC	03	(\$14,139)	\$0	\$3,250,000	\$3,235,861	-0.44%
Description >> Credit Removing back pointing from scope from the chimney Reason >> The mortar on the chimney looked to be recently back pointed and it was discovered that it was tuck pointed on a previous job about 6 years ago after further review of the back pointing by the DM it was determined to be in good condition and it should be removed from the scope Justification >> Owner Directed												
Darwin School	2011-22881-ADA	2094882	11-0427-PR10	2	GC	F.H. Paschen S.N. Nielsen & Assoc Inc	1009	(\$2,963)	\$184,498	\$4,321,000	\$4,502,935	4.21%
Description >> CREDIT: Remove eighteen (18) F7 2x2 fixtures. Remove all wiring and conduit to these fixtures. Remove three (3) momentary contact switches and four (4) switches. Update existing switching Reason >> These items have been removed from the scope and existing conduit and wiring will be used Justification >> Discovered or Changed Conditions												
Darwin School	2011-22881-ADA	2094882	11-0427-PR10	2	GC	F.H. Paschen S.N. Nielsen & Assoc Inc	1028	\$3,742	\$184,498	\$4,321,000	\$4,509,240	4.36%
Description >> Install doors, frames and hardware for access to mechanical equipment and adjust block wall to avoid existing piping Reason >> New block masonry wall in basement corridor did not allow for access to mechanical equipment. Wall required to be jugged to bypass existing piping Justification >> Error/Omission (AOR)												
Davis Academy	2010-26341-DEM	2029424	10-1117-PR4	5	GC	Chicago Commercial Contractors, LLC	03	\$5,191	\$745	\$385,985	\$391,920	1.54%
Description >> Provide compacted CA-6 aggregate at area of demolished trailer footprint; Reason >> CA-6 aggregate necessary to match existing elevations in the demolished trailer footprint; Justification >> Discovered or Changed Conditions												

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Dulles School	2010-26141-ADA	1885074	10-0324-PR4	5	GC	Miller	ADA03	\$4,051	\$7,697	\$665,700	\$677,448	1.76%
Description >> Increase depth of elevator foundation footings to 7'-0" below top of the first floor slab Reason >> Upon commencement of excavation for the new elevator foundation, we discovered a high water table. We need to lower the footing for the new elevator foundation to address the water (lowering the footing 2'). Justification >> Discovered or Changed Conditions												
Dulles School	2010-26141-ADA	1885074	10-0324-PR4	5	GC	Miller	ADA14	\$1,000	\$7,697	\$665,700	\$674,397	1.31%
Description >> Provide alterations to architectural drawings are required. See details on SKA2 01d & SKA2.01e. Provide concrete floor at raised concrete area at stage with Ropppe reduce snip at edge. Remove aluminum base at lift area - replace with maple base, stain and finish to match stage floor. Reason >> Upon completion of demo behind and at stage for the new platform lift, we discovered and existing structural wall that conflicts with the location of the new floor around the new lift. Justification >> Discovered or Changed Conditions												
Dulles School	2010-26141-ADA	1885074	10-0324-PR4	5	GC	Miller	ADA21	\$1,015	\$7,697	\$665,700	\$674,412	1.31%
Description >> Provide wiring for a damper motor in the machine room Reason >> Wiring for a damper motor was not shown on any electrical drawings. Justification >> Error/Omission (AOR)												
Dvorak Academy	2011-26051-BLR	2112411	11-0525-PRS	3	GC	All-Bry Construction	1011	\$5,000	\$76,476	\$3,419,000	\$3,500,476	2.38%
Description >> Remove and reinstall ceiling as required to insulate dual-temp piping above kitchen. Reason >> The existing dual-temperature piping is not insulated. Justification >> Discovered or Changed Conditions												
Dvorak Academy	2011-26051-BLR	2112411	11-0525-PRS	3	GC	All-Bry Construction	1013	\$35,084	\$76,476	\$3,419,000	\$3,530,560	3.26%
Description >> Install new electrical panel and associated conduit and wiring. Reason >> Existing panels on the floor are full and some breakers have two circuits connected which is a code violation Justification >> Error/Omission (AOR)												
Dvorak Academy	2011-26051-BLR	2112411	11-0525-PRS	3	GC	All-Bry Construction	1015	\$7,738	\$76,476	\$3,419,000	\$3,503,215	2.46%
Description >> Revolve electrical conduits in gym mezzanine for new OA louver. Reason >> The electrical modifications are required to install the new louver and connections to new Uvs Justification >> Error/Omission (AOR)												
Dvorak Academy	2011-26051-BLR	2112411	11-0525-PRS	3	GC	All-Bry Construction	1018	\$4,502	\$76,476	\$3,419,000	\$3,499,978	2.37%
Description >> Provide additional steel for chiller Reason >> The chiller and isolators were not located over structural steel. The additional steel will span existing members to support the new chiller Justification >> Error/Omission (AOR)												
Dvorak Academy	2011-26051-BLR	2112411	11-0525-PRS	3	GC	All-Bry Construction	1019	\$7,787	\$76,476	\$3,419,000	\$3,503,263	2.46%
Description >> Provide cover for not installing gas booster pumps and associated piping and controls. Provide new gas P/Vs and regulators. Provide new chain link fence on exterior of building at new gas entrance Reason >> People's Gas piped medium pressure to the school. The gas boosters are no longer required Justification >> Discovered or Changed Conditions												
Dvorak Academy	2011-26051-BLR	2112411	11-0525-PRS	3	GC	All-Bry Construction	1022	\$6,981	\$76,476	\$3,419,000	\$3,502,457	2.44%
Description >> Install new 12 wide x 6 high ornamental rolling gate to match existing fence Reason >> ComEd requested the modified gate to gain access to service the new transformer Justification >> Discovered or Changed Conditions												

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Dvorak Academy	2011-26051-BLR	2112411	11-0525-PRS	3	GC	All-Bry Construction	STBD6	\$1,194	\$76,476	\$3,419,000	\$3,496,871	2.27%	0
Description >> Relocate existing vent pipe. Reason >> While laying out the new light fixtures, it was determined that an existing vent pipe was obstructing the installation of the future. Justification >> Discovered or Changed Conditions													
Dvorak Academy	2011-26051-BLR	2112411	11-0525-PRS	3	GC	All-Bry Construction	STBD7	\$10,000	\$76,476	\$3,419,000	\$3,505,476	2.53%	0
Description >> Provide additional knee walls, gypsum board walls at curtain wall and window pockets. Reason >> Knee walls are required at unit ventilator locations to make existing wall flush. Gypsum board walls and window pockets are required in the corridor as a result of the lowered ceiling. Justification >> Error/Omission (AOR)													
Farnsworth School	2011-23161-MCR	2112412	11-0525-PRS	1	GC	All-Bry Construction	009	\$22,000	\$142,500	\$2,499,000	\$2,663,500	6.58%	0
Description >> Additional asphalt and concrete. Reason >> Per CPS walkthrough (5) additional areas not in base scope were found to be in need of repairs. Justification >> Owner Directed													
Farnsworth School	2011-23161-MCR	2112412	11-0525-PRS	1	GC	All-Bry Construction	012	\$12,484	\$142,500	\$2,499,000	\$2,653,984	6.20%	0
Description >> Cornice anchors at boiler house. Reason >> The existing anchors were found to be deteriorated. Justification >> Discovered or Changed Conditions													
Graham School	2011-23391-UAF	2163330	11-0727-PR10	4	GC	Blinderman Construction Company	03	(\$5,400)	(\$2,036)	\$272,000	\$264,564	-2.73%	0
Description >> CLOSEOUT Unused allowances Reason >> Close Out - deduction of all unused allowance monies Justification >> Owner Directed													
Hale School	2011-23491-SAC	2162099	11-0727-PR10	5	GC	F.H. Paschen, S.N. Nielsen & Assoc. Inc	01	\$9,033	\$0	\$142,000	\$151,033	6.36%	0
Description >> Relocate catch basin discovered beneath asphalt. Reason >> In the process of excavation for new foundation installation a manhole was discovered that was previously covered with pavement. Justification >> Discovered or Changed Conditions													
Hamilton School	2011-23501-FAS	2120760	10-0525-PRS	1	GC	Reliable & Associates Construction Co	3	\$14,726	\$0	\$214,768	\$229,494	6.86%	0
Description >> ALLOWANCE Modify existing Fire pump monitor and alarm points to provide a fully functioning system Reason >> At the start of construction the CPS construction team was notified by the AFM that the sprinkler system did not pass its latest test (2011) Justification >> Discovered or Changed Conditions													
Description >> Modify existing Fire pump monitor and alarm points to provide a fully functioning system Reason >> At the start of construction the CPS construction team was notified by the AFM that the sprinkler system did not pass its latest test (2011) Justification >> Discovered or Changed Conditions													
Jefferson T. School	2011-23941-ENC	2116190	11-0525-PRS	3	GC	Wight Construction (Wight & Company)	1001	\$16,902	\$9,953	\$815,796	\$842,651	3.29%	0
Description >> Additional demolition work at various areas Reason >> Additional demolition work has been identified following the initial wall demolition already performed per base scope Justification >> Discovered or Changed Conditions													
Jefferson T. School	2011-23941-ENC	2116190	11-0525-PRS	3	GC	Wight Construction (Wight & Company)	1004	\$4,042	\$9,953	\$815,796	\$829,791	1.72%	0
Description >> At 1911 Bldg remove wood becling for coat hooks at wardrobe closets and additional plaster and VCT work at stairs 4,2 Reason >> Further review of the work once the demolition project started rendered this work necessary for proper coordination of the new work that will be implemented thru the CSP project Justification >> Discovered or Changed Conditions													

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Jefferson T. School	2011-23941-ENC	2116190	11-0525-PRS	3	GC	Wight Construction (Wight & Company)	1005	\$5,538	\$9,953	\$815,796	\$831,288	1.90%
Description >> Additional excavation, backfill and excavation at rooms 103 and 104 Reason >> Additional demolition work was required to expose existing sanitary lines to inspect conditions. The fill material that was removed cannot be reused and must bring new backfill. Additionally, the conditions of the concrete slab required a revised beam detail. Justification >> Discovered or Changed Conditions												
Jefferson T. School	2011-23941-CSP	2161475	11-0727-PR10	3	GC	F.H. Paschen, S.N. Nielsen & Assoc., Inc.	531	\$18,169	\$0	\$5,340,000	\$5,358,169	0.34%
Description >> Relocate proposed elevator corridor vestibule entry per RF172 and 73 sketches. Includes removing and replacement of sprinkler heads, light fixtures, ducts, and opening location. Reason >> After JOC project and alter wall demolition existing duct location and size would not allow for corridor to meet ADA clearances. ACR's solution was to make 2nd and 3rd fl vestibules match layout on the 4th floor. Justification >> Discovered or Changed Conditions												
Kinzie School	2011-24071-MEP	2159338	11-0727-PR10	5	GC	Reliable & Associates Construction Co	05	\$13,000	\$0	\$647,828	\$660,828	2.01%
Description >> Cost to abate and replace 2 plumbing lines that have leaks in them Reason >> During the presser test it was discovered that pipes in the storage room were leaking and it needs to be repaired Justification >> Discovered or Changed Conditions												
Lafayette School	2011-24121-CSP	2221318	11-0727-PR10	2	GC	F.H. Paschen, S.N. Nielsen & Assoc., Inc	001	\$15,478	\$0	\$0	\$15,478	0.00%
Description >> Allowance funded. Provide bench/lunchroom tables in new lunchrooms. Reason >> Scope is to build to new lunchrooms and these lunchrooms require benches/table to be fully functional. Justification >> Owner Directed												
May Academy	2010-31171-MCR	1916029	10-0526-PR3	3	GC	F.H. Paschen, S.N. Nielsen & Assoc., Inc	cps1	(\$40,341)	(\$29,612)	\$1,546,000	\$1,476,047	-4.52%
Description >> credit remaining allowances in contract Reason >> credit remaining allowances in contract Justification >> Owner Directed												
Mitchell School	2011-24511-JAF	2163054	11-0727-PR10	2	GC	F.H. Paschen, S.N. Nielsen & Assoc., Inc.	02	\$2,000	\$4,179	\$452,101	\$458,280	1.37%
Description >> Discovered Condition. Water shut-off for field house is in pathway on Racine. Slot valve and sleeve are misaligned and are going to require excavation to permanently shut off. Reason >> Water shut off for field house is not aligned properly and complete shut off will require excavation and additional COOT permits and landscape restoration Justification >> Discovered or Changed Conditions												
Nightingale School	2011-24671-MCR	2125690	11-0622-PR10	4	GC	Tyler Lane Construction Inc	1030	\$25,722	(\$5,909)	\$5,274,038	\$5,293,852	0.38%
Description >> Cost to modify and install steel plate design for JF-1 post repair, add expansion anchors, sack weld and provide a duct for lap con concrete anchors grouting of roof surface and sand blasting a portion of the roof Reason >> WJE modified the repair design for post JF-1 to be in strict accordance with the requirements of ACI 440. Justification >> Discovered or Changed Conditions												
Nightingale School	2011-24671-MCR	2125690	11-0622-PR10	4	GC	Tyler Lane Construction Inc	1041	\$8,323	(\$5,909)	\$5,274,038	\$5,276,452	0.05%
Description >> Cost to relocate domestic water booster pump in new location per RF132 at the school's request Reason >> School reviewed IFC documents and noticed current location on drawings would conflict with future access in and out of the boiler room. AOR reviewed conditions on site with Bldg Eng and BES provided sketches for relocation Justification >> Error/Omission (AOR)												
Nightingale School	2011-24671-MCR	2125690	11-0622-PR10	4	GC	Tyler Lane Construction Inc	1027	(\$33,446)	(\$5,909)	\$5,274,038	\$5,234,683	-0.75%
Description >> CREDIT for playlot scope as defined in base bid (including addenda) Reason >> Credit for site work, catch basins, grading, backfill and drain piping per base scope Justification >> Owner Directed												

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O'Toole School	2011-24801-SIP	2112415	11-0525-PRS	5	GC	Blinderman Construction Company	97	\$23,771	\$0	\$7,594,500	\$7,618,271	0.31%
Description >> Replace the duplex sump pumps in the Boiler House and provide 2 new sump pumps in the mechanical spaces. Reason >> The sump pumps in the Boiler room are currently not functional and new condensate drain lines are being tied in from the new Boilers. The north mechanical and south mechanical pumps are needed to prevent the air tunnels from filling with water as it currently does. Justification >> Discovered or Changed Conditions												
Payton High School	2011-70020-MCR	2112413	11-0525-PRS	2	GC	F.H. Paschen, S.N. Nielsen & Assoc. Inc.	9	\$19,433	\$36,900	\$5,025,000	\$5,081,333	1.12%
Description >> Provide a roof expansion joint along the Chiller-Well perimeter wall. Reason >> Per RFI 50, the new roofing to be installed is over a floated concrete floor, the floated concrete may have more movement than allowed for with standard roofing. FHP to provide a roof expansion joint to account for 1/4" movement. Justification >> Error/Omission (AOR)												
Reilly School	2010-25101-BLR	1888608	10-0428-PR8	1	GC	F.H. Paschen, S.N. Nielsen & Assoc. Inc.	COR 7	\$22,100	\$14,000	\$1,620,000	\$1,656,100	2.23%
Description >> Replace existing DC supply fan motor and VFD with new AC motor and VFD. Reason >> The existing fan motor failed and must be replaced. A new DC motor is not readily available. Justification >> Discovered or Changed Conditions												
Reinberg School	2011-25111-MCR	2214458	11-0727-PR10	1	GC	Paul Berg Construction	009	\$18,709	\$0	\$840,319	\$859,028	2.23%
Description >> Additional masonry work at both (Gym, Auditorium) portico roofs. Reason >> When removing the coping it was discovered that the mortar at the parapet walls are deteriorated Justification >> Discovered or Changed Conditions												
Reinberg School	2011-25111-MCR	2214458	11-0727-PR10	1	GC	Paul Berg Construction	OWM10	\$4,119	\$0	\$840,319	\$844,438	0.49%
Description >> New sidewalk and drive apron Reason >> Existing drive apron and sidewalk is in bad condition and it is in need of repair. Total cost for this work is 12,790.00. The balance of 8,671 is part of ALLOWNACE SOW10-01A Justification >> Owner Directed												
Schubert School	2011-25291-MCR	2110460	11-0525-PRS	2	GC	Tyler Lane Construction Inc.	21	\$32,023	\$0	\$4,791,894	\$4,823,917	0.67%
Description >> Additional iron fence and gates Reason >> Per CPS/ Alderman request. The additional fence and gates will provide better security Justification >> Owner Directed												
Schurz High School	2006-1530-BLR	1909837	10-0526-PR3	1	GC	F.H. Paschen, S.N. Nielsen & Assoc. Inc.	50R	\$7,145	\$482,387	\$10,445,000	\$10,934,532	4.65%
Description >> Provide additional steel support for the new boiler room concrete slab Reason >> Upon removal of the existing slab it was discovered that there are no existing supports Justification >> Error/Omission (AOR)												
Southern Occupational Academy	2011-49031-SAC	2135309	11-0622-PR10	5	GC	F.H. Paschen, S.N. Nielsen & Assoc. Inc.	01	\$14,046	\$0	\$433,000	\$447,046	3.24%
Description >> Upgrade existing AI Phone system to compatible model Reason >> Original bid documents detail that the Annex interior AI Phone assembly be interconnected with the new main building Aiphone. The existing system has been discontinued and no other available systems are compatible with the existing annex Aiphone. To meet the requirements the Aiphone system in the Annex will have to be updated to an Aiphone compatible with the new system Justification >> Error/Omission (DM) Description >> Add components to AI Phone Reason >> Principal requested an added Master station at the security desk and devices at two other doors. Principal stated adding these devices will improve security and efficiency Justification >> School Request												

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Spaulding Elementary School	2009-5990-MCR	1677002	09-0225-PR4	3	GC	Michuda Construction, Inc.	2OR#7E	\$4,353	\$1,158,304	\$26,616,121	\$27,778,778	4.37%	0	
Description >> Provide and install two new float valves for cooling tower and install high capacity air vent separator and install manual vent on condenser water pump header.														
Reason >> Float valves and air vent separator not included in base scope. Scope was identified during the commissioning walk thru														
Justification >> Discovered or Changed Conditions														
Spencer Academy	2009-6000-ADA	1745466	09-0722-PR6	3	GC	Reliable & Associates Construction Co.	8	(\$14,532)	\$0	\$1,195,810	\$1,181,278	-1.22%	0	
Description >> Credit for unused allowance.														
Reason >> Credit for unused allowance.														
Justification >> Discovered or Changed Conditions														
Washington School (Harold)	2011-24921-NPL	2163085	11-0727-PR10	6	GC	Miller	01	\$2,125	\$0	\$95,795	\$97,920	2.22%	0	
Description >> Repair / re-mulch surrounding landscape at new playground														
Reason >> Original SOW did not cover re-mulching area														
Justification >> Discovered or Changed Conditions														
											Total Change Orders:			\$315,822

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10/20/2011

School	Project Num	Contract Num	Board Report	REG	TYPE	GENERAL CONTRACTOR ARCHITECT OF REC.	COR #	CO AMOUNT	PREVIOUS APPROVED CHANGES	ORIGINAL CONTRACT AMOUNT	REVISED CONTRACT AMOUNT	TOT % OF TIME CON	EXTN
Bogart Technical High School	2010-46041-PLS	2007879	10-0922-PR8	5	GC	F.H. Paschen, S.N. Nielsen & Assoc., Inc	20	\$10,914	\$74,103	\$785,000	\$870,016	10.83%	0
Description >> Sliding ornamental gate at pairing lot omitted from original contract documents Reason >> The school originally had a gate. When the fence and gate were removed, only the fence was on the contract drawings. A gate is requested for security. Justification >> Error/Omission (AOR)													
Carver Military Academy	2010-46381-PLS	2007911	10-0922-PR8	6	GC	Miller	18	\$4,079	\$148,288	\$589,000	\$741,367	25.87%	0
Description >> Redo ADA shower piping due to concerns raised about the safety and security of the piping. Remove outer wythe of SGT, relocate piping and provide and install a SS panel. Reason >> Owner feels that the current piping scenario will pose safety and security concerns Justification >> Error/Omission (AOR)													
Cune Metro High School	2010-53101-PLS	2007883	10-1922-PR8	4	GC	F.H. Paschen, S.N. Nielsen & Assoc., Inc	1006	\$96,787	\$123,453	\$915,000	\$1,135,240	24.07%	0
Description >> Additional Ceramic tile work at locker rooms, shower areas, and pool deck. Reason >> The additional tile work is required because the new tile does not match the existing size or color. Any patching would look out of place. Justification >> Owner Directed													
Cune Metro High School	2010-53101-PLS	2007883	10-1922-PR8	4	GC	F.H. Paschen, S.N. Nielsen & Assoc., Inc	1022	\$47,591	\$123,453	\$915,000	\$1,086,044	18.69%	0
Description >> Provide soap dispensers, hand/hair driers, additional privacy screens, and additional drains Reason >> All items are in need of repair or inclusion to make the project compliant Justification >> Discovered or Changed Conditions													
Curtis School	2010-23061-CSP	1959519	10-0728-PR10	6	GC	Chicago Commercial Contractors, LLC	CSP04	\$35,000	\$830,422	\$3,574,577	\$4,439,999	24.21%	0
Description >> Permit revisions. Reason >> Numerous changes requested during permit review. Justification >> Permit Review													
Dixon School	2010-22971-MCR	1885068	10-0324-PR4	6	GC	All-Bry Construction	09	\$19,448	\$594,285	\$4,875,000	\$5,488,732	12.59%	0
Description >> Repair steel shelf angle assembly at North and South elevations. See attached SSK-11, SSK-12 and SSK-13 for locations and repair details Reason >> Upon completion of specified parapet demolition, we discovered that the shelf angle at two elevations needed to be repaired Justification >> Discovered or Changed Conditions													
Description >> Demolish and remove existing wall as required to determine reasons for deterioration Reason >> Inspection openings were required to determine reasons for deterioration along the east elevation Justification >> Discovered or Changed Conditions													
Dixon School	2010-22971-MCR	1885068	10-0324-PR4	6	GC	All-Bry Construction	11	\$31,895	\$594,285	\$4,875,000	\$5,501,180	12.84%	0
Description >> Furnish and install new HM transoms (with frames) above all new exterior doors and frames. (8 Transoms total 6 rectangular 2 arched top) Reason >> Scope calls for removal and replacement of doors and frames, but not the frames and transoms above. The frames and transoms above are in poor condition and should be replaced Justification >> Error/Omission (DM and AOR)													
Duffes School	2010-26141-ADA	1885074	10-0324-PR4	5	GC	Miller	ADA15	\$58,061	\$7,697	\$665,700	\$731,458	9.88%	0
Description >> At South Entry and Southwest side of building. Demolish, remove, and replace existing blumorous paving. Provide area of new concrete sidewalks in this area. Rod out and flush existing catch basin laterals Reason >> Existing paving is damaged and graded to slope into the building. Recommend replacement and re-grading to allow proper drainage. Recommend cleaning of adjacent catch basin to insure proper drainage after work complete Justification >> School Request													

CHICAGO PUBLIC SCHOOLS
DEPARTMENT OF OPERATIONS

November Change Order Log
Changes Over \$50,000 or 10% (Cumulatively)

APPENDIX C
10/20/2011

School	Project Num	Contract Num	Board Report	REG	TYPE	GENERAL CONTRACTOR ARCHITECT OF REC.	COR #	CO AMOUNT	PREVIOUS APPROVED CHANGES	ORIGINAL CONTRACT AMOUNT	REVISED CONTRACT AMOUNT	TOT % OF CON	TIME EXTN
DuSable School	2010-26141-ADA	1885074	10-0324-PR4	5	GC	Miller	3	\$159,960	\$7,697	\$665,700	\$833,357	25.19%	0
Description >> Remove ACM pipe insulation in basement. Per MACTEC, long runs of fiberglass to be left in place. All piping to be left in place. Removal and replacement of piping by others. NOTE: FA zone at vestibule #2 to be disabled during work. No supervision during abatement provided by KRM													
Reason >> In order to fix leaks at the existing steam pipe removal of asbestos containing pipe insulation from plumbing and heating pipes located in the crawl space needed to be removed.													
Justification >> Discovered or Changed Conditions													
Farragut Academy	2008-1300-BLR	1717418	09-0624-PR8	4	GC	F.H. Paschen, S.N. Nielsen & Assoc. Inc.	1018	\$286,575	\$226,036	\$5,962,000	\$6,474,611	8.60%	0
Description >> Repair of existing mechanical equipment													
Reason >> Components of the existing mechanical system were not included in the original design of the system. These components need to be repaired in order to provide the school with a complete and operable mechanical system													
Justification >> Discovered or Changed Conditions													
Farragut Academy	2010-53091-PLS	2007886	10-0922-PR8	4	GC	F.H. Paschen, S.N. Nielsen & Assoc. Inc.	15	\$38,725	\$393,931	\$1,113,000	\$1,545,656	38.87%	0
Description >> Paint all masonry walls in boys restrooms and locker rooms													
Reason >> The existing graffiti could not be removed. Painting the surfaces will allow and equitable fix for future graffiti													
Justification >> Error/Omission (DM)													
Lane Tech Stadium	2011-68040-JAF	2159339	11-0727-PR10	1	GC	F.H. Paschen, S.N. Nielsen & Assoc. Inc.	011	\$81,406	\$50,669	\$2,665,000	\$2,797,075	4.96%	0
Description >> 8 additional site lights and associated conduits, hand holes, and circuit breakers													
Reason >> Required for security lighting beyond end zone areas.													
Justification >> Owner Directed													
Lozano Bilingual Center	2008-4380-ADA	1872389	10-0324-PR4	2	GC	Brown & Women Inc	14	\$90,822	(\$10,610)	\$1,078,702	\$1,158,914	7.44%	0
Description >> At seven (7) toilets - Remove the following: lavatories, walls to access plumbing, floor drains, floor tile, plaster ceiling at floors below to access sanitary lines and floor drains, toilet partitions and access. Core floor drain at center of bathrooms, remove all sanitary piping at floors below, replace floor and wall finishes, replace toilet partitions & access. Use leveling compound & slope to drains, install mosaic tile, repair plaster ceiling below, patch & paint all areas of work.													
Reason >> Correct existing conditions to comply with CPS height requirements													
Justification >> Code Change (MOPD)													
Manette School	2009-4560-ADA	1862474	10-0127-PR1	2	GC	Tyer Lane Construction Inc	30	\$4,030	\$246,617	\$568,268	\$818,885	44.10%	0
Description >> Investigate and relocate discovered conduit east into existing concrete beam/floor impeding installation of the stage stair lift. Trace all utility in conduit and identify all equipment devices served and types of individual wire. Relocate conduit at the direction of the school BE T&M Not to Exceed \$4,000.00													
Reason >> 1.5" dia conduit was discovered in the concrete slab during demo for the stage lift. The conduit is in the way and needs to be relocated to allow for installation of the stage lift.													
Justification >> Discovered or Changed Conditions													
Walter High School	2007-1480-CSP	1726765	09-0624-PR8	1	GC	Tyer Lane Construction Inc	BUL161	\$109,555	\$2,789,432	\$27,189,127	\$30,088,115	10.66%	0
Description >> Revisions to manometer as required by IDPH as listed in attached bulletin 160 and 161. Includes revisions to pool equipment, main drain and piping installation, additional drains in locker room, and pool markings													
Reason >> Per IDPH permit review comments													
Justification >> Permit Review													
Highgate School	2011-24671-MCR	2125690	11-0622-PR10	4	GC	Tyer Lane Construction Inc	1012	\$60,044	(\$5,909)	\$5,274,038	\$5,328,173	1.03%	0
Description >> Additional plaster work at stairwells, corridors and ceilings. As per RFI #12 and RFI #15													
Reason >> plaster conditions worse than anticipated. Additional plaster work in the corridors is not covered in the base scope but is required													
Justification >> Discovered or Changed Conditions													

CHICAGO PUBLIC SCHOOLS
DEPARTMENT OF OPERATIONS

November Change Order Log
Changes Over \$50,000 or 10% (Cumulatively)

APPENDIX C
10/20/2011

School	Project Num	Contract Num	Board Report	REG	TYPE	GENERAL CONTRACTOR ARCHITECT OF REC.	COR #	CO AMOUNT	PREVIOUS APPROVED CHANGES	ORIGINAL CONTRACT AMOUNT	REVISED CONTRACT AMOUNT	TOT % OF CON	TIME EXTN
Nightingale School	2011-24671-MCR	2125690	11-0622-PR10	4	GC	Tyer Lane Construction, Inc.	\$19	\$80,000	(\$5,909)	\$5,274,038	\$5,348,129	1.40%	0
Description >> Labor and material to perform concrete roof deck repair per RFI #17 response and WUE sketches. Reason >> Upon demo of existing roof, holes in roof were discovered and in need of repair. Justification >> Discovered or Changed Conditions													
Powell Replacement Elementary School	2011-27101-NPL	2163083	11-0727-PR10	5	GC	Miller	01	\$16,482	\$0	\$56,663	\$73,145	29.09%	0
Description >> Remove existing unsuitable CA-7 and replace with CA-6. Reason >> Error (P8C) Existing CA7 would not meet completion specifications required for equipment installation. Justification >> Error/Omission in Contract Documents													
Schubert School	2011-25291-MCR	2110460	11-0525-PR5	2	GC	Tyer Lane Construction, Inc.	12	\$97,711	\$0	\$4,791,894	\$4,889,605	2.04%	0
Description >> Various plumbing changes. Reason >> After demolition exposed plumbing was found to vary from project documents or not code compliant Justification >> Discovered or Changed Conditions													
Schurz High School	2010-46281-ADA	1909854	10-0429-PR8	1	GC	Chicago Commercial Contractors, LLC	96	\$4,000	\$522,429	\$3,584,258	\$4,210,687	17.48%	0
Description >> Temporarily remove heat detectors and associated wiring and conduit on the basement ceiling below the boiler room Reason >> Revision resulted because of another project scope. Justification >> Owner Directed													
Schurz High School	2010-46281-PLS	2003746	10-0825-PR3	1	GC	AJH-By Construction	13	\$36,730	\$39,019	\$421,000	\$496,749	17.99%	0
Description >> Provide electrical grounding to pool components and equipment. Repair tile after electrician completes his work. Provide wall mounted sound proofing panels. Reason >> Per IDPH Directive. Justification >> Code Change													

Total Change Orders: \$1,369,785

11-1116-PR4

AMEND BOARD REPORT 10-1117-PR8
APPROVE THE PRE-QUALIFICATION STATUS OF AND ENTERING INTO AGREEMENTS WITH
VARIOUS CONSULTANTS TO PROVIDE SERVICES RELATED TO ORACLE SYSTEMS

THE CHIEF EXECUTIVE OFFICER REPORTS THE FOLLOWING DECISION:

Approve the pre-qualification status of and entering into agreements with various consultants to provide services related to Oracle systems at a cost not to exceed ~~\$618,000,000.00~~ \$18,000,000.00 in the aggregate. Consultants were selected on a competitive basis pursuant to Board Rule 7-2. Written agreements are currently being negotiated. No services shall be provided by and no payment shall be made to any consultant prior to the execution of their written agreement. The authority granted herein for each consultant shall automatically rescind as to each consultant in the event their written agreement is not executed within 120 days of the date of this Board Report. Information pertinent to this master agreement is stated below.

This November 2011 amendment is necessary to: i) increase the compensation amount to provide production support for the Oracle Financial and PeopleSoft Human resources integrated systems, including staff augmentation for new projects in fiscal years 2012 and 2013 and ii) delete three vendors from the list (Rolta Tusc. Inc. (#1), Open Text, Inc. (#10), and Oracle USA, Inc. (#11)). No written amendments to the agreements are required.

Specification Number : 10-250052

Contract Administrator : Hernandez, Miss Patricia / 773-553-2280

USER INFORMATION :

Contact: 12510 - Information & Technology Services
 125 South Clark Street - 3rd Floor
 Chicago, IL 60603
 Mcphearson, Mr. Anthony Lavelle
 773-553-1300

Project Manager: 12510 - Information & Technology Services
 125 South Clark Street - 3rd Floor
 Chicago, IL 60603
 Nettem, Mr. Prasad Venkata
 773-553-1300

TERM:

The term of this pre-qualification period and each agreement is three years, effective upon execution by the Board of each consultant's agreement and ending January 31, 2014. The Board shall have the right to extend the pre-qualification period and each agreement for two additional one year periods.

SCOPE OF SERVICES:

Qualified firms will be asked to provide individuals to perform specific roles on projects under management by ITS. The actual skill sets and projects will vary, and qualified firms will be presented with a Statement of Work ('SOW') with the specific requirements when needed by ITS. Skill sets include but are not limited to: Oracle E-Business Suite Developers; Oracle Enterprise (PeopleSoft) Developers, Oracle Fusion Middleware Developers, Oracle Database and System Administrators; Oracle Architects; Oracle Functional Analysts; Project Managers; Testers and Trainers. Qualified firms will be working on various the types of roles and activities listed below.

Working with various business communities to understand and capture business requirements.

Compose technical design documentation to customize and develop Oracle applications.

Code modifications to Oracle modules per captured requirements.

Design modifications to the underlying Oracle data model and new Oracle tables.

Compose and execute unit tests on code.

Participate on project teams implementing new Oracle modules.

Provide production support for Oracle delivered modules and customizations.

Operation, maintenance and monitoring of the Oracle databases and infrastructure.

Implementation of new technologies and documentation of the same.

COMPENSATION:

The sum of payments to all pre-qualified consultants for the pre-qualification term shall not exceed ~~\$6,000,000~~ \$18,000,000 in the aggregate.

USE OF POOL:

Information & Technology Services is the only department authorized to receive services from the pre-qualified pool by use of the mini-bid process.

AUTHORIZATION:

Authorize the General Counsel to include other relevant terms and conditions in the written agreements. Authorize the President and Secretary to execute the agreements. Authorize Chief Information Officer to execute all ancillary documents required to administer or effectuate the agreements.

AFFIRMATIVE ACTION:

The M/WBE goals for this agreement include: 35% MBE and 5% WBE participation. Pursuant to the Remedial Program for Minority and Women Owned Business Enterprise Participation in Goods and Services Contracts, the category method for M/WBE participation will be utilized. Thus aggregated compliance of the vendors in the pool will be monitored on a quarterly basis.

Total MBE - 35%

AST Corp.
Clarity Partners, LLC
Cybernet Services, Inc.
Senryo Technologies, Inc.
Sofbang, LLC
Synch-Solutions

Total WBE - 5%

Mirage Software, Inc.
VIVA USA, Inc.

LSC REVIEW:

Local School Council approval is not applicable to this report

FINANCIAL:

Charge to Information & Technology Services: ~~\$188,000,000.00~~ Various capital and operating budget lines for fiscal years contingent on Board approval of future budget appropriations FY11, FY12 and FY 13

~~12510-xxx-56310-266407-000000-2012 \$2,100,000.00~~
~~12510-xxx-56310-26610-000000-2012 \$1,000,000.00~~

12510-477-56310-266407-610000-2010	\$600,000.00
12510-115-54125-266407-000000-2011	\$600,000.00
12510-230-54125-266407-000000-2011	\$200,000.00
12540-230-54125-266407-000000-2011	\$1,300,000.00
12510-482-56310-266407-000000-2011	\$1,200,000.00
12510-477-56310-266407-000000-2011	\$400,000.00
12540-230-54125-266410-000000-2011	\$1,300,000.00
12510-230-54125-266407-000000-2012	\$1,300,000.00
12510-230-54125-266410-000000-2012	\$2,200,000.00
12540-230-54125-266407-000000-2013	\$1,300,000.00
12540-230-54125-266410-000000-2013	\$1,000,000.00
12510-477-56310-266407-000000-2013	\$2,700,000.00
12510-477-56310-266410-000000-3013	\$1,000,000.00

CFDA#: Not Applicable

GENERAL CONDITIONS:

Inspector General - Each party to the agreement shall acknowledge that, in accordance with 105 ILCS 5/34-13.1, the Inspector General of the Chicago Board of Education has the authority to conduct certain investigations and that the Inspector General shall have access to all information and personnel necessary to conduct those investigations.

Conflicts - The agreement shall not be legally binding on the Board if entered into in violation of the provisions of 105 ILCS 5/34-21.3 which restricts the employment of, or the letting of contracts to, former Board members during the one year period following expiration or other termination of their terms of office.

Indebtedness - The Board's Indebtedness Policy adopted June 26, 1996 (96-0626-PO3), as amended from time to time, shall be incorporated into and made a part of the agreement.

Ethics - The Board's Ethics Code adopted June 23, 2004 (04-0623-PO4), as amended from time to time, shall be incorporated into and made a part of the agreement.

Contingent Liability - The agreement shall contain the clause that any expenditure beyond the current fiscal year is deemed a contingent liability, subject to appropriation in the subsequent fiscal year budget(s).

- | | |
|---|---|
| <p>1) Vendor # 85403
 ROLTA TUSC, INC DBA ULTIMATE
 SOFTWARE CONSULTANTS
 333 EAST BUTTERFIELD RD., STE 900
 LOMBARD, IL 60148
 Matthew Vranicar
 630-607-7401</p> | <p>6) Vendor # 21625
 CYBERNET SERVICES, INC.
 4391 COTTONWOOD TRAIL, FLR 1
 HOFFMAN ESTATES, IL 60195
 Saji Varghese
 847-275-3456</p> |
| <p>2) Vendor # 35049
 APPLICATION SOFTWARE TECHNOLOGY
 CORP.
 1755 PARK STREET-SUITE 100
 NAPERVILLE, IL 60563
 Shaji Zechariah
 630-778-1180</p> | <p>7) Vendor # 85404
 FRONTLINE CONSULTING SERVICES, INC
 8701 MALLARD CREEK RD.
 CHARLOTTE, NC 28262
 Dharmesh Sethi
 704-409-4602</p> |
| <p>3) Vendor # 87711
 MIRAGE SOFTWARE, INC
 1701 EAST WOODFIELD RD., STE #636
 SCHAUMBURG, IL 60173
 Sri Surya
 224 232-5090</p> | <p>8) Vendor # 87712
 GNC CONSULTING, INC
 21195 S. LAGRANGE RD.
 FRANKFORT, IL 60423
 Nancy Cooper
 815-469-7255</p> |
| <p>4) Vendor # 94462
 COMPUTER AID, INC
 203 NORTH LASALLE STREET., STE 2100
 CHICAGO, IL 60601
 Jim Tatro
 630-561-9411</p> | <p>9) Vendor # 85401
 NAVAYUGA INFOTECH, LLC
 2028 POWERS FERRY, STE 240
 ATLANTA, GA 30339
 Sai Yerramsetty
 770-955-9599</p> |
| <p>5) Vendor # 63035
 CLARITY PARTNERS, LLC
 22 WEST WASHINGTON STREET., STE 1490
 CHICAGO, IL 60602
 Rodney Zech
 312-920-0550</p> | <p>10) Vendor # 15243
 OPEN TEXT, INC.
 100 TRI-STATE INTERNTL PKWY
 LINCOLNSHIRE, IL 60069
 Reddy Ramasami
 773-929-0458</p> |
| | <p>11) Vendor # 91760
 ORACLE USA, INC
 500 ORACLE PARKWAY
 REDWOOD SHORES, CA 94065
 Stephen Holdridge
 709-364-2562</p> |
| | <p>12) Vendor # 22804
 SENRYO, INC. (DBA SENRYO
 TECHNOLOGIES, INC)
 4343 COMMERCE COURT, STE 610
 LISLE, IL 60532
 Dinkar Karumuri
 630-355-7429</p> |
| | <p>13) Vendor # 85402
 SOFBANG, LLC
 145 TOWER DRIVE #1
 BURR RIDGE, IL 60527
 Danny Asnani
 630-299-6562</p> |

14) Vendor # 34576
SYNCHRONOUS SOLUTIONS, INC. DBA
SYNCH-SOLUTIONS
211 W. WACKER DRIVE, STE 300
CHICAGO, IL 60606
Ajay Patel
312-252-3728

15) Vendor # 90597
VIVA USA, INC
3601 ALGONQUIN., STE 425
ROLLING MEADOWS, IL 60008
Thomas Lesiewicz
847-368-0860

11-1116-PR5

**APPROVE ENTERING INTO AN AGREEMENT WITH NATIONAL CENTER FOR TIME AND
LEARNING FOR LONGER SCHOOL DAY SUPPORT SERVICES**

THE CHIEF EXECUTIVE OFFICER REPORTS THE FOLLOWING DECISION:

Approve entering into an agreement with National Center for Time and Learning ("Vendor") to provide support services to Chief Instruction Office at a total cost not to exceed \$248,000. Vendor was selected on a non-competitive basis: the sole-source request was presented to the Non-Competitive Procurement Review Committee and approved by Chief Purchasing Officer. A written agreement for this purchase is currently being negotiated. No services shall be provided by Vendor and no payment shall be made to Vendor prior to execution of the written agreement. The authority granted herein shall automatically rescind in the event a written agreement is not executed within 90 days of the date of this Board Report. Information pertinent to this agreement is stated below.

VENDOR:

1) Vendor # 90961
NATIONAL CENTER ON TIME &
LEARNING
24 SCHOOL ST. 3RD FL.
BOSTON, MA 012108
Ben Lummis
617 723-6747

USER INFORMATION :

Project
Manager: 10810 - Chief Education Officer

125 S Clark St - 5th Floor

Chicago, IL 60603

Lee, Ms. Monica N

773-553-1104

TERM:

The term of this agreement shall commence on the date the agreement is signed and shall end June 30, 2012. This agreement shall have 1 option to renew for a period of 1 year.

EARLY TERMINATION RIGHT:

The Board shall have the right to terminate this agreement with 30 days written notice.

SCOPE OF SERVICES:

The Vendor will provide the district with support services as the district plans and implements the Longer School Day initiative. Specifically, the Vendor will provide direct support to the Longer School Day Pioneer schools, create and deliver Longer School Day training to networks, and support the district leadership as they create and implement a Longer School Day plan district-wide. Service details are outlined below.

SUPPORT TO PIONEER SCHOOLS

The Vendor will conduct onsite visits, including informal interviews, focus groups, and classroom visits, for all Longer School Day Pioneer schools. The Vendor will utilize the visits to understand each school's efforts to increase learning time and provide a set of recommendations on how to further strengthen implementation during the remainder of SY2011-12 and SY2012-13. The Vendor will also compile findings across all Pioneer Schools and shared those findings with the district so that the district can refine the district-wide implementation plan for the Longer School Day.

PROFESSIONAL DEVELOPMENT

The Vendor will develop and deliver a series of Longer School Day trainings to the Chiefs of Schools and their network staff. These trainings will help network staffs lead planning sessions, guide school teams through the planning process, as well as hold them accountable for meeting benchmarks for the development of implementation plans.

DISTRICT SUPPORT

The Vendor will provide strategic guidance and expert consulting to the district leadership related to the Longer School Day initiative. Specifically, the Vendor will help the district leadership create and implement a district-wide implementation plan as well as create relevant district guides, tools, and templates.

DELIVERABLES:

The Vendor will provide the following deliverables during the course of its support of the district:

- (1) School-level recommendations for each Pioneer school on how each school can improve implementation of the Longer School Day initiative;
- (2) Compilation of the findings across all Pioneer Schools with recommendations for actions the district can take to support the Pioneer Schools and for addressing the lessons learned as they affect district-wide roll out of the longer school day;
- (3) Longer School Day training presentations, materials, and tools created and delivered in coordination with the Chief Instruction Office;
- (4) District-wide Longer School Day implementation plan; and
- (5) Longer School Day school guides, tools, and templates, including the School Planning Template, Communication Toolkits, Maximizing Time assessments, etc.

OUTCOMES:

Vendor's services will result in a successful implementation of the Longer School Day across district schools.

COMPENSATION:

Vendor shall be paid as specified in the Agreement; total not to exceed the sum of \$248,000.

REIMBURSABLE EXPENSES:

None

AUTHORIZATION:

Authorize the General Counsel to include other relevant terms and conditions in the written agreement. Authorize the President and Secretary to execute the agreement. Authorize Director of New Initiatives to execute all ancillary documents required to administer or effectuate this agreement.

AFFIRMATIVE ACTION:

Pursuant to Section 5.2 of the Remedial Program for Minority and Women Owned Business Enterprise Participation in Goods and Services Contracts, M/WBE provisions of the Program do not apply to transactions where the vendor providing services operates as a Not-for-Profit organization. This agreement is exempt from MBE/WBE compliance review.

LSC REVIEW:

Local School Council approval is not applicable to this report.

FINANCIAL:

10815-115-Xxxxx-Xxxxx-000000-2012	\$248,000.00
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CFDA#: Not Applicable

GENERAL CONDITIONS:

Inspector General - Each party to the agreement shall acknowledge that, in accordance with 105 ILCS 5/34-13.1, the Inspector General of the Chicago Board of Education has the authority to conduct certain investigations and that the Inspector General shall have access to all information and personnel necessary to conduct those investigations.

Conflicts - The agreement shall not be legally binding on the Board if entered into in violation of the provisions of 105 ILCS 5/34-21.3 which restricts the employment of, or the letting of contracts to, former Board members during the one year period following expiration or other termination of their terms of office.

Indebtedness - The Board's Indebtedness Policy adopted June 26, 1996 (96-0626-PO3), as amended from time to time, shall be incorporated into and made a part of the agreement.

Ethics - The Board's Ethics Code adopted May 25, 2011 (11-0525-PO2), as amended from time to time, shall be incorporated into and made a part of the agreement.

Contingent Liability - The agreement shall contain the clause that any expenditure beyond the current fiscal year is deemed a contingent liability, subject to appropriation in the subsequent fiscal year budget(s).

11-1116-PR6

**AMEND BOARD REPORT 11-0622-PR40
APPROVE ENTERING INTO AN AGREEMENT WITH PRAIRIE GROUP, COLLEGE OF EDUCATION,
UNIVERSITY OF ILLINOIS OF CHICAGO FOR CONSULTANT SERVICES**

THE CHIEF EXECUTIVE OFFICER REPORTS THE FOLLOWING DECISION:

Approve entering into an agreement with the University of Illinois at Chicago, through the Prairie Group, College of Education, to provide consulting services to ~~Office of Student Support and Engagement (OSSE)~~ Office of Pathways to College and Careers (OPCC) at a total cost not to exceed \$180,000.00. Vendor was selected on a competitive basis pursuant to Board Rule 7-2 and approved by CPOR #11-0610-CPOR-1446. A written agreement for Vendor's services ~~is currently being~~ has been negotiated. ~~No services shall be provided by Vendor and no payment shall be made to Vendor prior to execution of the written agreement.~~ The authority granted herein shall automatically rescind in the event a written agreement is not executed within 90 days of the date of this Board Report. Information pertinent to this agreement is stated below.

This November 2011 amendment is necessary to correct the term commencement date to June 23, 2011. Furthermore this amendment reflects the actual budget line and department name change.

Contract Administrator : Walls, Miss Opal Lynette / 773-553-2250
CPOR Number : 11-0610-CPOR-1466

VENDOR:

- 1) Vendor # 32571
UNIVERSITY OF ILL AT CHGO
1640 ROOSEVELT RD., #245
CHICAGO, IL 60608
Carol Fendt
312-413-1599

USER INFORMATION :

Contact: 10850 - K-12 Advising
125 South Clark Street
Chicago, IL 60603
Kamberos, Ms. Sophia
773-553-3267

TERM:

The term of this agreement shall commence ~~on the date the agreement is signed~~ June 23, 2011 and shall end December 31, 2011. This agreement shall have no options to renew.

EARLY TERMINATION RIGHT:

The Board shall have the right to terminate this agreement with 30 days written notice.

SCOPE OF SERVICES:

The University of Illinois at Chicago, through The Prairie Group, College of Education, will conduct a qualitative and quantitative summative evaluation of four summer school programs: Summer of Reading Enhancement, Next Grade Prep (Area 15), Lawndale Summer Camp (KKL Area 9), and Freshman Connection. Services will be overseen by the Office of Student Support and Engagement OPCC, with the support of the Office of Performance. Areas of inquiry will include, but will not be limited to: Student Achievement, Student Behavior, Student Engagement, Parent Engagement, Social-Emotional Skill Development, and Changes to Teacher Practice.

Areas of focus for each program include the following:

- 1. Summer of Reading Enhancement: Is a Balanced Literacy curriculum and targeted, differentiated instruction an effective strategy to improve reading skills? How do the program's capacity building elements impact teacher practice? Do the program's parent engagement activities support student learning?

- 2. Next Grade Prep (Area 15): How does participation in Next Grade Prep impact social-emotional skill development and student engagement? How do the program's capacity building elements impact teacher practice?
- 3. Lawndale Summer Camp (Area 9 KKL): Does participation in Lawndale Summer Camp (KKL-Area 9) enhance student engagement? How do the program's structural elements impact (1) behavior outcomes and (2) parent engagement?
- 4. Freshman Connection: How does participation in Freshman Connection impact social-emotional skill development and student engagement? How do the common (core) elements of the Freshman Connection model influence key outcomes? Are there local strategies that we should highlight as "best practice"?

DELIVERABLES:

The vendor will deliver a plan to assist program planners and others working with them in clarifying, modifying, and improving the summer initiatives' programs with the goals of strengthening the impact of these programs and developing a best practices rubric for ongoing assessment and improvement of all CPS summer programs. Additionally, the vendor will provide CPS leaders with documentation of the implementation and outcomes of four targeted summer programs, aimed at assessing each program's effectiveness and meeting its goals.

OUTCOMES:

Vendor's services will allow OSSE OPGC to analyze the impact of its summer innovation programs and help shape decisions regarding program improvements. Using qualitative and quantitative data, the vendor will provide a detailed assessment and evaluation on program quality metrics related to enrichment, student participation, human resource capacity and parent engagement.

COMPENSATION:

Vendor shall be paid during the contract term as specified in the agreement; total not to exceed the sum of \$180,000.00.

REIMBURSABLE EXPENSES:

None

AUTHORIZATION:

Authorize the General Counsel to include other relevant terms and conditions in the written agreement. Authorize the President and Secretary to execute the agreement. Authorize the Chief Education Officer, or designee, to execute all ancillary documents required to administer or effectuate this agreement.

AFFIRMATIVE ACTION:

Pursuant to Section 5.2 of the Remedial Program for Minority and Women Owned Business Enterprise Participation in Goods and Services Contracts, MBE/WBE provisions of the Program do not apply to educational institutions. This agreement is exempt from MBE/WBE review.

LSC REVIEW:

Local School Council approval is not applicable to this report.

FINANCIAL:

Charge to the ~~Office of Student Support and Engagement~~ Office of Pathways to College and Careers:
\$180,000.00

10870-332-54125-267983-430125-2012

\$180,000.00

CFDA#:

Not Applicable

GENERAL CONDITIONS:

Inspector General - Each party to the agreement shall acknowledge that, in accordance with 105 ILCS 5/34-13.1, the Inspector General of the Chicago Board of Education has the authority to conduct certain investigations and that the Inspector General shall have access to all information and personnel necessary to conduct those investigations.

Conflicts - The agreement shall not be legally binding on the Board if entered into in violation of the provisions of 105 ILCS 5/34-21.3 which restricts the employment of, or the letting of contracts to, former Board members during the one year period following expiration or other termination of their terms of office.

Indebtedness - The Board's Indebtedness Policy adopted June 26, 1996 (96-0626-PO3), as amended from time to time, shall be incorporated into and made a part of the agreement.

Ethics - The Board's Ethics Code adopted June 23, 2004 (04-0623-PO4), as amended from time to time, shall be incorporated into and made a part of the agreement.

Contingent Liability - The agreement shall contain the clause that any expenditure beyond the current fiscal year is deemed a contingent liability, subject to appropriation in the subsequent fiscal year budget(s).

Vice President Ruiz abstained on Board Report 11-1116-PR6.

11-1116-PR7

APPROVE ENTERING INTO AN AGREEMENT WITH MEGATECH CORPORATION FOR THE PURCHASE OF AUTOMOTIVE TRAINERS

THE CHIEF EXECUTIVE OFFICER REPORTS THE FOLLOWING DECISION:

Approve entering into an agreement with Megatech Corporation for the purchase of automotive trainers for Pathways to College and Career - Career and Technical Education (CTE) Unit at a cost not to exceed \$500,000. Vendor was selected on a competitive basis pursuant to Board Rule 7-2. A written agreement for this purchase is currently available for signature. No goods may be ordered or received and no payment shall be made to Vendor prior to the execution of the written agreement. The authority granted herein shall automatically rescind in the event a written agreement is not executed within 90 days of the date of this Board Report. Information pertinent to this agreement is stated below

Specification Number : 11-250027

Contract Administrator : Matthews, Ms. Trineda L. / 773-553-3204

VENDOR:

- 1) Vendor # 90595
MEGATECH CORPORATION
525 WOBURN ST. SUITE 3
TEWKSBURY, MA 01876
Mary O'Hara
978 937-9600

USER INFORMATION :

Contact:
13725 - Early College and Career
125 S Clark Street
Chicago, IL 60603
Mcgee, Mrs. Letitia J.
773-553-2108

TERM:

The term of this agreement shall commence on December 1, 2011 and shall end November 30, 2012
This agreement shall have 2 options to renew for periods of 12 months each

EARLY TERMINATION RIGHT:

The Board shall have the right to terminate this agreement with 30 days written notice.

DESCRIPTION OF PURCHASE:

Goods: Automotive trainers and logistics robot trainer
Quantity: As needed by the Board
Unit Price: As specified in agreement; total cost not to exceed: \$500,000

OUTCOMES:

Procurement of this equipment will support the District's and CTE's goal of achieving higher enrollment and graduation rates in CPS Career Academies. Additionally, this purchase will allow students to work on industry specific equipment which will enable them to attain skills in the automotive field, potentially resulting in industry certification and licensure; college credit in high school, and participation in work-related experiences (i.e. apprenticeships, internships, etc.).

COMPENSATION:

Vendor shall be paid in accordance with the unit prices contained in the agreement; total not to exceed the sum of \$500,000.

AUTHORIZATION:

Authorize the General Counsel to include other relevant terms and conditions in the written agreement. Authorize the President and Secretary to execute the agreement. Authorize the Pathways Officer or designee to execute all ancillary documents required to administer or effectuate this agreement

AFFIRMATIVE ACTION:

The MBE/WBE requirements for this agreement include 15% total MBE and 5% total WBE participation. However, the Office of Business Diversity recommends that a waiver of the MBE/WBE goals required by the Remedial Program for Minority and Women Owned Business Enterprise Participation in Goods and Services Contracts, be granted due to the scope of services being not further divisible

LSC REVIEW:

Local School Council approval is not applicable to this report

FINANCIAL:

Various school units - 369-55005-144701-474555

13727-369-55005-144701-474555-2012 \$500,000.00

CFDA#: Not Applicable

GENERAL CONDITIONS:

Inspector General - Each party to the agreement shall acknowledge that, in accordance with 105 ILCS 5/34-13.1, the Inspector General of the Chicago Board of Education has the authority to conduct certain investigations and that the Inspector General shall have access to all information and personnel necessary to conduct those investigations.

Conflicts - The agreement shall not be legally binding on the Board if entered into in violation of the provisions of 105 ILCS 5/34-21.3 which restricts the employment of, or the letting of contracts to, former Board members during the one year period following expiration or other termination of their terms of office.

Indebtedness - The Board's Indebtedness Policy adopted June 26, 1996 (96-0626-PO3), as amended from time to time, shall be incorporated into and made a part of the agreement.

Ethics - The Board's Ethics Code adopted May 25, 2011 (11-0525-PO2), as amended from time to time, shall be incorporated into and made a part of the agreement.

Contingent Liability - The agreement shall contain the clause that any expenditure beyond the current fiscal year is deemed a contingent liability, subject to appropriation in the subsequent fiscal year budget(s).

11-1116-PR8

RATIFY EXERCISING THE FIRST OPTION TO RENEW THE AGREEMENT WITH MILLENNIA CONSULTING, L.L.C. FOR PROGRAM EVALUATION SERVICES

THE CHIEF EXECUTIVE OFFICER REPORTS THE FOLLOWING DECISION:

Ratify exercising the first option to renew the agreement with Millennia Consulting, L.L.C. (Millennia) to provide program evaluation services to the Office of Student Support and Engagement/Small Learning Communities (SLC) at a total cost for the option period not to exceed \$78,000.00. A written document exercising this option is currently being negotiated. No payment shall be made to Millennia Consulting, L.L.C. during the option period prior to execution of the written document. The authority granted herein shall automatically rescind in the event a written document is not executed within 90 days of the date of this Board Report. Information pertinent to this option is stated below.

Contract Administrator : Walls, Miss Opal Lynette / 773-553-2648
CPOR Number : 10-1108-CPOR-1354

VENDOR:

- 1) Vendor # 26187
MILLENNIA CONSULTING
3530 NORTH DAMEN
CHICAGO, IL 60618
Brenda Bannor
312 922-9920

USER INFORMATION :

Project 10850 - K-12 Advising
Manager: 125 South Clark Street
Chicago, IL 60603
Robinson, Mr. Eugene
773-553-2078

ORIGINAL AGREEMENT:

The original Agreement (authorized by Board Report 11-0126-PR24) in the amount of \$118,000.00 is for a term commencing the date the agreement was signed and ending September 30, 2011, with the Board having two option(s) to renew/extend for periods of one year term(s). The original agreement was awarded on a competitive basis (CPOR 10-1108-CPOR-1354) pursuant to Board Rule 7-2.

OPTION PERIOD:

The term of this agreement is being extended for nine months commencing October 1, 2011 and ending June 30, 2012.

OPTION PERIODS REMAINING:

There is one option period for one year remaining.

SCOPE OF SERVICES:

The Small Learning Communities (Central Office) will continue to engage Millennia Consulting, L.L.C. as the third party evaluator for the U.S. Department of Education (USDOEd) SLC Initiative. Millennia will continue to track outlined outcome indicators using multiple data sources and collection methods. Specific targets of what success looks like have been determined collaboratively with SLC leadership, CPS Performance Management Team, and school-based teams. In addition to tracking outcomes, Millennia will continue to monitor performance measures and assess progress relative to implementation structural changes and strategies. Specifically, Millennia will conduct mid-year site visits which shall include observations and structured interviews with SLC leadership and school-based teams. Millennia will include questions in the annual focus group protocol that inform this aspect of the evaluation.

DELIVERABLES:

Millennia will continue to provide the following deliverables: 1). Conduct meetings with teachers, SLC Coaches, and administration at 8 schools currently in their SLC grant periods; (Cohorts 7 & 8). 2). Conduct mid-year school observations and interviews with all 8 SLC schools. 3). Conduct teacher and student focus groups at all 8 SLC schools, review focus group findings, and plan for future SLC implementation. 4). Analyze findings and complete qualitative reports for all 8 SLC schools due June 30, 2012. 5). Conduct semi-annual meetings to discuss status of schools and evaluation activities. 6). In coordination with SLC facilitator, plan and facilitate maximum of two best practice/professional development meetings.

OUTCOMES:

At the end of the fiscal year, June 30, 2012, Millennia will compile an annual summative report which includes focus group and interview findings, as well as secondary data collected with the assistance of school personnel and SLC leadership. During the summer, Millennia staff will meet with school leadership to review the findings, which are formally presented to a larger audience when school starts. The final report will be delivered to CPS SLC leadership staff who will then forward to the United States Department of Education. Millennia's work on this project will result in a well-rounded picture of the SLC initiative which can be used from a range of vantage points (e.g., monitoring implementation, tracking progress towards goals, and facilitating quality improvement activities) and by various target audiences (such as school leadership and teachers, district personnel, and USDoEd).

COMPENSATION:

Evaluator (Millennia) shall be paid as specified in the agreement; total not to exceed the sum of \$78,000.

AUTHORIZATION:

Authorize the General Counsel to include other relevant terms and conditions in the written option document. Authorize the President and Secretary to execute the option document. Authorize the Chief Education Officer, or designee to execute all ancillary documents required to administer or effectuate this option agreement.

AFFIRMATIVE ACTION:

The M/WBE goals for this agreement include 25% total MBE and 5% total WBE participation. However, the Waiver Review Committee recommends a partial waiver of the WBE goal, as required by the Remedial Program for Minority and Women Owned Business Enterprise Participation in Goods and Services Contracts be granted because the contract scope is not further divisible.

The Vendor has identified the following participation:

Total MBE - 100%

Millennia Consulting, L.L.C.
3530 North Damen
Chicago, Illinois 60618
Contact: Wendy Siegel

LSC REVIEW:

Not applicable.

FINANCIAL:

Charge to the Office of Student Support & Engagement: \$78,000 Fiscal year: 2012

13722-336-54125-221033-543517-2012	\$39,000.00
13722-336-54125-221033-543518-2012	\$39,000.00

CFDA#: Not Applicable

GENERAL CONDITIONS:

Inspector General - Each party to the agreement shall acknowledge that, in accordance with 105 ILCS 5/34-13.1, the Inspector General of the Chicago Board of Education has the authority to conduct certain investigations and that the Inspector General shall have access to all information and personnel necessary to conduct those investigations.

Conflicts - The agreement shall not be legally binding on the Board if entered into in violation of the provisions of 105 ILCS 5/34-21.3 which restricts the employment of, or the letting of contracts to, former Board members during the one year period following expiration or other termination of their terms of office.

Indebtedness - The Board's Indebtedness Policy adopted June 26, 1996 (96-0626-PO3), as amended from time to time, shall be incorporated into and made a part of the agreement.

Ethics - The Board's Ethics Code adopted May 25, 2011 (11-0525-PO2), as amended from time to time, shall be incorporated into and made a part of the agreement.

Contingent Liability - The agreement shall contain the clause that any expenditure beyond the current fiscal year is deemed a contingent liability, subject to appropriation in the subsequent fiscal year budget(s).

11-1116-PR9

RATIFY ENTERING INTO AN AGREEMENT WITH NEW LIFE FOR CASE MANAGEMENT SERVICES

THE CHIEF EXECUTIVE OFFICER REPORTS THE FOLLOWING DECISION:

Ratify entering into an agreement with New Life ("Vendor") to provide Case Management Services to the Office of Instruction at a total cost not to exceed \$200,000. Vendor has started providing services and was selected individually, on a non-competitive basis, by various schools participating in the Culture of Calm program. Payment for services Vendor has and will provide shall come from the Office of Instruction. A written agreement for Vendor's services is currently being negotiated. No payment shall be made to Vendor prior to execution of the written agreement. The authority granted herein shall automatically rescind in the event a written agreement is not executed within 90 days of the date of this Board Report. Information pertinent to this agreement is stated below.

VENDOR:

- 1) Vendor # 67456
NEW LIFE
2512 SOUTH OAKLEY
CHICAGO, IL 60608
Robert Belford
773 851-7021

USER INFORMATION :

Contact: 13725 - Early College and Career
125 S Clark Street
Chicago, IL 60603
Craven, Miss Akeshia Elaine
773-553-2108

TERM:

The term of this agreement shall commence on August 8, 2011 and shall end July 31, 2012. The Board shall have no options to renew this agreement.

SCOPE OF SERVICES:

The Vendor will provide case management services to students who are identified as demonstrating poor attendance. The Vendor will work with students, parents, and schools to create a plan to improve attendance and address any constraints that prevent the student from attending school. The program involves: a) Outreach, b) Character Development, and c) Parenting Workshops. Vendor will provide updated contact information for the students identified by the school as having information that is out of date. This may include but is not limited to home visits and phone calls in order to obtain this information. Vendor will also meet with students during the school day to provide case management services.

DELIVERABLES:

- 1. Coordinate and support multiple school-based services, trainings, and interventions in which students and faculty participate;
- 2. Create systems and tools for recommending and referring students for specific supports and interventions;
- 3. Engage effective community-based support resources to provide additional student services outside of school; and
- 4. Comprehensively track student participation and analyze the effectiveness of the services provided.

OUTCOMES:

1. Improved student attendance.
2. A decrease in behavioral problems and serious misconduct violations.
3. Reduced number of expulsions and out of school suspensions.
4. Increase social and emotional competencies that relate to academic performance.
5. Improved student academic development and performance.

COMPENSATION:

Vendor shall be paid upon invoicing as set forth in the agreement; total not to exceed the sum of \$200,000.

AUTHORIZATION:

Authorize the General Counsel to include other relevant terms and conditions in the written agreement. Authorize the President and Secretary to execute the agreement. Authorize the Chief of Instruction or the Officer for Pathway to College and Career to execute all ancillary documents required to administer or effectuate this agreement.

AFFIRMATIVE ACTION:

Pursuant to Section 5.2 of the Remedial Program for Minority and Women Owned Business Enterprise Participation in Goods and Services Contracts, MBE/WBE provisions of the Program do not apply to transactions where the vendor providing services operates as a Not-for-Profit organization. This agreement is exempt from MBE/WBE review.

LSC REVIEW:

Local School Council approval is not applicable to this report.

FINANCIAL:

Charge to:
Various School Units - 332-54125-211001-430126
Source of Funds: Title I

CFDA#: Not Applicable

GENERAL CONDITIONS:

Inspector General - Each party to the agreement shall acknowledge that, in accordance with 105 ILCS 5/34-13.1, the Inspector General of the Chicago Board of Education has the authority to conduct certain investigations and that the Inspector General shall have access to all information and personnel necessary to conduct those investigations.

Conflicts - The agreement shall not be legally binding on the Board if entered into in violation of the provisions of 105 ILCS 5/34-21.3 which restricts the employment of, or the letting of contracts to, former Board members during the one year period following expiration or other termination of their terms of office.

Indebtedness - The Board's Indebtedness Policy adopted June 26, 1996 (96-0626-PO3), as amended from time to time, shall be incorporated into and made a part of the agreement.

Ethics - The Board's Ethics Code adopted May 25, 2011 (11-0525-PO2), as amended from time to time, shall be incorporated into and made a part of the agreement.

Contingent Liability - The agreement shall contain the clause that any expenditure beyond the current fiscal year is deemed a contingent liability, subject to appropriation in the subsequent fiscal year budget(s).

11-1116-PR10

APPROVE EXERCISING THE SECOND OPTION TO RENEW THE AGREEMENT WITH CHICAGO ARTS PARTNERSHIPS IN EDUCATION (CAPE) FOR PROFESSIONAL DEVELOPMENT, SUPPORT SERVICES, AND MATERIALS

THE CHIEF EXECUTIVE OFFICER REPORTS THE FOLLOWING DECISION:

Approve exercising the second option to renew the agreement with Chicago Arts Partnerships in Education (CAPE) to provide professional development, support services, and materials to the Office of Academic Enhancement (OAE) at a cost for the option period not to exceed \$285,966.00. A written document exercising this option is currently being negotiated. No payment shall be made to Vendor during the option period prior to the execution of the written document. The authority granted herein shall automatically rescind in the event a written document is not executed within 90 days of the date of this Board Report. Information pertinent to this option is stated below.

CONSULTANT:

- 1) Vendor # 31736
CHICAGO ARTS PARTNERSHIPS IN
EDUCATION
203 NORTH WABASH #1720
CHICAGO, IL 60601
Amy Rasmussen
312 870-6140

USER INFORMATION :

Project
Manager: 10885 - Citywide - Academic Enhancement

125 S Clark St - 4th Floor

Chicago, IL 60603

Frazier, Miss Michelle

773-553-2060

ORIGINAL AGREEMENT:

The original Agreement (authorized by Board Report 09-1216-PR22) in the amount of \$305,384.00, was for a one year term commencing December 16, 2009, and ending December 19, 2010, with the Board having three options to renew for one-year terms. The agreement was renewed for a term commencing December 20, 2010 and ending December 19, 2011 (authorized by Board Report 10-1117-PR10) in the amount of \$226,307. The original Agreement was awarded on a non-competitive basis due to the consultant's qualifications and expertise in providing high-quality professional development in arts integration strategies in core academic areas.

OPTION PERIOD:

The term of this agreement is being renewed for one year commencing December 20, 2011, and ending December 19, 2012.

OPTION PERIODS REMAINING:

There is one option period for one year remaining.

SCOPE OF SERVICES:

CAPE shall continue to provide professional development, external partnerships, and materials to further build the fine arts and academic programs at six International Baccalaureate schools. CAPE will continue to develop effective partnerships among designated schools with teaching artists, and enhance structures to bring about systemic change in teaching and student achievement. Each school will continue to work with a collaborative team of representative school staff and partner experts. These teams will further develop plans and implement the integrated curriculum and aligned artist residencies for their classrooms. A comprehensive professional development program, directed by CPS and CAPE, will further prepare team members, classroom teachers, and teaching artists for their roles. CAPE will continue to provide a documentation, assessment, and research component that will help the schools and, ultimately, the larger educational community. The work in the six treatment schools will then be held in juxtaposition to three control group schools to evaluate the evidence of the impact of the arts on learning.

DELIVERABLES:

CAPE will continue to design and provide professional development for teachers on developing arts-integrated curriculum, including assessment and documentation, working to improve the educational community within schools, and supporting and encouraging school leadership in arts planning. IB-TAP will continue to make significant contributions to the field of arts-integrated education and school reform by developing: (1) high-quality, collaboratively developed, arts-integrated curricula that directly impact student learning, (2) structures that effectively support collaboration in schools to improve school culture and teaching practices, and (3) teacher-and-artist-developed assessment tools for evaluating student learning, which other educators can adapt to their needs.

OUTCOMES:

Vendor services on the IB-TAP project will continue to result in several significant areas of teacher growth made possible through a continuum of professional development activities, individual action research studies, and collaborative planning with arts and content specialists. As a result of their experiences, teachers will increase their proficiency in planning and implementing arts integration within the IB curriculum; be able to articulate standards and learner profile characteristics in their own area of expertise and in the areas of their partners; increase their ability to share their work with others and to disseminate best practices; and increase their ability to provide professional development to their peer teachers.

As a result of participating in this project, students will develop complex and multi-modal thinking that advances the range and depth of their learning, allowing them to solve problems within different contexts. Students will continue to increase their ability to document and reflect on their growth by formally presenting one developmental workbook (a core part of the IB learning process) to their teachers and classmates; produce art and other academic work that demonstrates an increase in content knowledge; and show their ability to draw upon accumulated knowledge in the arts and other content areas in creating and presenting original work.

There is also a potential for replication of the proposed project and strategies across schools in CPS and beyond.

COMPENSATION:

Vendor shall be paid as specified in the renewal agreement; the total compensation for this option period shall not exceed the sum of \$285,966.00.

AUTHORIZATION:

Authorize the General Counsel to include other relevant terms and conditions in the written option document. Authorize the President and Secretary to execute the option document. Authorize the Officer of Academic Enhancement to execute all ancillary documents required to administer or effectuate this option agreement.

AFFIRMATIVE ACTION:

Pursuant to Section 5.2 of the Remedial Program for Minority and Women Owned Business Enterprise Participation in Goods and Services Contracts, MBE/WBE provisions of the Program do not apply to transactions where the vendor providing services operates as a Not-for-Profit organization. This agreement is exempt from MBE/WBE review.

LSC REVIEW:

Local School Council approval is not applicable to this report.

FINANCIAL:

Charge to Office of Academic Enhancement: \$285,966.00
Source of Funds: Grant (DOE) Fund 336

10885-336-54125-113022-528310-2012 \$162,137.00

10885-336-54125-113022-528310-2013 \$123,829.00

CFDA#: Not Applicable

GENERAL CONDITIONS:

Inspector General - Each party to the agreement shall acknowledge that, in accordance with 105 ILCS 5/34-13.1, the Inspector General of the Chicago Board of Education has the authority to conduct certain investigations and that the Inspector General shall have access to all information and personnel necessary to conduct those investigations.

Conflicts - The agreement shall not be legally binding on the Board if entered into in violation of the provisions of 105 ILCS 5/34-21.3 which restricts the employment of, or the letting of contracts to, former Board members during the one year period following expiration or other termination of their terms of office.

Indebtedness - The Board's Indebtedness Policy adopted June 26, 1996 (96-0626-PO3), as amended from time to time, shall be incorporated into and made a part of the agreement.

Ethics - The Board's Ethics Code adopted May 25, 2011 (11-0525-PO2), as amended from time to time, shall be incorporated into and made a part of the agreement.

Contingent Liability - The agreement shall contain the clause that any expenditure beyond the current fiscal year is deemed a contingent liability, subject to appropriation in the subsequent fiscal year budget(s).

11-1116-PR11

APPROVE ENTERING INTO AN AGREEMENT WITH INSTITUTE FOR INNOVATION IN PUBLIC SCHOOL CHOICE (IIPSC) TO PROVIDE A SCHOOL CHOICE MATCHING SYSTEM AND SERVICES

THE CHIEF EXECUTIVE OFFICER REPORTS THE FOLLOWING DECISION:

Approve entering into an agreement with the Institute for Innovation in Public School Choice (IIPSC) to provide a school choice matching system and services to the Office of Portfolio at a total cost not to exceed \$390,375. Vendor was selected on a non-competitive basis: the sole-source request was presented to the Non-Competitive Procurement Review Committee and approved by Chief Purchasing Officer. A written agreement for Vendor's services is currently being negotiated. No services shall be provided by Vendor and no payment shall be made to Vendor prior to execution of the written agreement. The authority granted herein shall automatically rescind in the event a written agreement is not executed within 90 days of the date of this Board Report. Information pertinent to this agreement is stated below.

Contract Administrator: Walls, Miss Opal Lynette / 773-553-2648

CONSULTANT:

- 1) Vendor # 91800
INSTITUTE FOR INNOVATION IN PUBLIC
SCHOOL CHOICE, THE
710 6TH AVENUE 1A
BROOKLYN, NY 11215
Neil Dorosin
347 529-5970

USER INFORMATION:

Project
Manager: 10880 - Academic Enhancement
125 S Clark St - 4th Floor
Chicago, IL 60603
Ellis, Ms. Kathryn Mary
773-553-2060

TERM:

The term of this agreement shall commence on the date the agreement is signed and shall end November 30, 2012. This agreement shall have 2 options to renew for periods of one (1) year each.

EARLY TERMINATION RIGHT:

The Board shall have the right to terminate this agreement with 30 days written notice.

SCOPE OF SERVICES:

This project is a multi-phase project to create and implement a new choice system for Chicago Public Schools beginning with a required application process for all 8th and 9th grade students with the ability to expand to additional grades in future years.

Enrollment and choice reform has long been a priority at CPS, and important steps have been taken to improve the school choice services offered by CPS, especially in the areas of its elite testing high schools and in uniting elementary schools under one common application. The bulk of CPS schools, however, are enrolled via a loosely defined process that functions largely at the school level, producing results that are difficult to replicate or audit. In the interest of providing the best services for its parents and schools, CPS has decided to design and implement a centralized enrollment and choice process that is parent friendly, efficient, equitable, transparent, and that meets the needs of all schools. CPS will pilot this new process in the 2012-2013 school year for students entering the 9th grade, and then roll it out to the rest of the district.

The project will consist of two phases: Market Design and Technology. The phases are described below.

Phase I: Market Design

In phase I, the vendor will create a set of policies and operations that define the market for 9th grade seats in Chicago public schools, working with CPS personnel and key community stakeholders. The market design should answer questions such as: How many choices will students be able to make? How many offers will students be eligible to receive? How many applications are needed for this process? What mechanisms will be used to translate school capacity into the number of seats to be offered via the assignment algorithm? How will students be prioritized for seats? What happens to students who are not assigned to a school via the algorithm? Can students appeal the results of the match?

In this phase, IIPSC will create a detailed market design plan for the annual cycle of enrollment and school choice for CPS. The plan will describe the policies that must be in place to guarantee a parent friendly, equitable, efficient, and transparent system. It will also provide a detailed set of operations designs that will govern the annual cycle of enrollment and choice. These services will be provided via face-to-face and remote meetings with CPS staff and Chicago parent groups. IIPSC principals will assist CPS administrators in meeting with school leaders and parent groups in order to describe the new process.

Phase II : Technology

In phase II, the vendor will provide the software and/or hardware necessary to support the enrollment and choice process, including the assignment algorithm(s) used to match students to schools, and the data generation and formatting necessary to run the algorithm. This will include the creation of a web-based interface that allows parents, schools, and CPS administrators to conduct operations online.

In this phase, IIPSC will provide advice and make recommendations to CPS administrators regarding the class of assignment algorithm to be used in the CPS match, and then custom code the assignment algorithm software. Vendor will consult with CPS technical staff to ensure that the data necessary to run the algorithm software is collected and formatted properly, and support CPS technical staff in ensuring that the assignment algorithm will function in the CPS technical environment.

DELIVERABLES:

Market Design - Vendor will provide the following deliverables:

1. Written reports, manuals, guidelines, and memoranda as appropriate that contain the processes, procedures, recommendations and such other information as requested by the Board to enable the Board to continue to operate and utilize the school choice system in the future and to support knowledge transfer of the system to the Board.
2. Support of and attendance at CPS internal communications meetings, meetings with school leaders, Chicago education thought leaders, and parent groups to describe the new process.

Technology - Vendor will provide the following deliverables:

1. IIPSC will provide a plan for CPS staff to use in collecting and formatting the data necessary to run the student assignment algorithm.
2. IIPSC will write custom-coded student assignment algorithm software that reflects CPS policy decisions.
3. IIPSC will transfer the code to CPS technical staff and ensure that it functions within the CPS technical environment.

OUTCOMES:

Vendor's services will result in a set of guidelines to govern the new process and a system capable of assigning students as determined.

COMPENSATION:

Vendor shall be paid as specified in the agreement; the total compensation for the term shall not exceed the sum of \$390,375.

REIMBURSABLE EXPENSES:

None.

AUTHORIZATION:

Authorize the General Counsel to include other relevant terms and conditions in the written agreement. Authorize the President and Secretary to execute the agreement. Authorize Chief Portfolio Officer to execute all ancillary documents required to administer or effectuate this agreement.

AFFIRMATIVE ACTION:

Pursuant to Section 5.2 of the Remedial Program for Minority and Women Owned Business Enterprise Participation in Goods and Services Contracts, MBE/WBE provisions of the Program do not apply to transactions where the vendor providing services operates as a Not-for-Profit organization. This agreement is exempt from MBE/WBE compliance review.

LSC REVIEW:

Local School Council approval is not applicable to this report.

FINANCIAL:

Charge to the Office of Portfolio: \$390,375

Source of Funds: xxx

Budget Lines:

xxxxx-xxx-54125-xxxxxx-xxxxxx 2012 \$195,187.50

xxxxx-xxx-54125-xxxxxx-xxxxxx 2013 \$195,187.50

CFDA#:

Not Applicable

GENERAL CONDITIONS:

Inspector General - Each party to the agreement shall acknowledge that, in accordance with 105 ILCS 5/34-13.1, the Inspector General of the Chicago Board of Education has the authority to conduct certain investigations and that the Inspector General shall have access to all information and personnel necessary to conduct those investigations.

Conflicts - The agreement shall not be legally binding on the Board if entered into in violation of the provisions of 105 ILCS 5/34-21.3 which restricts the employment of, or the letting of contracts to, former Board members during the one year period following expiration or other termination of their terms of office.

Indebtedness - The Board's Indebtedness Policy adopted June 26, 1996 (96-0626-PO3), as amended from time to time, shall be incorporated into and made a part of the agreement.

Ethics - The Board's Ethics Code adopted May 25, 2011 (11-0525-PO2), as amended from time to time, shall be incorporated into and made a part of the agreement.

Contingent Liability - The agreement shall contain the clause that any expenditure beyond the current fiscal year is deemed a contingent liability, subject to appropriation in the subsequent fiscal year budget(s).

11-1116-PR12

AMEND BOARD REPORT 11-0126-PR21
RATIFY APPROVE ENTERING INTO AN AGREEMENT WITH THE UNIVERSITY OF CHICAGO
(CHAPIN HALL CENTER FOR CHILDREN) FOR THE PURCHASE OF GRANT EVALUATION
SERVICES

THE CHIEF EXECUTIVE OFFICER REPORTS THE FOLLOWING DECISION

Ratify Approve entering into an agreement with The University of Chicago (University) for grant evaluation services to be provided through the Chapin Hall Center of Children (Chapin Hall) to the Office of Special Education and Supports at a total cost not to exceed \$2 500,000.00. The Board was awarded a grant from the U.S. Department of Health and Human Services' Office of Adolescent Health (HHS) to address teen pregnancy prevention. The Chicago Teen Pregnancy Initiative is a replication project intended to study the replication of the Teen Outreach Program (TOP). University was selected on a non-competitive basis and approved by the Non-Competitive Procurement Review Committee. A written agreement for University's services is currently being negotiated. ~~No services shall be provided by University and~~ No payment shall be made to University prior to the execution of the written agreement. The authority granted herein shall automatically rescind in the event a written agreement is not executed within 90 days of the date of this amended Board Report. Information pertinent to this agreement is stated below

This November 2011 amendment is necessary to change the term commencement date to May 1, 2011. Vendor has provided services since this time but no payment has been made. Further, this amendment updates the department contact information.

VENDOR:

- 1) Vendor # 33123
 UNIVERSITY OF CHICAGO
 1313 East 60th Street
 CHICAGO, IL 60637
 Cheryl Smithgall
 773-256-5186

USER INFORMATION:

Contact: 11675 - Citywide Special Education Resource
125 South Clark Street 8th Floor
Chicago, IL 60603
Loudon, Miss Jennifer Lynn
773-553-3603

TERM:

The term of this agreement shall commence ~~date of execution~~ on May 1, 2011 and shall end August 31, 2015.

EARLY TERMINATION RIGHT:

The Board shall have the right to terminate this agreement with 30 days written notice

SCOPE OF SERVICES:

The University, through Chapin Hall, will provide grant evaluation services regarding the replication of the Teen Outreach Program model. The primary goal of the evaluation is to determine the effectiveness of the TOP model as implemented within the Chicago Public Schools by comparing the difference in the reduction of: 1) teen pregnancy/fatherhood rates; 2) course failures; and 3) suspension rates between students in the treatment and control groups.

Chapin Hall will employ a cluster-randomized designed for this study. Forty (40) schools will be selected from thirty-four (34) community areas with a high risk and number of teen pregnancies. Schools will be randomly assigned to either the treatment or control groups; randomization will stratified by racial and ethnic composition of students and school size to ensure balanced groups. The number of schools randomly assigned will be determined by the Board. If there is variability between strata, this approach has the potential of increasing the reliability of the study. This assignment will be done at the start of the pilot phase of the study and will be maintained throughout its duration. Those schools selected for the treatment group will implement the TOP program, utilizing an evidence based youth development model consisting of 26 lessons plans and *minimum of twenty (20) hours of service-learning experience facilitated by a trained adult*. Those schools selected for the control group will not implement the TOP program, but will receive an incentive not to exceed \$2,000 to participate in all evaluation activities related to the project. In addition, Chapin Hall will conduct a process evaluation regarding the interagency collaboration regarding implementation of the project.

Chapin Hall will collect and analyze data including CPS administrative data, attendance, course grades, ISAT scores, and graduation and dropout rates; conduct key informant interviews, classroom observations, and a youth survey. This data will be used by Chapin Hall to make recommendations on program implementation as well as program effectiveness.

DELIVERABLES:

University will provide the following

1. Randomize sample of schools;
2. Develop and submit an approved Office of Adolescent Health Evaluation Plan to Board Project Manager
3. Conduct baseline data collection from all participating schools;
4. *Submit summary of baseline data collection;*
5. Submit semi-annual reports summarizing all data collection activities to Board Project Manager no later than March 15 of each year;
6. Submit annual reports to the Board Project Manager no later than September 30 of each year summarizing all data collection activities and making recommendations for implementation of the project for the next grant year; and
7. Implement and execute the approved evaluation plan for the duration of the contract period

OUTCOMES:

University's services will result in written findings and recommendations regarding an evidence based study that will determine the effectiveness of the TOP program in : a) reducing course failures; b) reducing suspensions; c) reducing teen pregnancy/fatherhood rates; and, c) reducing the school drop outs

COMPENSATION:

University shall be paid based upon an approved, detailed budget; total not to exceed \$2,500,000.00 inclusive of all reimbursable expenses.

REIMBURSABLE EXPENSES:

University shall be reimbursed per diem and travel expenses including air fare, hotel and ground transportation for travel to national conferences and grantee regional meetings related to this grant

AUTHORIZATION:

Authorize the General Counsel to include other relevant terms and conditions in the written agreement. Authorize the President and Secretary to execute the agreement. Authorize the Chief Officer of Special Education and Supports to execute all ancillary documents required to administer or effectuate this agreement.

AFFIRMATIVE ACTION:

Pursuant to Section 5.2 of the Remedial Program for Minority and Women Owned Business Enterprise Participation in Goods and Services Contracts, M/WBE provisions of the Program do not apply when the vendor providing services operates as a Not-for-Profit organization

LSC REVIEW:

Local School Council approval is not applicable to this report.

FINANCIAL:

Charge to the Office of Special Education and Supports: \$2,500,000.00 Fiscal Year 2011-2015

11675-324-54105-221011-517500-2011	\$500,000.00
11675-324-54105-221011-517500-2012	\$500,000.00
11675-324-54105-221011-517500-2013	\$500,000.00
11675-324-54105-221011-517500-2014	\$500,000.00
11675-324-54105-221011-517500-2015	\$500,000.00

CFDA#: Not Applicable

GENERAL CONDITIONS:

Inspector General - Each party to the agreement shall acknowledge that, in accordance with 105 ILCS 5/34-13.1, the Inspector General of the Chicago Board of Education has the authority to conduct certain investigations and that the Inspector General shall have access to all information and personnel necessary to conduct those investigations.

Conflicts - The agreement shall not be legally binding on the Board if entered into in violation of the provisions of 105 ILCS 5/34-21.3 which restricts the employment of, or the letting of contracts to, former Board members during the one year period following expiration or other termination of their terms of office

Indebtedness - The Board's Indebtedness Policy adopted June 26, 1996 (96-0626-PO3), as amended from time to time, shall be incorporated into and made a part of the agreement

Ethics - The Board's Ethics Code adopted May 25, 2011 (11-0525-PO2), as amended from time to time, shall be incorporated into and made a part of the agreement

Contingent Liability - The agreement shall contain the clause that any expenditure beyond the current fiscal year is deemed a contingent liability, subject to appropriation in the subsequent fiscal year budget(s)

Mr. Bienen abstained on Board Report 11-1116-PR12

11-1116-PR13

APPROVE PAYMENT TO IT'S YOUR SERVE FOR PROCESS SERVING FEES

THE CHIEF EXECUTIVE OFFICER REPORTS THE FOLLOWING DECISION:

Approve payment to It's Your Serve ("Vendor") who provided Process services to the Talent Office from March 22, 2011 to August 10, 2011 in the amount of \$39,150.00. These services were rendered without prior Board approval and all services have been completed.

VENDOR:

- 1) Vendor # 99898
IT'S YOUR SERVE
134 NORTH LASALLE., #750
CHICAGO, IL 60606
Kelly Kienzie
312 855-0303

USER INFORMATION :

Contact:
11010 - Office of Human Capital
125 S Clark St - 2nd Floor
Chicago, IL 60603
Colston, Miss Cheryl Janette
773-553-1070

SCOPE OF SERVICES:

Vendor provided personal service of discipline decisions, instructions and procedures to CPS employees who had pending and/or confirmed allegations of misconduct.

DELIVERABLES:

Vendor provided service of personnel termination letters, suspension without pay letters and absent without leave letters.

OUTCOMES:

Vendor's services allowed the Talent Office to have notification letters delivered in a timely manner.

COMPENSATION:

Vendor shall be paid the sum of \$39,150.00, for process services rendered at a rate of \$50.00 per service.

AFFIRMATIVE ACTION:

A review of Minority and Women Business Enterprise participation was precluded due to completed contract performance.

LSC REVIEW:

Local School Council approval is not applicable to this report.

FINANCIAL:

Charge to the Talent Office: \$39,150.00
Budget Classification: 11070-115-54125-231601-000000
Fund Source: General Fund
Fiscal Year: 2011-2012

CFDA#: Not Applicable

Vice President Ruiz indicated that if there were no objections, Board Reports 11-1116-PR1 through 11-1116-PR13, with the noted abstentions, would be adopted by the last favorable roll call vote, all members present voting therefore.

Vice President Ruiz thereupon declared, Board Reports 11-1116-PR1 through 11-1116-PR13 adopted.

11-1116-OP1

FINAL

**AMEND BOARD REPORT 06-0927-OP1
AMEND BOARD REPORT 05-0727-OP1
APPROVE ENTERING INTO AGREEMENTS WITH VARIOUS
TELECOMMUNICATION VENDORS FOR USE OF SPACE FOR PLACEMENT OF
TELECOMMUNICATIONS EQUIPMENT AT CHICAGO PUBLIC SCHOOL PROPERTIES**

THE CHIEF EXECUTIVE OFFICER REPORTS THE FOLLOWING DECISION:

Approve entering into agreements with various telecommunication vendors for use of space for placement of Telecommunications Equipment at Chicago Public School Properties. This Board Report supercedes and replaces Board Report 96-0327-OP6 for all agreements entered into after the date of this Board Report because the information contained in Board Report 96-0327-OP6 is no longer accurate, however, Board Report 96-0327-OP6 shall remain in effect for all agreements entered into before the date of this Board Report. Written agreements will be negotiated for each placement. Information pertinent to these agreements is stated below.

This Amended Board Report was necessary to permit the Board to (a) enter into a variety of agreements with various telecommunication vendors for the permitted Use rather than limiting the Board to an agreement that is labeled as a "License Agreement", and (b) to allow the Board to charge the Licensee a one-time administrative fee that covers the Board's then current administrative costs rather than limiting such one-time administrative fee to 1/4 of the first year's fee.

This November 2011 amendment is necessary to permit the Board to accept all administrative fees negotiated by the Chief Operating Officer and charged to each telecommunication vendor ("Licensee"), including fees charged for site visits, equipment upgrades and equipment replacement. The amendment is also necessary to allow Licensee payments for schools to come through Central Office before being appropriated to the schools.

LICENSOR: Board of Education of the City of Chicago

LICENSEES: Various Telecommunications Vendors

PREMISES: Various Chicago Public School properties

USE: To use space for the attachment of antennas and the placement of base station equipment and the temporary placement of Cellulans on Wheels (COW). Each agreement will be modified to reflect, as appropriate, individual school requirements. Schools sites may have multiple agreements assuming adequate space.

TERM: The initial term of each agreement shall be for four (4) years.

OPTIONS TO RENEW: The Licensee shall have four (4) options to extend the agreement for additional 3-year terms.

FEE: The initial fee shall be determined by the Chief Operating Officer based upon competitive market rates. The initial fee will be fixed for the initial 4-year term. The fee for each 3-year renewal term shall be fixed at a rate which is 25% over the previous term's rate. All fees The initial fee for the initial 4-year term and any renewal term fee will be paid directly to the school, in the school's name to the CPS Central Office by Automated Clearing House and then appropriated to the respective school. Those schools that share a single school building shall split the fees proportionally according to their portion of the building.

ADMINISTRATIVE FEES: Each Licensee for each agreement shall also pay the Board ~~a one-time~~ an initial administrative fee to cover various administrative costs. Such fee will be determined by the Chief Operating Officer based upon the Board's administrative costs. In addition, each Licensee shall pay an additional administrative fee to be determined by the Chief Operating Officer for each instance of Licensee's: (a) visit to the site, (b) equipment upgrades or (c) equipment replacement. All administrative fees will be paid directly to the Board, in the Board's name.

CONDITIONS PRECEDENT: Each Licensee for each site shall submit complete drawings and specifications for ~~the~~ any equipment placement, upgrade or replacement. The Board shall review and approve all such drawings and specifications. The Board shall also require a detailed report indicating that all equipment meets safety and health guidelines. Additionally, Local School Council approval shall be received for each agreement.

INSURANCE/INDEMNIFICATION: The General Counsel shall negotiate all insurance and indemnification provisions.

AUTHORIZATION: Authorize the General Counsel to include insurance, indemnification, and all other relevant terms and conditions in the written agreements. Authorize the President and Secretary to execute the agreements and amendments to the agreements. Authorize the Chief Operating Officer to establish market rate fees on an annual basis, to establish the ~~one-time~~ initial administrative fee, to establish any additional administrative fees as necessary, to execute any necessary temporary access or space agreements, and to execute any and all other ancillary documents required to administer or effectuate these agreements.

AFFIRMATIVE ACTION: Exempt.

LSC REVIEW: Local School Council approval is required for each agreement.

FINANCIAL: ~~All fees payable directly to the school. All administrative fees payable directly to the Board. The initial fee and any renewal term fees shall be to the CPS Central Office by Automated Clearing House and then appropriated to the respective school. All administrative fees will be paid directly to the Board, in the Board's name as follows.~~

Budget line: 11910-124-54125-253201-904003-2012 Income to Operations

GENERAL CONDITIONS:

Inspector General - Each party to each agreement shall acknowledge that, in accordance with 105 ILCS 5/34-13.1 the Inspector General of the Chicago Board of Education has the authority to conduct certain investigations and that the Inspector General shall have access to all information and personnel necessary to conduct those investigations

Conflicts - The agreements shall not be legally binding on the Board if entered into in violation of the provisions of 105 ILCS 5/34-21.3 which restricts the employment of or the letting of contracts to, former Board members during the one year period following expiration or other termination of their terms of office

Indebtedness - The Board's Indebtedness Policy adopted ~~July June 26, 1995 (95-0726-EX3)~~ 1996 (96-0626-PO3), as amended from time to time, shall be incorporated into and made a part of each agreement

Ethics - The Board's Ethics Code adopted ~~September 27, 1995 (95-0927-RU3)~~ May 25, 2001 (11-0525-PO2), as amended from time to time, shall be incorporated into and made a part of each agreement

Contingent Liability – Each agreement shall contain the clause that any expenditure beyond the current fiscal year is deemed a contingent liability, subject to appropriation in the subsequent fiscal year budget(s)

GENERAL CONDITIONS:

Inspector General - Each party to each agreement shall acknowledge that, in accordance with 105 ILCS 5/34-13.1, the Inspector General of the Chicago Board of Education has the authority to conduct certain investigations and that the Inspector General shall have access to all information and personnel necessary to conduct those investigations

Conflicts - The agreements shall not be legally binding on the Board if entered into in violation of the provisions of 105 ILCS 5/34-21.3 which restricts the employment of or the letting of contracts to, former Board members during the one year period following expiration or other termination of their terms of office.

Indebtedness - The Board's Indebtedness Policy adopted ~~July June 26, 1995 (95-0726-EX3)~~ 1996 (96-0626-PO3), as amended from time to time, shall be incorporated into and made a part of each agreement.

Ethics - The Board's Ethics Code adopted ~~September 27, 1995 (95-0927-RU3)~~ May 25, 2001 (11-0525-PO2), as amended from time to time, shall be incorporated into and made a part of each agreement

Contingent Liability – Each agreement shall contain the clause that any expenditure beyond the current fiscal year is deemed a contingent liability, subject to appropriation in the subsequent fiscal year budget(s).

11-1116-EX2

PRINCIPAL CONTRACTS (A)

THE CHIEF EXECUTIVE OFFICER REPORTS THE FOLLOWING:

Accept and file copies of the contracts with the principals listed below who were selected by the Local School Councils pursuant to the Illinois School Code and the Uniform Principal's Performance Contract

DESCRIPTION: Recognize the selection by local school councils of the individuals listed below to the position of principal subject to the Policy on Requirements for the Selection of Chicago Public Schools Principals, #08-1217-PO2, dated December 17, 2008, subject to approval of any additional criteria by the General Counsel for the purpose of determining consistency with the Uniform Principal's Performance Contract, Board Rules, and Law.

The Office of Principal Preparation and Development has verified that the following individuals have met the requirements for eligibility.

<u>NAME</u>	<u>FROM</u>	<u>TO</u>
Myron Hester	Interim Principal New Millennium School of Health	Contract Principal Kozminski Network: Burnham Park Elementary P.N. 119364 Commencing: September 12, 2011 Ending: September 11, 2015
Troy LaRaviere	Assistant Principal Johnson	Contract Principal Blaine Network: Ravenswood-Ridge Elementary P.N. 120754 Commencing: September 25, 2011 Ending: September 24, 2015
Emily Sautter	Assistant Principal Casals	Contract Principal Casals Network: Garfield-Humboldt Elementary P.N. 131481 Commencing: October 16, 2011 Ending: October 15, 2015

LSC REVIEW: The respective Local School Councils have executed the Uniform Principal's Performance Contract with the individuals named above.

AFFIRMATIVE ACTION STATUS: None.

FINANCIAL: The salaries of these individuals will be established in accordance with the provisions of the Administrative Compensation Plan.

PERSONNEL IMPLICATIONS: The positions to be affected by approval of this action are contained in the 2011-2012 school budget.

11-1116-EX3

PRINCIPAL CONTRACTS (B)

THE CHIEF EXECUTIVE OFFICER REPORTS THE FOLLOWING:

Accept and file copies of contracts with the principals listed below whose contracts were renewed by the Local School Councils pursuant to the Illinois School Code and the Uniform Principal's Performance Contract.

DESCRIPTION: Recognize the selection by local school councils of the individuals listed below to the position of principal subject to the Policy on Requirements for the Selection of Chicago Public Schools Principals, #08-1217-PO2, dated December 17, 2008, subject to approval of any additional criteria by the General Counsel for the purpose of determining consistency with the Uniform Principal's Performance Contract, Board Rules, and Law.

The Illinois Administrators Academy has verified that the following principals have completed 20 hours of Professional Development. The **RENEWAL** contracts commence on the date specified in the contracts and terminate on the dates specified in the contracts.

<u>NAME</u>	<u>FROM</u>	<u>TO</u>
Frank Embil	Contract Principal Woodlawn	Contract Principal Woodlawn Network: Burnham Park Elementary P.N. 128205 Commencing: July 1, 2011 Ending: June 30, 2015
William Hook	Contract Principal Chicago Ag H.S.	Contract Principal Chicago Ag H.S. Network: Far South Side High School P.N. 140864 Commencing: January 7, 2012 Ending: January 6, 2016
Nelly Robles	Contract Principal Sawyer	Contract Principal Sawyer Network: Midway Elementary P.N. 119459 Commencing: July 1, 2011 Ending: June 30, 2015

Rebecca Stinson	Contract Principal Claremont	Contract Principal Claremont Network: Midway Elementary P.N. 131014 Commencing: February 20, 2011 Ending: February 19, 2015
Thomas Trotter	Contract Principal Hyde Park H.S.	Contract Principal Hyde Park H.S. Network: South Side High School P.N. 113065 Commencing: February 21, 2012 Ending: February 20, 2016

LSC REVIEW: The respective Local School Councils have executed the Uniform Principal's Performance Contract with the individuals named above.

AFFIRMATIVE ACTION STATUS: None.

FINANCIAL: The salaries of these individuals will be established in accordance with the provisions of the Administrative Compensation Plan.

PERSONNEL IMPLICATIONS: The positions to be affected by approval of this action are contained in the 2011-2012 school budget.

11-1116-EX4

**CHIEF EXECUTIVE OFFICER'S REPORT ON POSTING AND PRESENTATION OF
CERTIFIED ADMINISTRATORS' SALARY AND COMPENSATION REPORT**

The Chief Executive Officer reports the following action:

Description:

The Illinois School Code, 105 ILCS 5/34-18.37 states:

Each school district shall post on its internet website an itemized salary compensation report for every employee in the district holding an administrative certificate and working in that capacity, including the general superintendent of schools. The salary compensation report shall include without limitation base salary, bonuses, pension contributions, retirement increases, the cost of health insurance, the cost of life insurance, paid sick and vacation days payouts, annuities, and any other form of compensation or income paid on behalf of the employee. The report shall be presented at regular Board meetings subject to applicable notice requirements.

The Talent Office has compiled the Certified Administrators' Salary report for presentation to the Board and for posting on the Board's website a true and correct copy of which is attached hereto. The Certified Administrators' Salary Report shall be posted on the Board's website effective December 1, 2011

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Certified Administrators Salary and Compensation Report
As of November 1, 2011

Position Number	Name	Position Title	Job Title	Department Name	ANNUAL SALARY	7% PENSION DEDUCT	EMPL. OVER 15% PENSION 11.1%	MEGARE MEDICAL 1.65%	ESTIMATED MEDICAL	PAYROLL SICK & VAC 3.00%	UNEMPLOYMENT 1.25%	WORKERS COMP. 1.25%	TOTAL AMOUNT
42977	Karen Beckwith	Instructional Support Leader	Instructional Support Leader	City Wide Early Childhood	4749	347	4396	884	822	2,642	415	846	174,490
243947	Elizabeth McDonald	Professional IV	Professional IV	City Wide Academics & Pathways	5260	376	5636	1,096	822	2,700	415	846	174,490
455379	Alice Lewis	Instructional Support Leader	Instructional Support Leader	City Wide Academics Enhancement	5411	391	5802	1,131	822	2,783	415	846	174,490
455379	Carole Mack	Instructional Support Leader	Instructional Support Leader	Phoen-Little Village EL Netw	5460	396	5856	1,131	822	2,809	415	846	174,490
455379	Tina Walker	Resident Principal	Resident Principal	Pershing Elementary Network	6020	438	6458	1,247	0	3,098	602	875	107,586
375130	Sarah Moon-Sarubi	Manager	Manager	City Wide Specialized Service	6030	443	6473	1,247	0	3,104	602	875	107,586
244489	Adia Perez	Professional V	Professional V	City Wide Specialized Service	5509	396	5905	1,141	9,622	2,833	551	964	106,076
298876	Evelyn Green	Teacher Evaluation Manager	Teacher Evaluation Manager	City Wide Early Childhood	5509	396	5905	1,141	9,622	2,833	551	964	106,076
259752	Meghan Zifran	Project Coordinator - PR IV	Project Coordinator - PR IV	City Wide Specialized Service	5509	396	5905	1,141	9,622	2,833	551	964	106,076
390044	Karlen Lusbrough	Professional IV	Professional IV	Talent Office	5530	401	5931	1,141	9,622	2,844	553	968	106,451
255289	Monica Semp	Professional IV	Professional IV	Office of Humanities	5600	406	6006	1,160	9,622	2,880	560	1,000	109,702
453385	Kami McCall	Instructional Support Leader	Instructional Support Leader	Office of Humanities	5600	406	6006	1,160	9,622	2,880	560	1,000	109,702
267720	Maria Escobar	Compliance Facilitator	Compliance Facilitator	West Side High School Network	5508	395	5893	1,172	0	2,910	566	1,010	110,734
455379	Maria Rodriguez	Instructional Support Leader	Instructional Support Leader	City Wide Lang & Culture	6251	454	6705	1,350	0	3,215	625	1,116	111,714
455379	Debra Escobar	Instructional Support Leader	Instructional Support Leader	Urban Elementary Network	6251	454	6705	1,350	0	3,215	625	1,116	111,714
455379	Debra Escobar	Instructional Support Leader	Instructional Support Leader	Urban Elementary Network	6251	454	6705	1,350	0	3,215	625	1,116	111,714
455379	Thomas Payne	Instructional Support Leader	Instructional Support Leader	City Wide Early Childhood	5980	432	6412	1,218	9,622	3,024	548	1,054	111,706
242183	Linda Owens-Thompson	Professional IV	Professional IV	City Wide Early Childhood	5944	427	6371	1,218	9,622	3,024	548	1,054	111,706
145953	Patricia Daugherty	Assistant Principal	Assistant Principal	South Side High School Network	5564	402	5966	1,233	9,622	3,057	564	1,061	115,846
129071	Venus Deloach	Assistant Principal	Assistant Principal	South Side High School Network	5564	402	5966	1,233	9,622	3,057	564	1,061	115,846
298972	Alisa Rodriguez	Assistant Principal	Assistant Principal	George Lakeland School	6008	438	6446	1,348	0	3,347	651	1,162	116,299
447011	Larisha Green	Compliance Facilitator	Compliance Facilitator	William E B Dubois School	6008	438	6446	1,348	0	3,347	651	1,162	116,299
447056	Kesa Thurman	Resident Principal	Resident Principal	City Wide Lang & Culture	6004	433	6397	1,244	9,622	3,068	600	1,072	116,928
447003	Daniela Bydale	Resident Principal	Resident Principal	City Wide Lang & Culture	6020	438	6418	1,247	9,622	3,098	602	1,075	117,208
447008	Jason Dennis	Resident Principal	Resident Principal	City Wide Lang & Culture	6020	438	6418	1,247	9,622	3,098	602	1,075	117,208
447108	Christine Diaz	Resident Principal	Resident Principal	City Wide Lang & Culture	6020	438	6418	1,247	9,622	3,098	602	1,075	117,208
247284	Donny Nelson	Manager	Manager	City Wide Special Ed Resources	6045	450	6495	1,252	9,622	3,098	604	1,075	117,208
246256	Elvyn Murphy	Professional IV	Professional IV	City Wide Early Childhood	6057	455	6552	1,252	9,622	3,115	604	1,079	117,653
455382	Jennifer Patterson	Instructional Support Leader	Instructional Support Leader	City Wide Early Childhood	6057	455	6552	1,252	9,622	3,115	604	1,079	117,653
288846	Kim Ok	Instructional Support Leader	Instructional Support Leader	Phoen-Little Village EL Netw	6411	466	6877	1,378	0	3,418	614	1,087	118,366
455370	Kumenne Solomine Welsh	Instructional Support Leader	Instructional Support Leader	North-South Side HS Network	6411	466	6877	1,378	0	3,418	614	1,087	118,366
429405	Lolla Handman	Instructional Support Leader	Instructional Support Leader	City Wide Special Ed Resources	6149	450	6599	1,274	9,622	3,162	615	1,098	119,510
375033	Terri Hayes	Manager	Manager	North-South Side HS Network	6150	455	6645	1,274	9,622	3,162	615	1,098	119,510
455360	Terri Hayes	Manager	Manager	North-South Side HS Network	6150	455	6645	1,274	9,622	3,162	615	1,098	119,510
297065	Oscarito De-Santiago	Pro Development Specialist	Pro Development Specialist	Phoen-Little Village EL Netw	6150	455	6645	1,274	9,622	3,162	615	1,098	119,510
451396	Trinity Brown	Assistant Principal	Assistant Principal	City Wide Specialized Service	6704	493	7197	1,369	0	3,448	670	1,197	118,816
381081	Karin Cushing	Assistant Principal	Assistant Principal	City Wide Specialized Service	6704	493	7197	1,369	0	3,448	670	1,197	118,816
382324	Jacqueline Brooks Page	Assistant Principal	Assistant Principal	City Wide Specialized Service	6704	493	7197	1,369	0	3,448	670	1,197	118,816
382324	Cherise Williams	Assistant Principal	Assistant Principal	City Wide Specialized Service	6704	493	7197	1,369	0	3,448	670	1,197	118,816
244481	Cherise Williams	Assistant Principal	Assistant Principal	City Wide Specialized Service	6704	493	7197	1,369	0	3,448	670	1,197	118,816
455377	Jessie Rodriguez	Instructional Support Leader	Instructional Support Leader	City Wide Early Childhood	6300	465	6765	1,305	9,622	3,240	630	1,125	122,212
455377	Jessie Rodriguez	Instructional Support Leader	Instructional Support Leader	City Wide Early Childhood	6300	465	6765	1,305	9,622	3,240	630	1,125	122,212
271270	Sarah Davis	Manager	Manager	Other Elementary Network	6300	465	6765	1,305	9,622	3,240	630	1,125	122,212
419979	Mary Ann Hazlett	Manager	Manager	Other Elementary Network	6300	465	6765	1,305	9,622	3,240	630	1,125	122,212
375135	Theresa Traylor	Manager	Manager	City Wide Specialized Service	6300	465	6765	1,305	9,622	3,240	630	1,125	122,212
419943	Don Williams	Manager	Manager	City Wide Specialized Service	6300	465	6765	1,305	9,622	3,240	630	1,125	122,212
419937	Terri Hayes	Manager	Manager	City Wide Specialized Service	6300	465	6765	1,305	9,622	3,240	630	1,125	122,212
375152	Joyce Crockett	Manager	Manager	City Wide Specialized Service	6300	465	6765	1,305	9,622	3,240	630	1,125	122,212
419982	Wille Witt	Manager	Manager	City Wide Specialized Service	6300	465	6765	1,305	9,622	3,240	630	1,125	122,212
419978	Cheryl Cain	Manager	Manager	City Wide Specialized Service	6300	465	6765	1,305	9,622	3,240	630	1,125	122,212
375115	Arnellia Ortiz	Manager	Manager	City Wide Specialized Service	6300	465	6765	1,305	9,622	3,240	630	1,125	122,212
375115	Arnellia Ortiz	Manager	Manager	City Wide Specialized Service	6300	465	6765	1,305	9,622	3,240	630	1,125	122,212
419938	Jack Morales-Arnam	Manager	Manager	City Wide Specialized Service	6300	465	6765	1,305	9,622	3,240	630	1,125	122,212
375150	Sharon Smith	Manager	Manager	City Wide Specialized Service	6300	465	6765	1,305	9,622	3,240	630	1,125	122,212
271957	Average Wright	Manager	Manager	City Wide Specialized Service	6300	465	6765	1,305	9,622	3,240	630	1,125	122,212
375022	Scott Nasser	Manager	Manager	City Wide Specialized Service	6300	465	6765	1,305	9,622	3,240	630	1,125	122,212
375133	Tracy Raymond	Manager	Manager	City Wide Specialized Service	6300	465	6765	1,305	9,622	3,240	630	1,125	122,212
375133	Wanda Lorton	Manager	Manager	City Wide Specialized Service	6300	465	6765	1,305	9,622	3,240	630	1,125	122,212
375140	Jennifer Humphrey	Manager	Manager	City Wide Specialized Service	6300	465	6765	1,305	9,622	3,240	630	1,125	122,212
455381	Erin Neumann	Instructional Support Leader	Instructional Support Leader	City Wide Specialized Service	6300	465	6765	1,305	9,622	3,240	630	1,125	122,212
455405	Sandra Brooks	Instructional Support Leader	Instructional Support Leader	City Wide Specialized Service	6300	465	6765	1,305	9,622	3,240	630	1,125	122,212
455395	Ingrid Boyd	Instructional Support Leader	Instructional Support Leader	City Wide Specialized Service	6300	465	6765	1,305	9,622	3,240	630	1,125	122,212
375021	Charles Mason	Manager	Manager	City Wide Specialized Service	6321	466	6817	1,309	9,622	3,247	632	1,127	122,458

Certified Administrators Salary and Compensation Report
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Position Number	Name	Position Title	Job Title	Department Name	ANNUAL SALARY	TELEVISION	EMPLOYER PENSION 401K	MEDICARE 1.5%	ESTIMATED MEDICAL	PAYOUT SICKLE VAC 3.0%	MEMBER DUES 1.2%	WORKERS COMP 1.2%	TOTAL ANNUAL
114421	Hirschhorn Curtis	Manager	Manager	City Wide Special Ed Resources	50,350	0	6,328	1,311	9,622	3,754	633	1,130	121,711
266921	Melody Murphy	Assistant Principal	Assistant Principal	Louis Netherland School	98,357	6,885	10,918	1,426	0	0	689	1,229	121,044
120240	Shella Morris	Assistant Principal	Assistant Principal	William Bishop Owen School Acad	96,357	6,885	10,918	1,426	0	0	689	1,229	121,044
244406	Christopher Rosan	Manager	Manager	City Wide Early Childhood	90,902	6,367	10,097	1,319	9,622	3,574	637	1,137	121,416
138676	Conniea Packer	Assistant Principal	Assistant Principal	Laura S Ward School	99,268	6,949	11,019	1,439	0	0	695	1,241	124,184
144827	Debbie Polard	Assistant Principal	Assistant Principal	Robert H Lawrence School	91,773	6,424	10,187	1,331	9,622	3,304	642	1,241	124,184
455659	Elizabeth England	Instructional Support Leader	Instructional Support Leader	Lake Calumet Elementary Network	6,440	0	0	0	0	0	0	0	6,440
455400	Adia Strong	Instructional Support Leader	Instructional Support Leader	Skylay Elementary Network	92,040	6,443	10,212	1,334	9,622	3,312	644	1,151	124,714
455327	Sorota Muhammad	Instructional Support Leader	Instructional Support Leader	Austin-Helm Lawrence El. Network	92,040	6,443	10,212	1,334	9,622	3,312	644	1,151	124,714
114299	Rebekah Barnes	Assistant Principal	Assistant Principal	Arthur A Libby School	100,174	7,012	11,118	1,433	0	0	701	1,252	125,318
121232	Stacy Kolan-Buchweli	Assistant Principal	Assistant Principal	Marconi Tabors School	99,470	6,884	10,298	1,342	9,622	3,580	649	1,160	125,685
379139	Sandra Arington	Senior Staff/Principal Develop	Senior Staff/Principal Develop	Wright & Central Education	92,912	6,544	10,314	1,347	9,622	3,345	650	1,161	125,685
271137	Steph	Teacher - T-01	Teacher - T-01	City Wide Special Ed Resources	92,912	6,544	10,314	1,347	9,622	3,345	650	1,161	125,685
271255	Linda Kohler	Manager	Manager	City Wide Special Ed Resources	92,912	6,544	10,314	1,347	9,622	3,345	650	1,161	125,685
375125	Dominus Hayward	Manager	Manager	City Wide Special Ed Resources	92,912	6,544	10,314	1,347	9,622	3,345	650	1,161	125,685
420204	Donnie Kurbay	Program Manager	Program Manager	City Wide Special Ed Resources	92,912	6,544	10,314	1,347	9,622	3,345	650	1,161	125,685
420287	John Keith	Admin Assistant/Principal	Admin Assistant/Principal	City Wide Special Ed Resources	92,965	6,508	10,319	1,348	9,622	3,347	651	1,162	125,921
214392	Vincent Izaguirre	Assistant Principal	Assistant Principal	Marine Military Academy	92,965	6,508	10,319	1,348	9,622	3,347	651	1,162	125,921
419956	Crystal James-Wash	Assistant Principal	Assistant Principal	Wells Preparatory School	92,965	6,508	10,319	1,348	9,622	3,347	651	1,162	125,921
418739	Charles Campbell	Assistant Principal	Assistant Principal	John Fiaci Dulles Sch of Excali	92,965	6,508	10,319	1,348	9,622	3,347	651	1,162	125,921
142879	Debra Carter	Assistant Principal	Assistant Principal	Chicago Academy High School	92,965	6,508	10,319	1,348	9,622	3,347	651	1,162	125,921
290397	Teresa May	Assistant Principal	Assistant Principal	Benjamin E Marys Academy	92,965	6,508	10,319	1,348	9,622	3,347	651	1,162	125,921
450854	Nu Abdulrah	Assistant Principal	Assistant Principal	Orville T. Bright School	92,965	6,508	10,319	1,348	9,622	3,347	651	1,162	125,921
116960	Lambert Brown	Assistant Principal	Assistant Principal	New-Idle School of HL	92,965	6,508	10,319	1,348	9,622	3,347	651	1,162	125,921
118055	Samuel Paul	Assistant Principal	Assistant Principal	Freemond School	92,965	6,508	10,319	1,348	9,622	3,347	651	1,162	125,921
46637	Shay Wright	Assistant Principal	Assistant Principal	John B Dreier School	92,965	6,508	10,319	1,348	9,622	3,347	651	1,162	125,921
48832	Christina Brown	Assistant Principal	Assistant Principal	Therapeutic School	92,965	6,508	10,319	1,348	9,622	3,347	651	1,162	125,921
488320	Chadon Dorcico	Assistant Principal	Assistant Principal	Marine Military Academy	92,965	6,508	10,319	1,348	9,622	3,347	651	1,162	125,921
126127	Arthuro Chalmers	Assistant Principal	Assistant Principal	Marine Military Academy	92,965	6,508	10,319	1,348	9,622	3,347	651	1,162	125,921
367247	Melrodo Amos	Assistant Principal	Assistant Principal	Marine Military Academy	92,965	6,508	10,319	1,348	9,622	3,347	651	1,162	125,921
402309	Trinity Jackson	Assistant Principal	Assistant Principal	Peace and Educ Coalition	92,965	6,508	10,319	1,348	9,622	3,347	651	1,162	125,921
454207	Robert Hubbard	Assistant Principal	Assistant Principal	Simon Guganem School	92,965	6,508	10,319	1,348	9,622	3,347	651	1,162	125,921
442119	Fredrick Shabazz	Assistant Principal	Assistant Principal	Simon Guganem School	92,965	6,508	10,319	1,348	9,622	3,347	651	1,162	125,921
451368	Lakisha Greenawald	Assistant Principal	Assistant Principal	Simon Guganem School	92,965	6,508	10,319	1,348	9,622	3,347	651	1,162	125,921
136394	Triffany Phin	Assistant Principal	Assistant Principal	Uplift Community High School	92,965	6,508	10,319	1,348	9,622	3,347	651	1,162	125,921
117756	Tammy Luventi	Assistant Principal	Assistant Principal	Daniel S Westwood School	92,965	6,508	10,319	1,348	9,622	3,347	651	1,162	125,921
124866	Frederick Williams	Assistant Principal	Assistant Principal	Courtesy Language Arts Center	92,965	6,508	10,319	1,348	9,622	3,347	651	1,162	125,921
147364	Sherrilee Jones	Assistant Principal	Assistant Principal	Edmund Burke School	92,965	6,508	10,319	1,348	9,622	3,347	651	1,162	125,921
121766	Leola Woods	Assistant Principal	Assistant Principal	Charles W Earle School	92,965	6,508	10,319	1,348	9,622	3,347	651	1,162	125,921
427012	Marissa Williams	Assistant Principal	Assistant Principal	Alexander Hamilton School	92,965	6,508	10,319	1,348	9,622	3,347	651	1,162	125,921
268420	Glenn Goodfellow	Assistant Principal	Assistant Principal	Immer-Other Language Academy	92,965	6,508	10,319	1,348	9,622	3,347	651	1,162	125,921
271176	Carolyn Franklin	Assistant Principal	Assistant Principal	William Pennotti School	92,965	6,508	10,319	1,348	9,622	3,347	651	1,162	125,921
124360	Meane Ware	Assistant Principal	Assistant Principal	Therapeutic School	92,965	6,508	10,319	1,348	9,622	3,347	651	1,162	125,921
454207	Angela Broco	Assistant Principal	Assistant Principal	Austin Polytechnical Academy	92,965	6,508	10,319	1,348	9,622	3,347	651	1,162	125,921
242624	Ethel Baker	Instructional Support Leader	Instructional Support Leader	City Wide Special Ed Resources	92,965	6,508	10,319	1,348	9,622	3,347	651	1,162	125,921
136713	Calvin Cochr	Assistant Principal	Assistant Principal	City Wide Special Ed Resources	92,965	6,508	10,319	1,348	9,622	3,347	651	1,162	125,921
143764	Guadalupe Gonzalez	Assistant Principal	Assistant Principal	City Wide Special Ed Resources	92,965	6,508	10,319	1,348	9,622	3,347	651	1,162	125,921
139823	Sonya Hubbard	Assistant Principal	Assistant Principal	City Wide Special Ed Resources	92,965	6,508	10,319	1,348	9,622	3,347	651	1,162	125,921
122855	Derek Alexander	Assistant Principal	Assistant Principal	City Wide Special Ed Resources	92,965	6,508	10,319	1,348	9,622	3,347	651	1,162	125,921
123114	Eric Fay	Assistant Principal	Assistant Principal	Walker O Graham School	92,965	6,508	10,319	1,348	9,622	3,347	651	1,162	125,921
152621	Jack Velazquez Driver	Instructional Support Leader	Instructional Support Leader	Audubon School	94,437	6,812	10,485	1,370	9,622	3,400	681	1,181	127,747
314543	Steph	Manager	Manager	Urban-Lite Village El. Mem	94,437	6,812	10,485	1,370	9,622	3,400	681	1,181	127,747
244443	Ashia Wilson	Manager	Manager	City Wide Special Services	94,437	6,812	10,485	1,370	9,622	3,400	681	1,181	127,747
315013	Carrie Smithe	Manager	Manager	City Wide Special Services	94,437	6,812	10,485	1,370	9,622	3,400	681	1,181	127,747
433429	Gregory Turner	Manager	Manager	City Wide Special Services	94,437	6,812	10,485	1,370	9,622	3,400	681	1,181	127,747
421213	Edmon Lofon	Senior Manager	Senior Manager	City Wide Special Services	94,437	6,812	10,485	1,370	9,622	3,400	681	1,181	127,747
122402	Sonya Lofon	Assistant Principal	Assistant Principal	City Wide Special Services	94,437	6,812	10,485	1,370	9,622	3,400	681	1,181	127,747
329345	Annita David	Assistant Principal	Assistant Principal	City Wide Special Services	94,437	6,812	10,485	1,370	9,622	3,400	681	1,181	127,747
113012	Kimberly Carter-Emrie	Assistant Principal	Assistant Principal	City Wide Special Services	94,437	6,812	10,485	1,370	9,622	3,400	681	1,181	127,747
251432	Vanesha Perry	Assistant Principal	Assistant Principal	City Wide Special Services	94,437	6,812	10,485	1,370	9,622	3,400	681	1,181	127,747
315013	Kelly Mae	Assistant Principal	Assistant Principal	City Wide Special Services	94,437	6,812	10,485	1,370	9,622	3,400	681	1,181	127,747
315013	Sheila Balthus	Assistant Principal	Assistant Principal	City Wide Special Services	94,437	6,812	10,485	1,370	9,622	3,400	681	1,181	127,747
121534	Erica Jones	Assistant Principal	Assistant Principal	City Wide Special Services	94,437	6,812	10,485	1,370	9,622	3,400	681	1,181	127,747
119487	Kyle Balthus	Assistant Principal	Assistant Principal	City Wide Special Services	94,437	6,812	10,485	1,370	9,622	3,400	681	1,181	127,747
121031	Steven Albre	Instructional Support Leader	Instructional Support Leader	City Wide Special Services	94,437	6,812	10,485	1,370	9,622	3,400	681	1,181	127,747

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Position Number	Name	Position Title	Job Title	Department Name	ANNUAL SALARY	% PENSION PICK-UP	EMPLOYER PENSION 11/1/11	MEDEGARE MEDICAL	ESTIMATED MEDICAL	PAYMENT SICK & VAC 3.00%	UNEMPLOYMENT INS 2.0%	WEEKS COMP.	TOTAL AMOUNT
45336	Rita Everage	Instructional Support Leader	Manager	City Wide Specialized Service	93,600	6.712	10,843	1,380	9,622	3,452	671	1.199	128,578
375148	Eric Grant	Assistant Principal	Assistant Principal	City Wide Specialized Service	86,200	6.723	10,856	1,382	9,622	3,456	672	1.200	129,717
301040	Catherine Proctor	Assistant Principal	Assistant Principal	Augustus H. Barker School	7,381	7.381	11,545	1,565	0	3,463	713	1.203	129,977
142296	Eric Lewis	Senior Labor Reks	Senior Labor Reks	Carver Middle School	104,009	7.281	11,545	1,565	0	3,464	728	1.200	130,115
261327	Sharon Bailey	Assistant Principal	Assistant Principal	Employee Relations-Sup	98,328	7.282	10,862	1,508	9,622	3,468	674	1.200	130,123
143129	Redolfo Rojas	Assistant Principal	Assistant Principal	Memphis School	104,023	7.282	11,547	1,508	0	3,468	728	1.200	130,133
145797	Patrina Hayes	Assistant Principal	Assistant Principal	Basidy Academic Center Magnet	104,023	7.282	11,547	1,508	0	3,465	728	1.200	130,133
138222	David Demco	Assistant Principal	Assistant Principal	Sara Meier Acad Of Lib Arts/Tec	104,023	7.282	11,547	1,508	0	3,465	728	1.200	130,133
236816	Michelle Hernandez	Assistant Principal	Assistant Principal	Jose De Diego Comm Academy	104,023	7.282	11,547	1,508	0	3,465	728	1.200	130,133
454580	Cory Overstreet	Assistant Principal	Assistant Principal	George Washington High School	96,507	6.756	10,712	1,399	9,622	3,474	676	1.200	130,352
264481	Dominicus Mundy	Assistant Principal	Assistant Principal	Arthur Dixon School	96,507	6.756	10,712	1,399	9,622	3,474	676	1.200	130,352
144305	Dawn Cassidy	Assistant Principal	Assistant Principal	William Claude Reavis School	96,507	6.756	10,712	1,399	9,622	3,474	676	1.200	130,352
124092	Barbara Lutzler	Assistant Principal	Assistant Principal	Lerf Erson Scholastic Acad	96,507	6.756	10,712	1,399	9,622	3,474	676	1.200	130,352
419625	Talisa Martin	Assistant Principal	Assistant Principal	James W Johnson Sch of Excal	96,507	6.756	10,712	1,399	9,622	3,474	676	1.200	130,352
141042	Lynvia Lempy	Assistant Principal	Assistant Principal	John A Walsh School	96,507	6.756	10,712	1,399	9,622	3,474	676	1.200	130,352
119128	Salvador Velasco	Assistant Principal	Assistant Principal	Ernst Pruzansky School	96,507	6.756	10,712	1,399	9,622	3,474	676	1.200	130,352
131200	Emilia Nigica	Assistant Principal	Assistant Principal	Her-Asian Magnet School	96,507	6.756	10,712	1,399	9,622	3,474	676	1.200	130,352
122500	Christina Rallo	Assistant Principal	Assistant Principal	Charm S. Brecken School	96,507	6.756	10,712	1,399	9,622	3,474	676	1.200	130,352
443738	Tracy Kozlowski	Assistant Principal	Assistant Principal	Clara M Balfour School	96,507	6.756	10,712	1,399	9,622	3,474	676	1.200	130,352
142724	Angela Hightopham	Assistant Principal	Assistant Principal	Harlan M Building School	96,507	6.756	10,712	1,399	9,622	3,474	676	1.200	130,352
120721	Marcia Pk	Assistant Principal	Assistant Principal	Reynolds School	96,507	6.756	10,712	1,399	9,622	3,474	676	1.200	130,352
298515	Kerry Zamora	Assistant Principal	Assistant Principal	Julia Ward Howe School	96,507	6.756	10,712	1,399	9,622	3,474	676	1.200	130,352
444018	Merosh Knox	Assistant Principal	Assistant Principal	Genevieve Melody School	96,507	6.756	10,712	1,399	9,622	3,474	676	1.200	130,352
145069	Tiffany Tatham	Assistant Principal	Assistant Principal	Songhai Learning Institute	96,507	6.756	10,712	1,399	9,622	3,474	676	1.200	130,352
140554	Sherry Pridle	Assistant Principal	Assistant Principal	Philo D Armour School	96,507	6.756	10,712	1,399	9,622	3,474	676	1.200	130,352
138397	Jessica Harlicks	Assistant Principal	Assistant Principal	Philo D Armour School	96,507	6.756	10,712	1,399	9,622	3,474	676	1.200	130,352
114525	Dana Schwarz	Assistant Principal	Assistant Principal	Stans Scholastic Academy	96,507	6.756	10,712	1,399	9,622	3,474	676	1.200	130,352
129361	James Brandon	Assistant Principal	Assistant Principal	Dodge Renaissance Academy	96,507	6.756	10,712	1,399	9,622	3,474	676	1.200	130,352
170988	Ronit Lutzers	Assistant Principal	Assistant Principal	Charles N Holden School	96,507	6.756	10,712	1,399	9,622	3,474	676	1.200	130,352
146834	Caroline Scanton	Assistant Principal	Assistant Principal	William Augustus Henton School	96,507	6.756	10,712	1,399	9,622	3,474	676	1.200	130,352
139101	Edward Coltrane	Assistant Principal	Assistant Principal	Water L. Newberry M/YSO Acad	96,507	6.756	10,712	1,399	9,622	3,474	676	1.200	130,352
128444	Timothy Butler	Assistant Principal	Assistant Principal	South Lane School	96,507	6.756	10,712	1,399	9,622	3,474	676	1.200	130,352
224512	Sherril Ellen	Assistant Principal	Assistant Principal	Joseph Breuneman School	96,507	6.756	10,712	1,399	9,622	3,474	676	1.200	130,352
462424	Erin Began	Assistant Principal	Assistant Principal	Francisco Humberto Iba School	96,507	6.756	10,712	1,399	9,622	3,474	676	1.200	130,352
462424	Erin Began	Assistant Principal	Assistant Principal	Francisco Humberto Iba School	96,507	6.756	10,712	1,399	9,622	3,474	676	1.200	130,352
330978	James Zators	Assistant Principal	Assistant Principal	Walton High School	96,507	6.756	10,712	1,399	9,622	3,474	676	1.200	130,352
214076	Azorena Porter	Assistant Principal	Assistant Principal	Joseph Breuneman School	96,507	6.756	10,712	1,399	9,622	3,474	676	1.200	130,352
144412	Chae Krog Jr	Assistant Principal	Assistant Principal	Joseph Breuneman School	96,507	6.756	10,712	1,399	9,622	3,474	676	1.200	130,352
135081	John Berger	Manager	Manager	Henry O Tinner School	96,507	6.756	10,712	1,399	9,622	3,474	676	1.200	130,352
244475	Lynndale Keil	Instructional Support Leader	Manager	City Wide Early Childhood	96,734	6.771	10,736	1,423	9,622	3,482	677	1.200	130,624
455380	Sara Griffin	Program Administrator	Program Administrator	Raywood-Ridge Elm Network	97,026	6.793	10,772	1,423	9,622	3,482	679	1.213	131,022
243650	Christine Arvonen	Manager	Manager	Hezardent Program	97,203	6.808	10,796	1,410	9,622	3,484	679	1.213	131,022
242142	Luk Gonzalez-Jorge	Assistant Principal	Assistant Principal	City Wide Specialized Service	105,047	7.333	11,660	1,523	0	3,501	681	1.216	131,296
139758	Reneal Davis	Instructional Support Leader	Assistant Principal	Public Casals School	97,817	6.845	10,854	1,418	9,622	3,520	685	1.222	131,953
381418	Russell Park	Greets And Data Manager	Greets And Data Manager	Shively Elementary Network	97,817	6.854	10,869	1,420	9,622	3,525	685	1.224	132,117
252023	Polly Wilson	Professional Development Mgr	Professional Development Mgr	Spec Ed-Professional Develop	97,940	6.859	10,876	1,421	9,622	3,527	686	1.225	132,195
373186	Lea Ingfin	Manager	Manager	City Wide Specialized Service	98,017	6.861	10,880	1,421	9,622	3,529	686	1.225	132,241
443833	Christine Brashers	Assistant Principal	Assistant Principal	City Wide Specialized Service	98,785	6.873	10,888	1,424	9,622	3,535	687	1.227	132,451
124231	Cheryl Sklar	Assistant Principal	Assistant Principal	Washington Broad High School	102,886	7.420	11,786	1,537	0	3,618	742	1.325	132,601
121094	Denise Makewitz	Assistant Principal	Assistant Principal	Walter C Perkins Jr. Hl. Sp	102,886	7.420	11,786	1,537	0	3,618	742	1.325	132,601
137877	Trudy Taylor	Assistant Principal	Assistant Principal	John J Pughing East Mag Sch	105,886	7.425	11,786	1,537	0	3,618	742	1.325	132,601
254918	Christi Steadman	Assistant Principal	Assistant Principal	John J Pughing East Mag Sch	98,357	6.885	10,818	1,428	9,622	3,541	689	1.229	132,606
294858	Kimberly Simon	Assistant Principal	Assistant Principal	Drms Magnet School	98,357	6.885	10,818	1,428	9,622	3,541	689	1.229	132,606
179542	Diane Kerens	Assistant Principal	Assistant Principal	Rufus M High School	98,357	6.885	10,818	1,428	9,622	3,541	689	1.229	132,606
214383	Caroline Williams	Assistant Principal	Assistant Principal	Martha M Ruggins School	98,357	6.885	10,818	1,428	9,622	3,541	689	1.229	132,606
144837	Jacqueline Davis	Assistant Principal	Assistant Principal	Washington Irving School	98,357	6.885	10,818	1,428	9,622	3,541	689	1.229	132,606
179145	Madee Williams-Wumberty	Assistant Principal	Assistant Principal	Francis Scott K1 School	98,357	6.885	10,818	1,428	9,622	3,541	689	1.229	132,606
444183	Francisco Leal	Assistant Principal	Assistant Principal	Louis Pasteur School	98,357	6.885	10,818	1,428	9,622	3,541	689	1.229	132,606
245085	Haic Casarez	Assistant Principal	Assistant Principal	Chicago Academy High School	98,588	6.900	10,841	1,429	9,622	3,548	690	1.229	132,606
244487	Deborah Joffe	Manager	Manager	City Wide Early Childhood	98,718	6.911	10,958	1,431	9,622	3,548	691	1.224	132,978
246649	Lynette Breen	Manager	Manager	City Wide Specialized Service	108,921	7.484	11,868	1,530	0	3,648	748	1.337	133,119
179077	Mary Walsh	Assistant Principal	Assistant Principal	Jonathan Bull School	98,718	6.911	10,958	1,431	9,622	3,548	691	1.224	132,978
481724	Amy Kumbaska	Assistant Principal	Assistant Principal	City Wide Specialized Service	108,921	7.484	11,868	1,530	0	3,648	748	1.337	133,119
134878	Carrie Bruno-Rud	Assistant Principal	Assistant Principal	City Wide Specialized Service	98,246	6.948	11,868	1,530	0	3,648	748	1.337	133,119
134878	Carrie Bruno-Rud	Assistant Principal	Assistant Principal	James Scholastic Academy	98,246	6.948	11,868	1,530	0	3,648	748	1.337	133,119
134878	Carrie Bruno-Rud	Assistant Principal	Assistant Principal	James Scholastic Academy	98,246	6.948	11,868	1,530	0	3,648	748	1.337	133,119
122521	Demco On	Assistant Principal	Assistant Principal	George Mearns School	99,798	6.948	11,868	1,530	0	3,648	748	1.337	133,119
213804	Rachel Iola	Assistant Principal	Assistant Principal	Thurgood Marshall Middle School	99,798	6.948	11,868	1,530	0	3,648	748	1.337	133,119

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Position Number	Name	Position Title	Job Title	Department Name	ANNUAL SALARY	7% PENSION PICK-UP	EMPL. OVER PENSION 11.1%	MEDICARE 1.45%	ESTIMATED MEDICAL	PAYROLL SICKLE VAC 3.85%	UNEMPLOYMENT INS 7.0%	WORKERS COMP 1.25%	TOTAL AMOUNT
122104	Peggy Burnett	Assistant Principal	Assistant Principal	John Hey Comm Academy School	99,268	6,949	11,019	1,439	9,822	3,574	695	1,241	133,806
140383	Anthony Vandenbos	Assistant Principal	Assistant Principal	William B Ogden School	99,268	6,949	11,019	1,439	9,822	3,574	695	1,241	133,806
140384	John G. Hargrett	Assistant Principal	Assistant Principal	Burns Greenwood School	99,268	6,949	11,019	1,439	9,822	3,574	695	1,241	133,806
212321	James C. Hargrett	Assistant Principal	Assistant Principal	Lebanon School	99,268	6,949	11,019	1,439	9,822	3,574	695	1,241	133,806
246961	Lawrence White	Assistant Principal	Assistant Principal	Lebanon School	99,268	6,949	11,019	1,439	9,822	3,574	695	1,241	133,806
262076	Karen Austin	Assistant Principal	Assistant Principal	Scott Jordan School	99,268	6,949	11,019	1,439	9,822	3,574	695	1,241	133,806
113220	Verneda Gue-Davis	Assistant Principal	Assistant Principal	Esmond School	99,268	6,949	11,019	1,439	9,822	3,574	695	1,241	133,806
124499	Tajana Nyhan	Assistant Principal	Assistant Principal	Anthony Overton School	99,268	6,949	11,019	1,439	9,822	3,574	695	1,241	133,806
119140	Sharon Travis	Assistant Principal	Assistant Principal	Ernest Louis Tl Magh/Sco Acad	99,268	6,949	11,019	1,439	9,822	3,574	695	1,241	133,806
127704	Dana Turner	Assistant Principal	Assistant Principal	John Fiske School	99,268	6,949	11,019	1,439	9,822	3,574	695	1,241	133,806
142883	Rolando Bacilio	Assistant Principal	Assistant Principal	Agustin Lora Academy	99,268	6,949	11,019	1,439	9,822	3,574	695	1,241	133,806
131920	Jose Tang	Assistant Principal	Assistant Principal	John B Murphy School	99,268	6,949	11,019	1,439	9,822	3,574	695	1,241	133,806
292542	Maria Velasquez	Assistant Principal	Assistant Principal	Theodore Roosevelt High School	107,011	7,491	11,878	1,552	9,822	3,852	749	1,338	133,870
292720	Barbara Karpouzian	Director of Counseling	Director of Counseling	Early College and Career	99,750	6,963	11,072	1,446	9,822	3,591	698	1,247	134,409
315126	Cheryl Jones	Instructional Support Leader	Instructional Support Leader	Rock Island Elementary Network	99,750	6,964	11,075	1,447	9,822	3,592	698	1,247	134,441
371536	Christy Lake	Manager Support Director	Manager Support Director	Rock Island Elementary Network	100,000	7,000	11,100	1,450	9,822	3,600	700	1,250	134,722
423037	Victoria Fox	Manager Support Director	Manager Support Director	Cherokee School	100,000	7,000	11,100	1,450	9,822	3,600	700	1,250	134,771
122907	Aska McCarthy	Assistant Principal	Assistant Principal	Fluence B Privt School	100,174	7,012	11,119	1,453	9,822	3,606	701	1,252	134,940
303327	Talisa Forey	Assistant Principal	Assistant Principal	Robert Fulton School	100,174	7,012	11,119	1,453	9,822	3,606	701	1,252	134,940
253506	Kwame Banya	Assistant Principal	Assistant Principal	Honore Mann School	100,174	7,012	11,119	1,453	9,822	3,606	701	1,252	134,940
147110	Elaine Bell	Assistant Principal	Assistant Principal	Norris Herpes Academic Center	100,174	7,012	11,119	1,453	9,822	3,606	701	1,252	134,940
122687	Mariene Vinquiry	Assistant Principal	Assistant Principal	Douglas Taylor School	100,174	7,012	11,119	1,453	9,822	3,606	701	1,252	134,940
403473	Cynthia Trushett	Assistant Principal	Assistant Principal	Myra Branwell Arts & So Acad	100,174	7,012	11,119	1,453	9,822	3,606	701	1,252	134,940
135140	Maura Mullough	Assistant Principal	Assistant Principal	William F Frick School	100,174	7,012	11,119	1,453	9,822	3,606	701	1,252	134,940
130888	Cassandra Davis	Assistant Principal	Assistant Principal	Carle G Woodson South	100,174	7,012	11,119	1,453	9,822	3,606	701	1,252	134,940
216882	Vanessa Nelson-Peters	Assistant Principal	Assistant Principal	Stephen F Gale Comm Academy	100,174	7,012	11,119	1,453	9,822	3,606	701	1,252	134,940
149870	Diana Jones	Assistant Principal	Assistant Principal	Donald L Morris Mh/Soc Svc S	100,174	7,012	11,119	1,453	9,822	3,606	701	1,252	134,940
411897	Wanda Williams	Assistant Principal	Assistant Principal	John Marshall Metro High Schoo	100,174	7,012	11,119	1,453	9,822	3,606	701	1,252	134,940
142812	Wanda Williams	Assistant Principal	Assistant Principal	John Marshall Metro High Schoo	100,174	7,012	11,119	1,453	9,822	3,606	701	1,252	134,940
442104	Carmel Rometz	Assistant Principal	Assistant Principal	Myra Branwell Arts & So Acad	100,174	7,012	11,119	1,453	9,822	3,606	701	1,252	134,940
128274	Sergio Ramirez	Assistant Principal	Assistant Principal	Ernest Tord School	100,174	7,012	11,119	1,453	9,822	3,606	701	1,252	134,940
147481	Raynet Walls	Assistant Principal	Assistant Principal	Alexandro Volta School	100,174	7,012	11,119	1,453	9,822	3,606	701	1,252	134,940
307882	Carol King	Assistant Principal	Assistant Principal	Northside Learning Center	100,174	7,012	11,119	1,453	9,822	3,606	701	1,252	134,940
441937	Claudia Sanchez	Assistant Principal	Assistant Principal	Alexander Von Humboldt School	100,174	7,012	11,119	1,453	9,822	3,606	701	1,252	134,940
398912	Carmen Blauk	Assistant Principal	Assistant Principal	Lynn Turnbull School	100,174	7,012	11,119	1,453	9,822	3,606	701	1,252	134,940
115402	Kenneth Harper-Young	Assistant Principal	Assistant Principal	Brighton Park School	100,174	7,012	11,119	1,453	9,822	3,606	701	1,252	134,940
142826	Wanda Cruz	Assistant Principal	Assistant Principal	Fisher Park School	100,174	7,012	11,119	1,453	9,822	3,606	701	1,252	134,940
133460	Luella Whitehouse	Assistant Principal	Assistant Principal	Oncho Academy	100,174	7,012	11,119	1,453	9,822	3,606	701	1,252	134,940
133460	Luella Whitehouse	Assistant Principal	Assistant Principal	Oncho Academy	100,174	7,012	11,119	1,453	9,822	3,606	701	1,252	134,940
142914	Philo Yarnok	Assistant Principal	Assistant Principal	Clear Daycrest School	100,174	7,012	11,119	1,453	9,822	3,606	701	1,252	134,940
158025	Ches Tomney	Assistant Principal	Assistant Principal	Joseph Station School	100,174	7,012	11,119	1,453	9,822	3,606	701	1,252	134,940
213625	Tonya Hemmiker	Assistant Principal	Assistant Principal	Rodale Leland Bl & Irvin Ct	100,174	7,012	11,119	1,453	9,822	3,606	701	1,252	134,940
246450	Louise Davitt	Assistant Principal	Assistant Principal	Rodale Leland Bl & Irvin Ct	100,174	7,012	11,119	1,453	9,822	3,606	701	1,252	134,940
125254	Walter Yarnok	Assistant Principal	Assistant Principal	Avlon Park School	100,174	7,012	11,119	1,453	9,822	3,606	701	1,252	134,940
374553	Melissa Gude	Assistant Principal	Assistant Principal	Avlon Park School	100,174	7,012	11,119	1,453	9,822	3,606	701	1,252	134,940
119315	Alana White	Assistant Principal	Assistant Principal	Stephen K Hart School	100,174	7,012	11,119	1,453	9,822	3,606	701	1,252	134,940
451370	Doreen Rader	Assistant Principal	Assistant Principal	Isabel C Okereke School	100,174	7,012	11,119	1,453	9,822	3,606	701	1,252	134,940
127012	Chyle Wever	Assistant Principal	Assistant Principal	Isabel C Okereke School	100,174	7,012	11,119	1,453	9,822	3,606	701	1,252	134,940
117192	Nicole Mallory	Assistant Principal	Assistant Principal	Isabel C Okereke School	100,174	7,012	11,119	1,453	9,822	3,606	701	1,252	134,940
240278	Eliot Alford	Assistant Principal	Assistant Principal	Brian Puckett School	100,174	7,012	11,119	1,453	9,822	3,606	701	1,252	134,940
450378	James Clark	Assistant Principal	Assistant Principal	New Field School	100,174	7,012	11,119	1,453	9,822	3,606	701	1,252	134,940
129172	Jeffrey Atwood	Assistant Principal	Assistant Principal	New Field School	100,174	7,012	11,119	1,453	9,822	3,606	701	1,252	134,940
419848	Michelle Bruha	Assistant Principal	Assistant Principal	Mary G Peterson School	100,174	7,012	11,119	1,453	9,822	3,606	701	1,252	134,940
455387	Paula Holub	Assistant Principal	Assistant Principal	Mary G Peterson School	100,174	7,012	11,119	1,453	9,822	3,606	701	1,252	134,940
243341	Sam Caplan	Assistant Principal	Assistant Principal	William H Ritz School	100,174	7,012	11,119	1,453	9,822	3,606	701	1,252	134,940
143009	Sandra Demme-Remy	Assistant Principal	Assistant Principal	William H Ritz School	100,174	7,012	11,119	1,453	9,822	3,606	701	1,252	134,940
143009	Wanda Hill	Assistant Principal	Assistant Principal	William H Ritz School	100,174	7,012	11,119	1,453	9,822	3,606	701	1,252	134,940
132751	Brenda Parker-Owens	Assistant Principal	Assistant Principal	Chief Area Office 24	101,178	7,082	11,220	1,467	9,822	3,842	708	1,265	136,193
126495	Terri Johnson	Assistant Principal	Assistant Principal	R Nathaniel Dean School	101,178	7,082	11,220	1,467	9,822	3,842	708	1,265	136,193
114126	Heidi Johnson	Assistant Principal	Assistant Principal	Simpson Academy for Young Women	101,178	7,082	11,220	1,467	9,822	3,842	708	1,265	136,193
408848	Karrie Ann	Assistant Principal	Assistant Principal	Evelyn D Davis School	101,178	7,082	11,220	1,467	9,822	3,842	708	1,265	136,193
408848	Karrie Ann	Assistant Principal	Assistant Principal	Alex C Leming School	101,178	7,082	11,220	1,467	9,822	3,842	708	1,265	136,193
408155	Natasha Love	Assistant Principal	Assistant Principal	Thomas J Warren School	101,178	7,082	11,220	1,467	9,822	3,842	708	1,265	136,193
331186	Janet Fennell	Assistant Principal	Assistant Principal	Chase Park School	101,178	7,082	11,220	1,467	9,822	3,842	708	1,265	136,193
298935	Alfreda Brown-Busca	Assistant Principal	Assistant Principal	Christina Miller School	101,178	7,082	11,220	1,467	9,822	3,842	708	1,265	136,193
		Assistant Principal	Assistant Principal	John J Pennington Mag School	101,178	7,082	11,220	1,467	9,822	3,842	708	1,265	136,193
		Assistant Principal	Assistant Principal	John Whittier School	101,178	7,082	11,220	1,467	9,822	3,842	708	1,265	136,193

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Position Number	Name	Position Title	Job Title	Department Name	ANNUAL SALARY	7% PENSION PICK-UP	EMPLOYER REVISION 11.1%	MEDICARE 1.45%	ESTIMATED MEDICAL	PAYOFF SICK & VAC 3.65%	UNEMPLOYMENT INS. 2.75%	WORKERS COMP 1.25%	TOTAL AMOUNT
204836	Teresa Chrobak-Prince	Assistant Principal	Assistant Principal	Michael M Dyma School	109,028	7,633	12,103	1,581	0	3,925	763	1,363	138,407
115479	Jennifer Lunnick	Assistant Principal	Assistant Principal	Hony Clay School	109,028	7,633	12,103	1,581	0	3,925	763	1,363	138,407
131648	Donc Wilson	Assistant Principal	Assistant Principal	Alexander Graham School	109,028	7,633	12,103	1,581	0	3,925	763	1,363	138,407
118213	Leslie Foster	Assistant Principal	Assistant Principal	Gurmit A Morgan School	101,354	7,095	11,283	1,474	9,622	3,649	709	1,267	136,416
455469	Jesh Royce	Director of S.T.E.M.	Director of S.T.E.M.	Office of So Tech Eng. Math	101,652	7,116	11,283	1,474	9,622	3,649	712	1,271	136,789
289137	Linda Mueller	Manager - Tch	Manager	Talent Office	101,753	7,123	11,285	1,475	9,622	3,653	712	1,272	136,915
241772	Linda Henry-Mozarty	Manager	City Wide Special Ed Resources	City Wide Special Ed Resources	101,772	7,124	11,287	1,476	9,622	3,664	712	1,272	136,940
455388	Teresa Chrobak-Prince	Assistant Principal	Assistant Principal	Russell-Henri Laverette EL Network	102,116	7,124	11,287	1,476	9,622	3,664	712	1,272	136,940
118448	Barbara Alkhalaf-Synth	Assistant Principal	Assistant Principal	A. F. Hester Elementary Network	102,116	7,124	11,287	1,476	9,622	3,664	712	1,272	136,940
139110	Cynthia Greber	Assistant Principal	Assistant Principal	Abraham Lincoln School	102,116	7,148	11,325	1,481	9,622	3,676	715	1,278	137,369
112959	Kennedy Henderson	Assistant Principal	Assistant Principal	Amos A. Strupp School	102,116	7,148	11,325	1,481	9,622	3,676	715	1,278	137,369
120777	Maria Novillo	Assistant Principal	Assistant Principal	James Ward School	102,116	7,148	11,325	1,481	9,622	3,676	715	1,278	137,369
119178	Theresa Lyle	Assistant Principal	Assistant Principal	Benjamin Banneker School	102,116	7,148	11,325	1,481	9,622	3,676	715	1,278	137,369
131582	Cynthia Zickler	Assistant Principal	Assistant Principal	Jordan Community School	102,116	7,148	11,325	1,481	9,622	3,676	715	1,278	137,369
405550	Elizabeth Nasser	Assistant Principal	Assistant Principal	Mark Sheridan Math & Sci Acad	102,116	7,148	11,325	1,481	9,622	3,676	715	1,278	137,369
441857	Linda Montes	Assistant Principal	Assistant Principal	Albert R. Saban Magnet School	102,116	7,148	11,325	1,481	9,622	3,676	715	1,278	137,369
246446	Robert Chen	Assistant Principal	Assistant Principal	Ir J. Aldridge School	102,118	7,148	11,335	1,481	9,622	3,676	715	1,278	137,369
136455	Carmen Melare	Assistant Principal	Assistant Principal	Hester Gregory School	102,118	7,148	11,335	1,481	9,622	3,676	715	1,278	137,369
280111	Angela Pickett, Jr	Assistant Principal	Assistant Principal	Jessie Cruz De Dominguez Sch	102,118	7,148	11,335	1,481	9,622	3,676	715	1,278	137,369
443829	Andrea Beach	Assistant Principal	Assistant Principal	Arthur R. Adine 2 nd School	102,118	7,148	11,335	1,481	9,622	3,676	715	1,278	137,369
432038	Angela Beach	Assistant Principal	Assistant Principal	Arthur R. Adine 2 nd School	102,353	7,148	11,335	1,481	9,622	3,676	715	1,278	137,369
432040	Eugene Crawford	Management Support Director	Management Support Director	Chief Area Office 16	110,367	7,726	12,251	1,600	0	3,973	775	1,348	137,665
455335	Donna Thigpen	Management Support Director	Management Support Director	Chief Area Office 23	102,773	7,184	11,408	1,480	9,622	3,700	719	1,285	138,191
455352	Cassandra Galesque	Instructional Support Leader	Instructional Support Leader	Enginewood-Graham EL Network	102,773	7,184	11,408	1,480	9,622	3,700	719	1,285	138,191
371511	Carilyn Kirkby	Instructional Support Leader	Instructional Support Leader	Carroll-Humboldt EL Network	102,954	7,207	11,428	1,483	9,622	3,700	721	1,287	138,417
432009	Edith Zayas	Due Process & Mediation Mgr	Due Process & Mediation Mgr	Due Process/Mediation	102,954	7,207	11,428	1,483	9,622	3,700	721	1,287	138,417
124520	Doree Weiss	Management Support Director	Management Support Director	Chief Area Office 17	103,031	7,212	11,438	1,484	9,622	3,709	721	1,288	138,536
147608	Julie Lee	Assistant Principal	Assistant Principal	Namuel Greene School	103,041	7,213	11,438	1,484	9,622	3,709	721	1,288	138,536
32189	Mark Simmons	Assistant Principal	Assistant Principal	M. Jean De Lafayette School	103,041	7,213	11,438	1,484	9,622	3,709	721	1,288	138,536
148148	Ruth Markle	Assistant Principal	Assistant Principal	John D. Shapp School	103,041	7,213	11,438	1,484	9,622	3,709	721	1,288	138,536
117011	Rene Carter	Assistant Principal	Assistant Principal	Calumet Explorers Academy	103,041	7,213	11,438	1,484	9,622	3,709	721	1,288	138,536
121903	Rajani Davis	Assistant Principal	Assistant Principal	John H. Williams School	103,041	7,213	11,438	1,484	9,622	3,709	721	1,288	138,536
116890	Carol Devena-Pak	Assistant Principal	Assistant Principal	Mount Vernon School	111,012	7,771	12,322	1,610	0	3,986	777	1,368	139,875
455331	Margaret McGrogger	Instructional Support Leader	Instructional Support Leader	Daniel J. Conroy School	103,772	7,794	11,518	1,605	9,622	3,726	728	1,297	139,441
392516	Julie Burnett	Instructional Support Leader	Instructional Support Leader	Ravenwood-Ridge Elem Network	104,000	7,800	11,544	1,608	9,622	3,744	728	1,297	139,441
258895	Debra Turner	De-Cur Innovation & Reform	De-Cur Innovation & Reform	Chief Area Office 15	104,000	7,800	11,544	1,608	9,622	3,744	728	1,297	139,441
138745	Maena Leon	Assistant Principal	Assistant Principal	Joseph Warren School	104,000	7,800	11,544	1,608	9,622	3,744	728	1,297	139,441
341045	Michelle Stiles	Assistant Principal	Assistant Principal	Anne Keller Right Gut Mag. Sc	104,000	7,800	11,544	1,608	9,622	3,744	728	1,297	139,441
145986	Hector Quiroz	Assistant Principal	Assistant Principal	Albany Park Multi Acad School	104,000	7,800	11,544	1,608	9,622	3,744	728	1,297	139,441
130181	Fernando Soto	Assistant Principal	Assistant Principal	Alice E. Barnard Demo Int'l/SC C	104,000	7,800	11,544	1,608	9,622	3,744	728	1,297	139,441
227917	Louise Mery	Assistant Principal	Assistant Principal	Brenton Le Ann Center	104,000	7,800	11,544	1,608	9,622	3,744	728	1,297	139,441
129914	Vivian Moore	Assistant Principal	Assistant Principal	Charles S. Schwab School	104,000	7,800	11,544	1,608	9,622	3,744	728	1,297	139,441
253358	Swain Poyer	Assistant Principal	Assistant Principal	Ted Leman Regional Craft Cen	104,000	7,800	11,544	1,608	9,622	3,744	728	1,297	139,441
140886	Sherrice Freney	Assistant Principal	Assistant Principal	Kurt S. Karpoff School	104,000	7,800	11,544	1,608	9,622	3,744	728	1,297	139,441
124722	Michelle Abbey-Engelman	Assistant Principal	Assistant Principal	Harriet Beecher Stowe School	104,000	7,800	11,544	1,608	9,622	3,744	728	1,297	139,441
127284	Debra Obernaird	Assistant Principal	Assistant Principal	Joseph Kettman Corp Comm. Sch	104,000	7,800	11,544	1,608	9,622	3,744	728	1,297	139,441
448744	Jeffrey Blum	Assistant Principal	Assistant Principal	North River School	104,000	7,800	11,544	1,608	9,622	3,744	728	1,297	139,441
448745	Matthew Curtis	Assistant Principal	Assistant Principal	Charm Comm. Acad Fine Arts C	104,000	7,800	11,544	1,608	9,622	3,744	728	1,297	139,441
402768	Andrea Krasner	Assistant Principal	Assistant Principal	Thomas A. Edson Reg. Gifted C	104,000	7,800	11,544	1,608	9,622	3,744	728	1,297	139,441
442850	Ann Thayer	Assistant Principal	Assistant Principal	Walwood School	104,023	7,800	11,545	1,608	9,622	3,744	728	1,297	139,441
132473	Rosalyn Williams	Assistant Principal	Assistant Principal	John Marshall Mem High School	104,023	7,800	11,545	1,608	9,622	3,744	728	1,297	139,441
128700	Erin Fernald	Assistant Principal	Assistant Principal	John Marshall Mem High School	104,023	7,800	11,545	1,608	9,622	3,744	728	1,297	139,441
129384	Christina Padgett	Assistant Principal	Assistant Principal	Charm Comm. Acad Fine Arts C	104,023	7,800	11,545	1,608	9,622	3,744	728	1,297	139,441
431574	Christopher Estes	Assistant Principal	Assistant Principal	Walwood School	104,023	7,800	11,545	1,608	9,622	3,744	728	1,297	139,441
131762	Bonnie Cronin	Assistant Principal	Assistant Principal	George Armstrong School	104,023	7,800	11,545	1,608	9,622	3,744	728	1,297	139,441
128476	Janet Ogden	Assistant Principal	Assistant Principal	David G. Fernald Career Acad	104,023	7,800	11,545	1,608	9,622	3,744	728	1,297	139,441
132344	Leah Pugh	Assistant Principal	Assistant Principal	Team Academics Translition HS	104,023	7,800	11,545	1,608	9,622	3,744	728	1,297	139,441
120334	Leah Pugh	Assistant Principal	Assistant Principal	Walwood School	104,023	7,800	11,545	1,608	9,622	3,744	728	1,297	139,441
111818	Roberto Pineda	Assistant Principal	Assistant Principal	Walwood School	104,023	7,800	11,545	1,608	9,622	3,744	728	1,297	139,441

Certified Administrators Salary and Compensation Report
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Personnel Number	Name	Position Title	Job Title	Department Name	ANNUAL SALARY	7% PENSION PAYS UP	EMPLOYER PENSION 11.1%	MEDICARE 1.45%	ESTIMATED MEDICAL	PAYOUT SICK VAC 3.67%	UNEMPLOYMENT INS 7.75%	WORKERS COMP 1.25%	TOTAL AMOUNT
129612	Adrienne Sanchez	Assistant Principal	Assistant Principal	Flannery Northgate School	104.023	7,282	11,547	1,508	9,622	3,745	728	728	1,300,139,755
204971	Michael Washington	Assistant Principal	Assistant Principal	Water Payton College Prep HS	104.023	7,282	11,547	1,508	9,622	3,745	728	728	1,300,139,755
445238	Rainonda Williams	Assistant Principal	Assistant Principal	Or Academy	104.023	7,282	11,547	1,508	9,622	3,745	728	728	1,300,139,755
126403	Rainonda Williams	Assistant Principal	Assistant Principal	Neal P. Simonson Voc High School	104.023	7,282	11,547	1,508	9,622	3,745	728	728	1,300,139,755
112581	Michael Cox	Assistant Principal	Assistant Principal	Lake View High School	104.023	7,282	11,547	1,508	9,622	3,745	728	728	1,300,139,755
288079	Maribou Nelson	Assistant Principal	Assistant Principal	East Flagg Young School	104.023	7,282	11,547	1,508	9,622	3,745	728	728	1,300,139,755
176200	Kevin Wilson	Assistant Principal	Assistant Principal	St. Mary's Academy	104.023	7,282	11,547	1,508	9,622	3,745	728	728	1,300,139,755
412629	Jaden Wake	Assistant Principal	Assistant Principal	King Seaboard Coastal Magnet	104.023	7,282	11,547	1,508	9,622	3,745	728	728	1,300,139,755
129617	Kevin Tate	Assistant Principal	Assistant Principal	George Washington High School	104.023	7,282	11,547	1,508	9,622	3,745	728	728	1,300,139,755
123254	Stacy Straguluz	Assistant Principal	Assistant Principal	Edwin G. Forman High School	104.023	7,282	11,547	1,508	9,622	3,745	728	728	1,300,139,755
144824	Doreen Anderson	Assistant Principal	Assistant Principal	Herman Community Academy HS	104.023	7,282	11,547	1,508	9,622	3,745	728	728	1,300,139,755
442103	Doreen Anderson	Assistant Principal	Assistant Principal	Arnold Minnie Academy	104.023	7,282	11,547	1,508	9,622	3,745	728	728	1,300,139,755
259831	Bruce Laboy	Assistant Principal	Assistant Principal	Michelle Clark Acad Prep Mag H	104.023	7,282	11,547	1,508	9,622	3,745	728	728	1,300,139,755
113848	Ebora McDonald	Assistant Principal	Assistant Principal	Dieter R. Cameron School	104.023	7,282	11,547	1,508	9,622	3,745	728	728	1,300,139,755
112711	Pebble Jackson	Assistant Principal	Assistant Principal	William H. Stewart Com Arts Acad	104.023	7,282	11,547	1,508	9,622	3,745	728	728	1,300,139,755
403328	Susan Daily Rodriguez	Assistant Principal	Assistant Principal	James Shields School	104.023	7,282	11,547	1,508	9,622	3,745	728	728	1,300,139,755
137480	Jason McInnes	Assistant Principal	Assistant Principal	Roberts Edwards School	104.023	7,282	11,547	1,508	9,622	3,745	728	728	1,300,139,755
423117	Guadalupe Perez	Assistant Principal	Assistant Principal	Mary Lynn School	104.023	7,282	11,547	1,508	9,622	3,745	728	728	1,300,139,755
132499	Aronny Rodriguez	Assistant Principal	Assistant Principal	Harper High School	104.023	7,282	11,547	1,508	9,622	3,745	728	728	1,300,139,755
438813	Chad Adams	Assistant Principal	Assistant Principal	Charles P. Shennett Academic C	104.023	7,282	11,547	1,508	9,622	3,745	728	728	1,300,139,755
144274	Jamie Jaramila	Assistant Principal	Assistant Principal	St. Vincent Stearns HS	104.023	7,282	11,547	1,508	9,622	3,745	728	728	1,300,139,755
119661	Christine Wrenn	Assistant Principal	Assistant Principal	Robert C. Williams Acad HS	104.023	7,282	11,547	1,508	9,622	3,745	728	728	1,300,139,755
130426	Christine Wrenn	Assistant Principal	Assistant Principal	William H. Wells Comm Acad HS	104.023	7,282	11,547	1,508	9,622	3,745	728	728	1,300,139,755
142424	Remy Washington	Assistant Principal	Assistant Principal	Morgan Park High School	104.023	7,282	11,547	1,508	9,622	3,745	728	728	1,300,139,755
287113	Ronald Varney	Assistant Principal	Assistant Principal	Little View High School	104.023	7,282	11,547	1,508	9,622	3,745	728	728	1,300,139,755
372199	Timothy Shekell	Assistant Principal	Assistant Principal	Christian Fenger Academy	104.023	7,282	11,547	1,508	9,622	3,745	728	728	1,300,139,755
405465	Andrew Babalouni	Assistant Principal	Assistant Principal	Road Annandale High School	104.023	7,282	11,547	1,508	9,622	3,745	728	728	1,300,139,755
127283	Elizabeth Brown	Assistant Principal	Assistant Principal	Lynch Park High School	104.023	7,282	11,547	1,508	9,622	3,745	728	728	1,300,139,755
448834	Tyisha Jackson	Assistant Principal	Assistant Principal	Christian Fenger Academy	104.023	7,282	11,547	1,508	9,622	3,745	728	728	1,300,139,755
205150	Janine Crossin	Assistant Principal	Assistant Principal	Clemente Acad Academy	104.023	7,282	11,547	1,508	9,622	3,745	728	728	1,300,139,755
138866	Ebuna Ghobson	Assistant Principal	Assistant Principal	Albert G. Linn Tech High School	104.023	7,282	11,547	1,508	9,622	3,745	728	728	1,300,139,755
288433	Lea Mastopovic	Assistant Principal	Assistant Principal	Harper High School	104.023	7,282	11,547	1,508	9,622	3,745	728	728	1,300,139,755
310833	Meghan Duffy	Assistant Principal	Assistant Principal	Henry D. Uihly School	104.023	7,282	11,547	1,508	9,622	3,745	728	728	1,300,139,755
117196	Guillermo Gonzalez	Assistant Principal	Assistant Principal	Adri E. Stevenson School	104.023	7,282	11,547	1,508	9,622	3,745	728	728	1,300,139,755
421426	Tom Spallman	Assistant Principal	Assistant Principal	Wesley Carter Comm Academy HS	104.023	7,282	11,547	1,508	9,622	3,745	728	728	1,300,139,755
137480	Tom Spallman	Assistant Principal	Assistant Principal	Wesley Carter Comm Academy HS	104.023	7,282	11,547	1,508	9,622	3,745	728	728	1,300,139,755
255149	Lynda Merritt	Director of Student Scheduling	Director of Student Scheduling	Wesley Carter Comm Academy HS	104.291	7,282	11,547	1,508	9,622	3,745	728	728	1,300,139,952
130090	Salvatore Cannito	Assistant Principal	Assistant Principal	City View Community School	104.291	7,282	11,547	1,508	9,622	3,745	728	728	1,300,140,228
287335	Elva Roca	Assistant Principal	Assistant Principal	George B. Shaw Specialty Schoo	112.091	7,848	12,442	1,625	0	0	785	785	1,401,140,228
132471	Kelly Thayer	Assistant Principal	Assistant Principal	Lowell Parker School	112.091	7,848	12,442	1,625	0	0	785	785	1,401,140,228
137027	Theodore Allen	Assistant Principal	Assistant Principal	Lillian R. Nicholson Sch-Int'ns	112.102	7,847	12,442	1,625	0	0	785	785	1,401,140,228
455376	Trinidad Larrin	Instructional Support Leader	Instructional Support Leader	Chickling Memorial Com Acad Sch	104.499	7,315	11,599	1,515	9,622	3,762	731	731	1,300,140,554
455331	Valerie Oels	Instructional Support Leader	Instructional Support Leader	O'Hare Elementary Newark	104.862	7,328	11,617	1,518	9,622	3,768	733	733	1,300,140,554
130475	Harnett Joyner	Assistant Principal	Assistant Principal	Burnham Park Elementary Newark	105.047	7,353	11,660	1,523	9,622	3,782	735	735	1,313,141,026
201341	Debbie Mulvaney	Assistant Principal	Assistant Principal	Craig Alford School	105.047	7,353	11,660	1,523	9,622	3,782	735	735	1,313,141,026
268442	Daphne Sherrod	Assistant Principal	Assistant Principal	Christal Ertiger School	105.047	7,353	11,660	1,523	9,622	3,782	735	735	1,313,141,026
145008	Dawn Orlando	Assistant Principal	Assistant Principal	Jess Ward Howe School	105.047	7,353	11,660	1,523	9,622	3,782	735	735	1,313,141,026
384453	Jenna Douglas	Assistant Principal	Assistant Principal	Greene Stewart School	105.047	7,353	11,660	1,523	9,622	3,782	735	735	1,313,141,026
128440	Regina Orlery	Assistant Principal	Assistant Principal	James MacIntyre Special Schoo	105.047	7,353	11,660	1,523	9,622	3,782	735	735	1,313,141,026
128441	Daphne Hester	Assistant Principal	Assistant Principal	Greene Stewart School	105.047	7,353	11,660	1,523	9,622	3,782	735	735	1,313,141,026
120881	Leah Schrammer	Assistant Principal	Assistant Principal	James MacIntyre Special Schoo	105.047	7,353	11,660	1,523	9,622	3,782	735	735	1,313,141,026
112565	Evangelina Charamubari	Assistant Principal	Assistant Principal	Laura Viegas Academy	105.047	7,353	11,660	1,523	9,622	3,782	735	735	1,313,141,026
114373	Stephan Lopez	Assistant Principal	Assistant Principal	Laura Viegas Academy	105.047	7,353	11,660	1,523	9,622	3,782	735	735	1,313,141,026
118438	Henry Luffow	Assistant Principal	Assistant Principal	John W. Gandy School	105.047	7,353	11,660	1,523	9,622	3,782	735	735	1,313,141,026
147314	Anne Roberts	Assistant Principal	Assistant Principal	Gravette T. Wosh Int'ns Com Ac	105.047	7,353	11,660	1,523	9,622	3,782	735	735	1,313,141,026
154113	Seren Murchison	Assistant Principal	Assistant Principal	John C. Davis School	105.047	7,353	11,660	1,523	9,622	3,782	735	735	1,313,141,026
138884	Monica Miley-Lucero	Assistant Principal	Assistant Principal	Norman S. Davis School & Annex	113.260	7,829	12,372	1,642	0	0	783	783	1,418,141,089
295334	Dia Jarama	Assistant Principal	Assistant Principal	Or Academy	113.260	7,829	12,372	1,642	0	0	783	783	1,418,141,089
455334	Edgar Prieto	Assistant Principal	Assistant Principal	William G. Hebbard School	105.772	7,413	11,741	1,534	9,622	3,806	740	740	1,322,141,943
429447	Linda Sereff	Instructional Support Leader	Instructional Support Leader	Edgewood-Capitulum EL Newark	105.903	7,413	11,741	1,534	9,622	3,806	740	740	1,322,141,943
143783	Shem Dunnes	Assistant Principal	Assistant Principal	Cher Ann Office)	105.903	7,413	11,741	1,534	9,622	3,806	740	740	1,322,141,943
429447	Jeannette Morris	Assistant Principal	Assistant Principal	Eli Whitney School	105.908	7,420	11,746	1,537	9,622	3,816	742	742	1,325,142,223
143336	Vanessa Unzueta	Assistant Principal	Assistant Principal	Earl G. Hancock HS	105.908	7,420	11,746	1,537	9,622	3,816	742	742	1,325,142,223
118431	Kathy Daniels	Assistant Principal	Assistant Principal	John P. Alford School	105.908	7,420	11,746	1,537	9,622	3,816	742	742	1,325,142,223
118431	Kathy Daniels	Assistant Principal	Assistant Principal	Paul C. Schaefer School	105.908	7,420	11,746	1,537	9,622	3,816	742	742	1,325,142,223
214834	Bruce Trachsel	Assistant Principal	Assistant Principal	Northside School	105.908	7,420	11,746	1,537	9,622	3,816	742	742	1,325,142,223

Centred Administrations Salary and Compensation Report
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Position Number	Name	Position Title	Job Title	ANNUAL SALARY	ZS PENSION PICK-UP	EMPLOYER PENSION 11.1%	MEDICARE (4.5%)	ESTIMATED MEDICAL	PAYOUT SACKL VAC 3.66%	UNEMPLOYMENT INS 7.8%	WORKERS COMP 1.26%	TOTAL AMOUNT
124542	Lennard Fouté	Assistant Principal	Assistant Principal	105,996	7,420	11,786	1,537	9,622	3,916	742	1,325	142,223
320786	Collette Laurent	Assistant Principal	Assistant Principal	105,996	7,420	11,786	1,537	9,622	3,916	742	1,325	142,223
118273	Luz Borges-Caraballo	Assistant Principal	Assistant Principal	105,996	7,420	11,786	1,537	9,622	3,916	742	1,325	142,223
204648	Liam Luu	Assistant Principal	Assistant Principal	105,996	7,420	11,786	1,537	9,622	3,916	742	1,325	142,223
144817	Anne Caplan	Assistant Principal	Assistant Principal	105,996	7,420	11,786	1,537	9,622	3,916	742	1,325	142,223
147425	Juan Perrotas	Assistant Principal	Assistant Principal	105,996	7,420	11,786	1,537	9,622	3,916	742	1,325	142,223
121746	Brendan O'Laughlin	Assistant Principal	Assistant Principal	105,996	7,420	11,786	1,537	9,622	3,916	742	1,325	142,223
136240	Peggy Brodnick	Assistant Principal	Assistant Principal	105,996	7,420	11,786	1,537	9,622	3,916	742	1,325	142,223
136049	Ingrid Valenzuela	Assistant Principal	Assistant Principal	105,996	7,420	11,786	1,537	9,622	3,916	742	1,325	142,223
118968	El Roy Estes	Assistant Principal	Assistant Principal	105,996	7,420	11,786	1,537	9,622	3,916	742	1,325	142,223
128101	Robert Pierra	Assistant Principal	Assistant Principal	105,996	7,420	11,786	1,537	9,622	3,916	742	1,325	142,223
122695	Robert Sica	Assistant Principal	Assistant Principal	105,996	7,420	11,786	1,537	9,622	3,916	742	1,325	142,223
118898	Sherron Hilly-Jones	Assistant Principal	Assistant Principal	105,996	7,420	11,786	1,537	9,622	3,916	742	1,325	142,223
118127	Cheryl Williams	Assistant Principal	Assistant Principal	105,996	7,420	11,786	1,537	9,622	3,916	742	1,325	142,223
304661	Melissa Stenger	Acting Assistant Principal	Acting Assistant Principal	105,996	7,420	11,786	1,537	9,622	3,916	742	1,325	142,223
444250	James Barret	Assistant Principal	Assistant Principal	105,996	7,420	11,786	1,537	9,622	3,916	742	1,325	142,223
144527	Elen Toledo	Assistant Principal	Assistant Principal	105,996	7,420	11,786	1,537	9,622	3,916	742	1,325	142,223
118070	James Gray	Principal	Principal	114,318	8,002	12,689	1,658	0	4,115	800	1,429	143,012
408604	Everlyn Rande-Robbins	Principal	Principal	114,318	8,002	12,689	1,658	0	4,115	800	1,429	143,012
126261	Pamela Brette	Principal	Principal	114,318	8,002	12,689	1,658	0	4,115	800	1,429	143,012
127467	Keays Sadler	Principal	Principal	114,318	8,002	12,689	1,658	0	4,115	800	1,429	143,012
118193	Rona Simmons	Assistant Principal	Assistant Principal	106,821	7,484	11,868	1,550	9,622	3,849	748	1,337	143,380
121270	Michele Samborn	Assistant Principal	Assistant Principal	106,821	7,484	11,868	1,550	9,622	3,849	748	1,337	143,380
133398	Nicole Neal	Assistant Principal	Assistant Principal	106,821	7,484	11,868	1,550	9,622	3,849	748	1,337	143,380
132498	Lena Camacho	Assistant Principal	Assistant Principal	106,821	7,484	11,868	1,550	9,622	3,849	748	1,337	143,380
113154	La-Kisha Thigpen	Assistant Principal	Assistant Principal	106,821	7,484	11,868	1,550	9,622	3,849	748	1,337	143,380
148513	Sylvia Hooge	Assistant Principal	Assistant Principal	106,821	7,484	11,868	1,550	9,622	3,849	748	1,337	143,380
139244	Tina Garfield	Assistant Principal	Assistant Principal	106,821	7,484	11,868	1,550	9,622	3,849	748	1,337	143,380
126209	Justin Gaston	Assistant Principal	Assistant Principal	106,821	7,484	11,868	1,550	9,622	3,849	748	1,337	143,380
118659	Bursh White-James	Assistant Principal	Assistant Principal	106,821	7,484	11,868	1,550	9,622	3,849	748	1,337	143,380
118898	Elton Robinson	Assistant Principal	Assistant Principal	106,821	7,484	11,868	1,550	9,622	3,849	748	1,337	143,380
298198	Alison Morrison	Assistant Principal	Assistant Principal	108,921	7,844	11,878	1,552	9,622	3,852	748	1,338	143,692
131646	Shara Pflaum	Assistant Principal	Assistant Principal	108,921	7,844	11,878	1,552	9,622	3,852	748	1,338	143,692
120307	Jane Penn	10 Month Top Hagan	Assistant Principal	107,011	7,811	11,878	1,552	9,622	3,852	749	1,338	143,692
121648	Jorge Sells	Assistant Principal	Assistant Principal	107,011	7,811	11,878	1,552	9,622	3,852	749	1,338	143,692
453148	Melanie Beatty-Sevni	Assistant Principal	Assistant Principal	107,011	7,811	11,878	1,552	9,622	3,852	749	1,338	143,692
118278	Carolyn Round	Assistant Principal	Assistant Principal	107,011	7,811	11,878	1,552	9,622	3,852	749	1,338	143,692
140051	Marilyn Boyd	Assistant Principal	Assistant Principal	107,011	7,811	11,878	1,552	9,622	3,852	749	1,338	143,692
144727	Kimberly Davis	Assistant Principal	Assistant Principal	107,011	7,811	11,878	1,552	9,622	3,852	749	1,338	143,692
443514	Ineh Sadiq	Assistant Principal	Assistant Principal	107,011	7,811	11,878	1,552	9,622	3,852	749	1,338	143,692
118223	Erika Foreman	Assistant Principal	Assistant Principal	107,011	7,811	11,878	1,552	9,622	3,852	749	1,338	143,692
307780	Goale Keen	Assistant Principal	Assistant Principal	107,011	7,811	11,878	1,552	9,622	3,852	749	1,338	143,692
124487	Laura Lemone	Assistant Principal	Assistant Principal	107,011	7,811	11,878	1,552	9,622	3,852	749	1,338	143,692
125312	Ashlee Aziz-Sims	Assistant Principal	Assistant Principal	107,011	7,811	11,878	1,552	9,622	3,852	749	1,338	143,692
124815	Leannas Khan	Assistant Principal	Assistant Principal	107,011	7,811	11,878	1,552	9,622	3,852	749	1,338	143,692
124815	Leah Westphalen	Assistant Principal	Assistant Principal	107,011	7,811	11,878	1,552	9,622	3,852	749	1,338	143,692
131817	Cheryl P. Beckwith	Assistant Principal	Assistant Principal	107,011	7,811	11,878	1,552	9,622	3,852	749	1,338	143,692
148771	Ronda Perry	Assistant Principal	Assistant Principal	107,867	7,559	11,867	1,548	9,622	3,848	756	1,350	144,714
140440	Terrence Williams	Assistant Principal	Assistant Principal	107,867	7,559	11,867	1,548	9,622	3,848	756	1,350	144,714
138170	Lamonda Clemons-Williams	Assistant Principal	Assistant Principal	107,867	7,559	11,867	1,548	9,622	3,848	756	1,350	144,714
140197	Mary Jackson	Assistant Principal	Assistant Principal	107,867	7,559	11,867	1,548	9,622	3,848	756	1,350	144,714
143925	Sherron Bibbe	Assistant Principal	Assistant Principal	107,867	7,559	11,867	1,548	9,622	3,848	756	1,350	144,714
143993	Mao Lové	Assistant Principal	Assistant Principal	107,867	7,559	11,867	1,548	9,622	3,848	756	1,350	144,714
404195	Diane Bynum	Assistant Principal	Assistant Principal	107,867	7,559	11,867	1,548	9,622	3,848	756	1,350	144,714
141765	Matthew Orris	Assistant Principal	Assistant Principal	107,867	7,559	11,867	1,548	9,622	3,848	756	1,350	144,714
131179	Roseita Wirts	Assistant Principal	Assistant Principal	107,867	7,559	11,867	1,548	9,622	3,848	756	1,350	144,714
114867	Suzanne Anderson	Assistant Principal	Assistant Principal	118,291	8,147	12,819	1,688	9,622	4,180	815	1,455	145,605
432041	Robert Johnson	Management Support Director	Management Support Director	118,329	8,157	12,834	1,690	9,622	4,185	816	1,457	145,775
170268	Susan Greig	Assistant Principal	Assistant Principal	118,329	8,157	12,834	1,690	9,622	4,185	816	1,457	145,775
300990	Melina Lee	Manager	Assistant Principal	109,038	7,833	12,103	1,581	9,622	3,925	783	1,363	146,029
305913	Margaret King	Assistant Principal	Assistant Principal	109,038	7,833	12,103	1,581	9,622	3,925	783	1,363	146,029
124209	Paula Lewis-Dickens	Assistant Principal	Assistant Principal	109,038	7,833	12,103	1,581	9,622	3,925	783	1,363	146,029
124210	Freda Gentry	Assistant Principal	Assistant Principal	109,038	7,833	12,103	1,581	9,622	3,925	783	1,363	146,029
136330	Francis Lopez	Assistant Principal	Assistant Principal	109,038	7,833	12,103	1,581	9,622	3,925	783	1,363	146,029
131943	Melinda Barrett	Assistant Principal	Assistant Principal	109,038	7,833	12,103	1,581	9,622	3,925	783	1,363	146,029
127132	Edelisa Black	Assistant Principal	Assistant Principal	109,038	7,833	12,103	1,581	9,622	3,925	783	1,363	146,029
142341	Marion Ware	Assistant Principal	Assistant Principal	109,038	7,833	12,103	1,581	9,622	3,925	783	1,363	146,029
200960	Estee Comdore	Assistant Principal	Assistant Principal	109,038	7,833	12,103	1,581	9,622	3,925	783	1,363	146,029
113158	Yvonne Payne	Assistant Principal	Assistant Principal	109,038	7,833	12,103	1,581	9,622	3,925	783	1,363	146,029
121105	Caroline Kane	Assistant Principal	Assistant Principal	109,038	7,833	12,103	1,581	9,622	3,925	783	1,363	146,029
136133	Linda Carter	Assistant Principal	Assistant Principal	109,038	7,833	12,103	1,581	9,622	3,925	783	1,363	146,029
131684	Margaret Lynch	Assistant Principal	Assistant Principal	109,038	7,833	12,103	1,581	9,622	3,925	783	1,363	146,029

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Position Number	Name	Position Title	Job Title	Department Name	ANNUAL SALARY	7% PENSIION PCT-UP	EMPLOYER PENSION %	MEDICARE 1.45%	ESTIMATED MEDICAL	PAYOUT SICK & VACATION	UNEMPLOYMENT BENEFITS	HIRING COMP. %	TOTAL AMOUNT
34671	Nora Mulchrone	Assistant Principal	Assistant Principal	Wilm G Rudolph Learning Centre	109,038	7,633	12,103	1,541	9,622	3,925	763	1.563	146,029
120977	Joann Campbell	Assistant Principal	Assistant Principal	Leslie Lewis School	109,038	7,633	12,103	1,541	9,622	3,925	763	1.563	146,029
116415	George Campbell	Assistant Principal	Assistant Principal	Brentano Math & So Academy	109,038	7,633	12,103	1,541	9,622	3,925	763	1.563	146,029
133839	Faj Rasouli-Allen	Assistant Principal	Assistant Principal	Henry R Chaddwell School	109,038	7,633	12,103	1,541	9,622	3,925	763	1.563	146,029
1176153	Diana Turner	Assistant Principal	Assistant Principal	James Washington School	109,915	7,694	12,201	1,594	9,622	3,957	769	1.374	147,126
133833	Sylvia Orzozco-Garcia	Assistant Principal	Assistant Principal	Calmar Acad of Arts & Dual Lg	109,915	7,694	12,201	1,594	9,622	3,957	769	1.374	147,126
140085	Kimberly Jodi	Assistant Principal	Assistant Principal	Stephen Decatur Classical Scho	109,915	7,694	12,201	1,594	9,622	3,957	769	1.374	147,126
140122	Angela Caldwell	Assistant Principal	Assistant Principal	John D Northlaw School	109,915	7,694	12,201	1,594	9,622	3,957	769	1.374	147,126
137167	Shirley Smith	Assistant Principal	Assistant Principal	Friedo Park School	109,915	7,694	12,201	1,594	9,622	3,957	769	1.374	147,126
119798	Shirley Derry	Assistant Principal	Assistant Principal	Franklin Park School	109,915	7,694	12,201	1,594	9,622	3,957	769	1.374	147,126
142903	Kristina Taylor-Goodie	Assistant Principal	Assistant Principal	Heidi M Helffer School	109,915	7,694	12,201	1,594	9,622	3,957	769	1.374	147,126
140509	Lara Allen	Assistant Principal	Assistant Principal	Alexander Dumas School	109,915	7,694	12,201	1,594	9,622	3,957	769	1.374	147,126
145805	Laura Whiffled	Assistant Principal	Assistant Principal	Charles Evans Hughes School	109,915	7,694	12,201	1,594	9,622	3,957	769	1.374	147,126
421147	Trescha Haller	Assistant Principal	Assistant Principal	Matthew A Hemson School	109,915	7,694	12,201	1,594	9,622	3,957	769	1.374	147,126
460533	Gregory Jones	Assistant Principal	Assistant Principal	George Washington HS	109,915	7,694	12,201	1,594	9,622	3,957	769	1.374	147,126
122644	Sandra McDonald	Assistant Principal	Assistant Principal	Thomas A Hendricks Comm Acad	109,915	7,694	12,201	1,594	9,622	3,957	769	1.374	147,126
142682	Edwin Mason	Assistant Principal	Assistant Principal	Thomas Hoyle School	109,915	7,694	12,201	1,594	9,622	3,957	769	1.374	147,126
432547	Maurice Kompota	Senior Professional	Senior Professional	City Wide Specialized Service	110,000	7,700	12,210	1,595	9,622	3,960	770	1.375	147,232
413544	Muzant Memore	Senior Professional	Senior Professional	City Office of Autonomy	110,000	7,700	12,210	1,595	9,622	3,960	770	1.375	147,232
1311625	Michael Duncan	Assistant Principal	Assistant Principal	Lincoln Park High School	110,068	7,706	12,220	1,596	9,622	3,963	771	1.376	147,341
1311625	David Mann	Assistant Principal	Assistant Principal	Kennedy Academy	110,068	7,706	12,220	1,596	9,622	3,963	771	1.376	147,341
325482	Christine Sabstrand Smith	Assistant Principal	Assistant Principal	Lincoln Park High School	110,068	7,706	12,220	1,596	9,622	3,963	771	1.376	147,341
139501	Brian Richter	Assistant Principal	Assistant Principal	Lincoln Park High School	110,068	7,706	12,220	1,596	9,622	3,963	771	1.376	147,341
122951	Ronnie Clavens-Wenley	Assistant Principal	Assistant Principal	Lincoln Park High School	110,068	7,706	12,220	1,596	9,622	3,963	771	1.376	147,341
122956	Shawnette Sims	Assistant Principal	Assistant Principal	Lincoln Park High School	110,068	7,706	12,220	1,596	9,622	3,963	771	1.376	147,341
314080	James Prichard	Assistant Principal	Assistant Principal	Lincoln Park High School	110,068	7,706	12,220	1,596	9,622	3,963	771	1.376	147,341
136828	Angelica Guerrero	Assistant Principal	Assistant Principal	Lincoln Park High School	110,068	7,706	12,220	1,596	9,622	3,963	771	1.376	147,341
40987	James Coline	Assistant Principal	Assistant Principal	Lincoln Park High School	110,068	7,706	12,220	1,596	9,622	3,963	771	1.376	147,341
264515	Robert Gomez	Assistant Principal	Assistant Principal	Lincoln Park High School	110,068	7,706	12,220	1,596	9,622	3,963	771	1.376	147,341
113724	Maria Chabon	Assistant Principal	Assistant Principal	Lincoln Park High School	110,068	7,706	12,220	1,596	9,622	3,963	771	1.376	147,341
113724	La Terry Donald	Assistant Principal	Assistant Principal	Lincoln Park High School	110,068	7,706	12,220	1,596	9,622	3,963	771	1.376	147,341
130069	Debra Pugh	Assistant Principal	Assistant Principal	Lincoln Park High School	110,068	7,706	12,220	1,596	9,622	3,963	771	1.376	147,341
296408	Alfreda Williams	Assistant Principal	Assistant Principal	Lincoln Park High School	110,068	7,706	12,220	1,596	9,622	3,963	771	1.376	147,341
128245	Nancy Loebhart	Assistant Principal	Assistant Principal	Lincoln Park High School	110,068	7,706	12,220	1,596	9,622	3,963	771	1.376	147,341
128615	Phyllis Everett	Assistant Principal	Assistant Principal	Lincoln Park High School	110,068	7,706	12,220	1,596	9,622	3,963	771	1.376	147,341
363370	Ali Muhammad	Assistant Principal	Assistant Principal	Lincoln Park High School	110,068	7,706	12,220	1,596	9,622	3,963	771	1.376	147,341
277753	Johlyn Prichard	Assistant Principal	Assistant Principal	Lincoln Park High School	110,068	7,706	12,220	1,596	9,622	3,963	771	1.376	147,341
117358	Gustavo Barrios De Leon	Assistant Principal	Assistant Principal	Lincoln Park High School	110,068	7,706	12,220	1,596	9,622	3,963	771	1.376	147,341
262858	Karen Riker	Assistant Principal	Assistant Principal	Lincoln Park High School	110,068	7,706	12,220	1,596	9,622	3,963	771	1.376	147,341
143351	Phyllis Sherry	Assistant Principal	Assistant Principal	Lincoln Park High School	110,068	7,706	12,220	1,596	9,622	3,963	771	1.376	147,341
412788	Mecsha Robinson	Assistant Principal	Assistant Principal	Lincoln Park High School	110,068	7,706	12,220	1,596	9,622	3,963	771	1.376	147,341
448172	Andrew Thomas	Assistant Principal	Assistant Principal	Lincoln Park High School	110,068	7,706	12,220	1,596	9,622	3,963	771	1.376	147,341
121912	Jennifer Ferrel	Assistant Principal	Assistant Principal	Lincoln Park High School	110,068	7,706	12,220	1,596	9,622	3,963	771	1.376	147,341
121912	Jennifer Ferrel	Assistant Principal	Assistant Principal	Lincoln Park High School	110,068	7,706	12,220	1,596	9,622	3,963	771	1.376	147,341
1412348	Erin McRae	Assistant Principal	Assistant Principal	Lincoln Park High School	110,068	7,706	12,220	1,596	9,622	3,963	771	1.376	147,341
132684	James Jones	Assistant Principal	Assistant Principal	Lincoln Park High School	110,068	7,706	12,220	1,596	9,622	3,963	771	1.376	147,341
114032	Antonio Ruiz	Assistant Principal	Assistant Principal	Lincoln Park High School	110,068	7,706	12,220	1,596	9,622	3,963	771	1.376	147,341
132581	Alan Jones	Assistant Principal	Assistant Principal	Lincoln Park High School	110,068	7,706	12,220	1,596	9,622	3,963	771	1.376	147,341
444093	Jose Rodriguez	Assistant Principal	Assistant Principal	Lincoln Park High School	110,068	7,706	12,220	1,596	9,622	3,963	771	1.376	147,341
130144	Eric Flores	Assistant Principal	Assistant Principal	Lincoln Park High School	110,068	7,706	12,220	1,596	9,622	3,963	771	1.376	147,341
128701	Moderly Robinson	Assistant Principal	Assistant Principal	Lincoln Park High School	110,068	7,706	12,220	1,596	9,622	3,963	771	1.376	147,341
420035	Ricardo Horn	Assistant Principal	Assistant Principal	Lincoln Park High School	110,068	7,706	12,220	1,596	9,622	3,963	771	1.376	147,341
115529	Michele Luffaro-Maggatz	Management Support Director	Management Support Director	Lincoln Park High School	118,558	8,282	13,148	1,718	9,622	4,284	829	1.481	148,189
433392	Vivian Manzi	Management Support Director	Management Support Director	Lincoln Park High School	110,784	7,755	12,287	1,609	9,622	3,966	775	1.385	148,213
228170	Deborah Shumay	Management Support Director	Management Support Director	Lincoln Park High School	110,784	7,755	12,287	1,609	9,622	3,966	775	1.385	148,213
121816	Angela Smith	Assistant Principal	Assistant Principal	Lincoln Park High School	111,012	7,771	12,322	1,610	9,622	3,966	777	1.386	148,498
201847	Ryan Johnson	Assistant Principal	Assistant Principal	Lincoln Park High School	111,012	7,771	12,322	1,610	9,622	3,966	777	1.386	148,498
124260	Leon Horn	Assistant Principal	Assistant Principal	Lincoln Park High School	111,012	7,771	12,322	1,610	9,622	3,966	777	1.386	148,498
131829	Maurice Ewood	Assistant Principal	Assistant Principal	Lincoln Park High School	111,012	7,771	12,322	1,610	9,622	3,966	777	1.386	148,498
364825	Cathy Rasberry	Assistant Principal	Assistant Principal	Lincoln Park High School	111,012	7,771	12,322	1,610	9,622	3,966	777	1.386	148,498
125416	Francisco Cannon	Assistant Principal	Assistant Principal	Lincoln Park High School	111,012	7,771	12,322	1,610	9,622	3,966	777	1.386	148,498
1218151	Tom Wright	Assistant Principal	Assistant Principal	Lincoln Park High School	111,012	7,771	12,322	1,610	9,622	3,966	777	1.386	148,498
408748	Christy White	Assistant Principal	Assistant Principal	Lincoln Park High School	111,012	7,771	12,322	1,610	9,622	3,966	777	1.386	148,498
115180	Lafayette BryAn	Assistant Principal	Assistant Principal	Lincoln Park High School	111,012	7,771	12,322	1,610	9,622	3,966	777	1.386	148,498
141275	Trace Davis	Assistant Principal	Assistant Principal	Lincoln Park High School	111,012	7,771	12,322	1,610	9,622	3,966	777	1.386	148,498
141275	Charles Smith	Assistant Principal	Assistant Principal	Lincoln Park High School	111,012	7,771	12,322	1,610	9,622	3,966	777	1.386	148,498
112883	Paula Williams	Assistant Principal	Assistant Principal	Lincoln Park High School	111,012	7,771	12,322	1,610	9,622	3,966	777	1.386	148,498
131312	James Smith	Assistant Principal	Assistant Principal	Lincoln Park High School	111,012	7,771	12,322	1,610	9,622	3,966	777	1.386	148,498
121842	Ada Terry-Peters	Assistant Principal	Assistant Principal	Lincoln Park High School	111,012	7,771	12,322	1,610	9,622	3,966	777	1.386	148,498

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Position Number	Name	Position Title	Job Title	ANNUAL SALARY	% PENSION PRO-RATA	EMPLOYEE PENSION 3.1%	MEDICARE 1.45%	ESTIMATED MEDICAL	PAYOUT SICK 3.6%	UNEMPLOYMENT BENEFIT 7.0%	WORKERS COMP. 1.25%	TOTAL AMOUNT
140274	Annette Beaupard	Assistant Principal	Department Mentor	111,012	7.71	12,332	1,610	9,622	3,960	777	1,388	147,936
140298	Annie Torres	Assistant Principal	William J. Bennett School	111,012	7.71	12,332	1,610	9,622	3,960	777	1,388	147,936
140300	Debra Taylor	Assistant Principal	Franklin D. Roosevelt School	111,012	7.71	12,332	1,610	9,622	3,960	777	1,388	147,936
137654	Debra Taylor	Assistant Principal	Joseph Lovett School	111,012	7.71	12,332	1,610	9,622	3,960	777	1,388	147,936
139473	Rebecca Parker	Principal	Ray Graham Training Center	83,110	6.31	13,177	1,711	6	4,274	831	1,484	148,513
119555	Rubaine Toliver	Assistant Principal	Horacio M. Community Academy	112,091	7.846	12,442	1,625	9,622	4,035	785	1,401	149,848
142184	Africa Thomas	Assistant Principal	Oscar F. Mayer School	112,091	7.846	12,442	1,625	9,622	4,035	785	1,401	149,848
141291	Pamela Dukes	Assistant Principal	Ralph H. McCullie Comm Acad Sch	112,091	7.846	12,442	1,625	9,622	4,035	785	1,401	149,848
146066	Robyn Jack-Dubose	Assistant Principal	Manuela Jackson School	112,091	7.846	12,442	1,625	9,622	4,035	785	1,401	149,848
126221	Grecks Corrales Murray	Assistant Principal	Cyrus H. McCormack School	112,091	7.846	12,442	1,625	9,622	4,035	785	1,401	149,848
142500	Vanessa Allen	Assistant Principal	Phoen Community Academy	112,091	7.846	12,442	1,625	9,622	4,035	785	1,401	149,848
125395	Donald Hudson	Assistant Principal	Charles R. Henderson School	112,091	7.846	12,442	1,625	9,622	4,035	785	1,401	149,848
145625	Sandra Archibald	Assistant Principal	Everett McKinley Dickson School	112,091	7.846	12,442	1,625	9,622	4,035	785	1,401	149,848
214839	Alphabet Rivera	Assistant Principal	Leland Hamilton Frazier Art Sch	112,091	7.846	12,442	1,625	9,622	4,035	785	1,401	149,848
138108	Virginia Jimenez	Assistant Principal	Ames Middle School	112,091	7.846	12,442	1,625	9,622	4,035	785	1,401	149,848
121075	Janet Williams	Assistant Principal	John M. Strydom School	112,091	7.846	12,442	1,625	9,622	4,035	785	1,401	149,848
121075	Tamara Williams	Assistant Principal	John M. Strydom School	112,091	7.846	12,442	1,625	9,622	4,035	785	1,401	149,848
121778	Melissa Rickett	Assistant Principal	David Wallace School	112,091	7.846	12,442	1,625	9,622	4,035	785	1,401	149,848
127681	Rosa Hoare	Assistant Principal	David Wallace School	112,091	7.846	12,442	1,625	9,622	4,035	785	1,401	149,848
119182	Karen City	Assistant Principal	Fieldfield Academy	112,091	7.846	12,442	1,625	9,622	4,035	785	1,401	149,848
144797	Elysa Garcia-Graham	Assistant Principal	John Stry Community School	112,091	7.846	12,442	1,625	9,622	4,035	785	1,401	149,848
1412108	Adonia Mbabu	Assistant Principal	John M. Stry School	112,091	7.846	12,442	1,625	9,622	4,035	785	1,401	149,848
411000	Valerie Harrington	Assistant Principal	Loring Von Beehoven School	112,091	7.846	12,442	1,625	9,622	4,035	785	1,401	149,848
412263	Sandra Jackson	Assistant Principal	Ray Graham Training Center	112,091	7.846	12,442	1,625	9,622	4,035	785	1,401	149,848
146871	Keith Johnson	Ading Assistant Principal	Donald L. Merrill MHSO Spc S	112,091	7.846	12,442	1,625	9,622	4,035	785	1,401	149,848
256941	Jay Thompson	Assistant Principal	Sandwich School	112,091	7.846	12,442	1,625	9,622	4,035	785	1,401	149,848
442551	Katherine Gaultier	Assistant Principal	Sandwich School	112,091	7.846	12,442	1,625	9,622	4,035	785	1,401	149,848
131787	Jose Jimenez	Assistant Principal	Emiliano Zapata Academy	112,091	7.846	12,442	1,625	9,622	4,035	785	1,401	149,848
128608	Robert Orrico	Assistant Principal	Alex Haley School	112,091	7.846	12,442	1,625	9,622	4,035	785	1,401	149,848
132189	Robert Orrico	Assistant Principal	Alex Haley School	112,091	7.846	12,442	1,625	9,622	4,035	785	1,401	149,848
132189	Robert Orrico	Assistant Principal	Alex Haley School	112,091	7.846	12,442	1,625	9,622	4,035	785	1,401	149,848
246426	Melissa Beach	Assistant Principal	Charles F. Smith School	112,102	7.847	12,443	1,625	9,622	4,036	785	1,401	149,862
142378	David Minton	Assistant Principal	William King School	112,102	7.847	12,443	1,625	9,622	4,036	785	1,401	149,862
135595	Mark Jordan	Assistant Principal	Strimont Green Park Fine Arts Op Sc	112,102	7.847	12,443	1,625	9,622	4,036	785	1,401	149,862
112155	Yolandia Royler	Assistant Principal	Phyllis Mummy Language Academy	112,102	7.847	12,443	1,625	9,622	4,036	785	1,401	149,862
1441714	Penelope Dougherty	Assistant Principal	John Greenleaf White School	112,102	7.847	12,443	1,625	9,622	4,036	785	1,401	149,862
412956	Salvare Cava	Assistant Principal	John T. P. Fine Arts & Acad	112,102	7.847	12,443	1,625	9,622	4,036	785	1,401	149,862
384659	Lorena Coleman	Assistant Principal	Arbaum Community Area School	112,102	7.847	12,443	1,625	9,622	4,036	785	1,401	149,862
210884	Amy O'Connor	Assistant Principal	Barbara Voc. EC & Film C	112,102	7.847	12,443	1,625	9,622	4,036	785	1,401	149,862
407687	Andrew Monrope	Assistant Principal	Robert A. Black Magnet School	112,102	7.847	12,443	1,625	9,622	4,036	785	1,401	149,862
422212	Rochelle Ruedica	Assistant Principal	Hughes/Davis	112,102	7.847	12,443	1,625	9,622	4,036	785	1,401	149,862
260092	Victoria Lortin	Assistant Principal	Jessie Owens Comm Academy	112,102	7.847	12,443	1,625	9,622	4,036	785	1,401	149,862
118923	Wendy Dunbar	Assistant Principal	Orlando Pinar School	112,102	7.847	12,443	1,625	9,622	4,036	785	1,401	149,862
442185	Angela Boreyko-Badillo	Assistant Principal	South Side High Prep HS	112,102	7.847	12,443	1,625	9,622	4,036	785	1,401	149,862
132145	Regina Rodriguez-Hampton	Assistant Principal	Rudolph Kolping School	112,102	7.847	12,443	1,625	9,622	4,036	785	1,401	149,862
144679	Wanda Curry	Assistant Principal	Wiza Carter School	112,102	7.847	12,443	1,625	9,622	4,036	785	1,401	149,862
121547	Sonia Lopez	Assistant Principal	Thomas Drummond School	112,102	7.847	12,443	1,625	9,622	4,036	785	1,401	149,862
280931	Regina Huston	Assistant Principal	Brunswick School Institute	112,102	7.847	12,443	1,625	9,622	4,036	785	1,401	149,862
142956	Salvare Cava	Assistant Principal	Evergreen Academy School	112,102	7.847	12,443	1,625	9,622	4,036	785	1,401	149,862
384659	Reilyn Lay Riley	Assistant Principal	Kate S. Blalington Spec Ed Ctr	112,102	7.847	12,443	1,625	9,622	4,036	785	1,401	149,862
133942	Tom Thomas	Assistant Principal	Maggie Evans School	112,102	7.847	12,443	1,625	9,622	4,036	785	1,401	149,862
117220	Contra Johnson	Assistant Principal	John T. Moorhead School	112,102	7.847	12,443	1,625	9,622	4,036	785	1,401	149,862
292706	Wanda Williamson-Johnson	Assistant Principal	VOICE Academy HS	112,102	7.847	12,443	1,625	9,622	4,036	785	1,401	149,862
246384	Mary Clancy	Assistant Principal	Edgemoor School	112,102	7.847	12,443	1,625	9,622	4,036	785	1,401	149,862
132899	Cherish Deyn	Assistant Principal	Ivan C. Robinson School	112,102	7.847	12,443	1,625	9,622	4,036	785	1,401	149,862
407458	Wendy Sams	Assistant Principal	George Grant School	112,102	7.847	12,443	1,625	9,622	4,036	785	1,401	149,862
307372	Jacqueline Gibson	Assistant Principal	Northwest School	112,102	7.847	12,443	1,625	9,622	4,036	785	1,401	149,862
144642	Bobbie Smith	Assistant Principal	Northwest School	112,102	7.847	12,443	1,625	9,622	4,036	785	1,401	149,862
455396	Simone Griffin	Assistant Principal	Thomas Children's Specialty Sch	112,102	7.847	12,443	1,625	9,622	4,036	785	1,401	149,862
142113	Bruce Rogers	Assistant Principal	Meride W. Fisher School	112,102	7.847	12,443	1,625	9,622	4,036	785	1,401	149,862
145024	Kristal Rubin	Assistant Principal	Road Mountain High School	118,894	8.313	13,208	1,738	0	4,316	839	1,499	149,987
455412	Wanda Washington	Assistant Principal	George Henry Collet HS	120,000	8.400	13,370	1,740	0	4,320	840	1,500	150,120
455432	Janece Werts	Deputy Chief of Schools	Carlisle-Humbolt E.L. Newton	120,000	8.400	13,370	1,740	0	4,320	840	1,500	150,120
432032	Susan Pala	Deputy Chief of Schools	South Side High School Newman	112,824	7.898	12,523	1,678	9,622	4,082	790	1,410	150,765
212350	Shawn Salgado	Assistant Principal	Chief Area Office 1	120,814	8.437	13,110	1,732	0	4,349	846	1,510	151,136
243795	Andreane Kruba	Senior Manager	People's Approach Health School	113,149	7.828	12,940	1,641	9,622	4,077	782	1,415	151,106
292030	Madeline Hubner	Assistant Principal	Green Management & Admin	113,260	7.828	12,972	1,642	9,622	4,077	783	1,418	151,311
128386	Cherish Deyn	Assistant Principal	Harlan Community Academy HS	113,260	7.828	12,972	1,642	9,622	4,077	783	1,418	151,311
141734	Muriel Brongert	Assistant Principal	Crisis Management Academy	113,260	7.828	12,972	1,642	9,622	4,077	783	1,418	151,311
141734	Muriel Brongert	Assistant Principal	John H. Rouse School	113,260	7.828	12,972	1,642	9,622	4,077	783	1,418	151,311

Certified Administrators Salary and Compensation Report
As of November 1, 2011

Position Number	Name	Position Title	Job Title	Annual Salary	7% Pension Pick-Up	Employer Pension 11.1%	Medicare 1.45%	Estimated Medical	Payout Sick Leave 1.45%	Unemployment 1.25%	Workers Comp 1.25%	Total Amount
125786	Janelle Ramirez	Assistant Principal	Assistant Principal	113,260	7,926	12,572	1,642	9,822	4,077	793	1,416	151,311
403789	Enna Davis	Assistant Principal	Assistant Principal	113,260	7,926	12,572	1,642	9,822	4,077	793	1,416	151,311
442982	Carrie Carey	Assistant Principal	Assistant Principal	113,260	7,926	12,572	1,642	9,822	4,077	793	1,416	151,311
290238	Lynn Nuzzo	Assistant Principal	Assistant Principal	113,260	7,926	12,572	1,642	9,822	4,077	793	1,416	151,311
112771	Margaret Murphy	Assistant Principal	Assistant Principal	113,260	7,926	12,572	1,642	9,822	4,077	793	1,416	151,311
130777	Christopher Dugham	Assistant Principal	Assistant Principal	113,260	7,926	12,572	1,642	9,822	4,077	793	1,416	151,311
130875	Michael Westmore	Assistant Principal	Assistant Principal	113,260	7,926	12,572	1,642	9,822	4,077	793	1,416	151,311
125972	Heidi Turner	Assistant Principal	Assistant Principal	113,260	7,926	12,572	1,642	9,822	4,077	793	1,416	151,311
126070	William Martinez	Assistant Principal	Assistant Principal	113,260	7,926	12,572	1,642	9,822	4,077	793	1,416	151,311
408344	Carla Martinez	Assistant Principal	Assistant Principal	113,260	7,926	12,572	1,642	9,822	4,077	793	1,416	151,311
114134	Mark Greabner	Assistant Principal	Assistant Principal	113,260	7,926	12,572	1,642	9,822	4,077	793	1,416	151,311
331085	Zephorin Higmore	Principal	Interim Principal	121,013	8,471	13,432	1,745	9,822	4,356	847	1,513	151,387
113000	Russ Coleman	Principal	Instructional Support Leader	121,013	8,471	13,432	1,745	9,822	4,356	847	1,513	151,387
455333	Amy Zaher	Assistant Principal	Assistant Principal	114,000	7,990	12,654	1,653	9,822	4,104	798	1,425	152,236
128333	Linda Chapman	Assistant Principal	Assistant Principal	114,000	7,990	12,654	1,653	9,822	4,104	798	1,425	152,236
443553	George Feagan	Assistant Principal	Assistant Principal	114,120	7,988	12,657	1,653	9,822	4,106	799	1,427	152,386
394673	Eloa Hayes	Assistant Principal	Assistant Principal	114,120	7,988	12,657	1,653	9,822	4,106	799	1,427	152,386
394673	Elizabeth Hendry	Assistant Principal	Assistant Principal	114,120	7,988	12,657	1,653	9,822	4,106	799	1,427	152,386
259613	Bruce Ramsey	Assistant Principal	Assistant Principal	114,120	7,986	12,687	1,655	9,822	4,106	799	1,427	152,386
126449	Ronald Gonzalez	Assistant Principal	Assistant Principal	114,120	7,986	12,687	1,655	9,822	4,106	799	1,427	152,386
227961	Sharon Wright	Assistant Principal	Assistant Principal	114,120	7,986	12,687	1,655	9,822	4,106	799	1,427	152,386
119591	Caroline Ellis	Assistant Principal	Assistant Principal	114,120	7,986	12,687	1,655	9,822	4,106	799	1,427	152,386
121825	Andrea Miller	Assistant Principal	Assistant Principal	114,120	7,986	12,687	1,655	9,822	4,106	799	1,427	152,386
121825	Janice Papp	Assistant Principal	Assistant Principal	114,120	7,986	12,687	1,655	9,822	4,106	799	1,427	152,386
331777	Brian Zeis	Assistant Principal	Assistant Principal	114,120	7,986	12,687	1,655	9,822	4,106	799	1,427	152,386
115940	Carmela Young	Adding Principal	Adding Principal	114,318	8,002	12,689	1,658	9,822	4,115	800	1,429	152,834
331101	Pamela Creed	Principal	Interim Principal	114,318	8,002	12,689	1,658	9,822	4,115	800	1,429	152,834
120059	Heather Yutz	Principal	Principal	114,318	8,002	12,689	1,658	9,822	4,115	800	1,429	152,834
115146	Kurt Nolan	Principal	Principal	114,318	8,002	12,689	1,658	9,822	4,115	800	1,429	152,834
116775	Kasha Warner	Principal	Principal	114,318	8,002	12,689	1,658	9,822	4,115	800	1,429	152,834
111639	Robert Turner	Principal	Principal	114,318	8,002	12,689	1,658	9,822	4,115	800	1,429	152,834
128311	Larrah Graham	Principal	Interim Principal	114,318	8,002	12,689	1,658	9,822	4,115	800	1,429	152,834
124440	Veronica Nash	Principal	Principal	114,318	8,002	12,689	1,658	9,822	4,115	800	1,429	152,834
129157	Joan Schler	Principal	Principal	114,318	8,002	12,689	1,658	9,822	4,115	800	1,429	152,834
129715	John Pregel	Principal	Principal	114,318	8,002	12,689	1,658	9,822	4,115	800	1,429	152,834
140580	Trinity Burston	Principal	Interim Principal	114,318	8,002	12,689	1,658	9,822	4,115	800	1,429	152,834
126658	Kathy Moore	Principal	Principal	114,318	8,002	12,689	1,658	9,822	4,115	800	1,429	152,834
126658	Frank Matthews	Principal	Principal	114,318	8,002	12,689	1,658	9,822	4,115	800	1,429	152,834
125248	Leanne Harris	Principal	Principal	114,318	8,002	12,689	1,658	9,822	4,115	800	1,429	152,834
265645	Leonard Harris	Principal	Principal	114,318	8,002	12,689	1,658	9,822	4,115	800	1,429	152,834
118185	Marya Siddall	Principal	Interim Principal	114,318	8,002	12,689	1,658	9,822	4,115	800	1,429	152,834
121727	Lourdes Jimenez	Principal	Principal	114,318	8,002	12,689	1,658	9,822	4,115	800	1,429	152,834
121111	Colossal Peritts	Principal	Principal	114,318	8,002	12,689	1,658	9,822	4,115	800	1,429	152,834
118240	Annamaria Ochoa-Lugo	Principal	Interim Principal	114,318	8,002	12,689	1,658	9,822	4,115	800	1,429	152,834
312748	Anna Mize	Principal	Interim Principal	114,318	8,002	12,689	1,658	9,822	4,115	800	1,429	152,834
119339	Juana Pizarro	Principal	Principal	114,318	8,002	12,689	1,658	9,822	4,115	800	1,429	152,834
112684	Kristina Melendez	Principal	Principal	114,318	8,002	12,689	1,658	9,822	4,115	800	1,429	152,834
113251	Mark Neudinger	Principal	Principal	114,318	8,002	12,689	1,658	9,822	4,115	800	1,429	152,834
112989	Mary Cunn	Principal	Principal	114,318	8,002	12,689	1,658	9,822	4,115	800	1,429	152,834
290375	Angie Turner	Principal	Interim Principal	114,318	8,002	12,689	1,658	9,822	4,115	800	1,429	152,834
126658	Stephan Scherrer	Principal	Principal	114,318	8,002	12,689	1,658	9,822	4,115	800	1,429	152,834
312748	Stephan Scherrer	Principal	Principal	114,318	8,002	12,689	1,658	9,822	4,115	800	1,429	152,834
409640	Carmon Martinez	Principal	Interim Principal	114,318	8,002	12,689	1,658	9,822	4,115	800	1,429	152,834
148714	Domenicus Hobson	Principal	Principal	114,318	8,002	12,689	1,658	9,822	4,115	800	1,429	152,834
126432	Pamela Gonzalez	Principal	Principal	114,318	8,002	12,689	1,658	9,822	4,115	800	1,429	152,834
121432	William Mize	Principal	Principal	114,318	8,002	12,689	1,658	9,822	4,115	800	1,429	152,834
277963	Annelle Crawford	Principal	Interim Principal	114,318	8,002	12,689	1,658	9,822	4,115	800	1,429	152,834
118394	Myron Hepler	Principal	Principal	114,318	8,002	12,689	1,658	9,822	4,115	800	1,429	152,834
114452	Valu Shores	Principal	Principal	114,318	8,002	12,689	1,658	9,822	4,115	800	1,429	152,834
128384	Daniel Perry	Principal	Principal	114,318	8,002	12,689	1,658	9,822	4,115	800	1,429	152,834
128201	Chad Weidner	Principal	Principal	114,318	8,002	12,689	1,658	9,822	4,115	800	1,429	152,834
264476	Christi Taylor	Principal	Principal	114,318	8,002	12,689	1,658	9,822	4,115	800	1,429	152,834
140487	Joyela Kato-Sumpso	Principal	Interim Principal	114,318	8,002	12,689	1,658	9,822	4,115	800	1,429	152,834
331103	Alice Henry	Principal	Interim Principal	114,318	8,002	12,689	1,658	9,822	4,115	800	1,429	152,834
455333	Angelle Korman	Principal	Instructional Support Leader	114,318	8,002	12,689	1,658	9,822	4,115	800	1,429	152,834
455333	William Martinez	Principal	Instructional Support Leader	114,318	8,002	12,689	1,658	9,822	4,115	800	1,429	152,834
455308	Barbara Ferry	Assistant Principal	Assistant Principal	115,230	8,046	12,781	1,671	9,822	4,148	807	1,440	153,775
498105	Maddie Lusk	Assistant Principal	Assistant Principal	115,230	8,046	12,781	1,671	9,822	4,148	807	1,440	153,775
127975	Katherine Miller	Assistant Principal	Assistant Principal	115,230	8,046	12,781	1,671	9,822	4,148	807	1,440	153,775
115908	Victoria Greene	Assistant Principal	Assistant Principal	115,230	8,046	12,781	1,671	9,822	4,148	807	1,440	153,775
112108	Dennis Yates	Assistant Principal	Assistant Principal	115,230	8,046	12,781	1,671	9,822	4,148	807	1,440	153,775

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Position Number	Name	Position Title	Job Title	Department Name	ANNUAL SALARY	7% PENSION RISK-UP	EMPLOYER PENSION 11.1%	MEDICARE 1.45%	ESTIMATED MEDICAL	PAYOUT SICK & VAC 3.65%	UNEMPLOYMENT INS. 1.25%	WORKERS COMP 1.25%	TOTAL AMOUNT
124644	Kimberly Porter	Assistant Principal	Assistant Principal	Fort Dearborn School	115,200	8,096	12,791	1,671	9,622	1,418	807	807	1,440
114426	Felicia Gonzalez	Assistant Principal	Assistant Principal	James Hedges School Main	115,200	8,096	12,791	1,671	9,622	1,418	807	807	1,440
302546	Erma Smith	Assistant Principal	Assistant Principal	Brighton Park School	115,200	8,096	12,791	1,671	9,622	1,418	807	807	1,440
134175	Maria Elizer	Assistant Principal	Assistant Principal	Irma C Ruiz School	115,200	8,096	12,791	1,671	9,622	1,418	807	807	1,440
422712	Stephen Compagno	Assistant Principal	Assistant Principal	Northwest Middle School	115,200	8,096	12,791	1,671	9,622	1,418	807	807	1,440
115358	Estuano Maturin	Principal	Principal	John Barry School	123,287	8,630	13,655	1,768	0	4,338	863	863	1,541
117912	Kathy McCoy	Principal	Principal	William K Sullivan Specialty S	123,287	8,630	13,655	1,768	0	4,338	863	863	1,541
146571	Patricia Englegh-Hopkins	Principal	Principal	Honore Mann School	118,000	8,120	12,876	1,682	9,622	1,478	812	812	1,450
452928	Rosalba Helena-Pons	Director of Clinical Services	Director of Clinical Services	City Wide Special Ed Resources	118,000	8,120	12,876	1,682	9,622	1,478	812	812	1,450
114297	Vanessa Graham-Morgan	10 Month 1/2 Hr Hhpt	Assistant Principal	Albany Elementary	118,391	8,147	12,919	1,688	9,622	1,490	815	815	1,455
132791	John Pacheco-Correa	Assistant Principal	Assistant Principal	Albany Elementary	118,391	8,147	12,919	1,688	9,622	1,490	815	815	1,455
136491	Maria Hernandez	Assistant Principal	Assistant Principal	William W Carter School	118,391	8,147	12,919	1,688	9,622	1,490	815	815	1,455
124855	Rosemary Scudlaff	Assistant Principal	Assistant Principal	West Putnam School	118,391	8,147	12,919	1,688	9,622	1,490	815	815	1,455
129427	Laura Watson	Assistant Principal	Assistant Principal	West Putnam School	118,391	8,147	12,919	1,688	9,622	1,490	815	815	1,455
265845	Maria Bucham	Assistant Principal	Assistant Principal	William H Pender M/GSO Spc Sch	118,391	8,147	12,919	1,688	9,622	1,490	815	815	1,455
372113	Anne Carnacho	Assistant Principal	Assistant Principal	Elizabeth Peabody School	118,391	8,147	12,919	1,688	9,622	1,490	815	815	1,455
137143	Donis Negron-Wicks	Assistant Principal	Assistant Principal	Louis J Agassiz School	118,391	8,147	12,919	1,688	9,622	1,490	815	815	1,455
140253	Linda Johnson-McKintion	Assistant Principal	Assistant Principal	John Calhoun North School	118,391	8,147	12,919	1,688	9,622	1,490	815	815	1,455
114186	Jacqueline Moore	Assistant Principal	Assistant Principal	Albany Elementary	118,391	8,147	12,919	1,688	9,622	1,490	815	815	1,455
146515	Ranada Johnson	Assistant Principal	Assistant Principal	Richard J Oglesby School	118,391	8,147	12,919	1,688	9,622	1,490	815	815	1,455
350941	Catherine Moy	Assistant Principal	Assistant Principal	John C Holmes School	118,391	8,147	12,919	1,688	9,622	1,490	815	815	1,455
145243	Cheryl Williams	Assistant Principal	Assistant Principal	World Language Academy	118,391	8,147	12,919	1,688	9,622	1,490	815	815	1,455
429865	Etha Phuis	Assistant Principal	Assistant Principal	Frank W Gutierrez School Acad	118,391	8,147	12,919	1,688	9,622	1,490	815	815	1,455
112469	Rosalee Colobren	Assistant Principal	Acting Assistant Principal	Galileo School Acad Of Math & Sc	118,391	8,147	12,919	1,688	9,622	1,490	815	815	1,455
120289	Elba Merila	Assistant Principal	Assistant Principal	Charles Sumner M/HSO Com Ad	118,391	8,147	12,919	1,688	9,622	1,490	815	815	1,455
121883	Carol Conroy	Assistant Principal	Assistant Principal	Peoria Bates School	118,391	8,147	12,919	1,688	9,622	1,490	815	815	1,455
111777	Jerry Gray	Assistant Principal	Assistant Principal	William B Ogden School	118,391	8,147	12,919	1,688	9,622	1,490	815	815	1,455
117071	Janet L. Jones	Assistant Principal	Assistant Principal	William B Ogden School	118,391	8,147	12,919	1,688	9,622	1,490	815	815	1,455
118559	Margaret Wark-Potts	Assistant Principal	Assistant Principal	Franklin D Roosevelt School	118,391	8,147	12,919	1,688	9,622	1,490	815	815	1,455
394638	Bridget Maloney	Assistant Principal	Assistant Principal	Franklin D Roosevelt School	118,391	8,147	12,919	1,688	9,622	1,490	815	815	1,455
309082	Debra Gattuso	Assistant Principal	Assistant Principal	Liberal Arts Magnet School	118,391	8,147	12,919	1,688	9,622	1,490	815	815	1,455
112865	Debra Morany	Assistant Principal	Assistant Principal	Thomas J Higgins Comm Academy	118,391	8,147	12,919	1,688	9,622	1,490	815	815	1,455
448828	LeVasha Moody	Assistant Principal	Assistant Principal	Dodge Renaissance Academy	118,391	8,147	12,919	1,688	9,622	1,490	815	815	1,455
143800	Jeanne Gorry	Assistant Principal	Assistant Principal	Leland Comm Academy	118,391	8,147	12,919	1,688	9,622	1,490	815	815	1,455
127867	Anna Coles	Assistant Principal	Assistant Principal	Charles Gates Daves School	118,391	8,147	12,919	1,688	9,622	1,490	815	815	1,455
405137	Betsy Ruiz	Assistant Principal	Assistant Principal	Charles Gates Daves School	118,391	8,147	12,919	1,688	9,622	1,490	815	815	1,455
200048	Douglas Key	Assistant Principal	Assistant Principal	Boucher Academy	118,391	8,147	12,919	1,688	9,622	1,490	815	815	1,455
125716	Lee McCann	Assistant Principal	Assistant Principal	Matthew Galkett Ling Academy	118,391	8,147	12,919	1,688	9,622	1,490	815	815	1,455
435084	Raul Bermejo	Assistant Principal	Assistant Principal	Frederick A Douglas Mid Acad	118,391	8,147	12,919	1,688	9,622	1,490	815	815	1,455
144723	Ladonna Marshall	Assistant Principal	Assistant Principal	Ronald W Mason School	118,391	8,147	12,919	1,688	9,622	1,490	815	815	1,455
131464	Lisa Estiben	Assistant Principal	Assistant Principal	Frederick W Post School	118,391	8,147	12,919	1,688	9,622	1,490	815	815	1,455
171228	Bernie Aguirre	Principal	Principal	Chicago Voc Career Academy	118,391	8,147	12,919	1,688	9,622	1,490	815	815	1,455
244545	Michelle Galt	Principal	Principal	Josephine C Loker School	118,391	8,147	12,919	1,688	9,622	1,490	815	815	1,455
113104	Flawia Alvarez	Principal	Principal	Bret Harte School	124,514	8,718	13,621	1,805	9,622	1,483	872	872	1,556
121848	Dina E-Verde	Principal	Principal	City Wide Early Childhood	124,514	8,718	13,621	1,805	9,622	1,483	872	872	1,556
118105	Beverly Jordan	Principal	Principal	City Wide Early Childhood	124,514	8,718	13,621	1,805	9,622	1,483	872	872	1,556
302740	Peter Zimmerman	Principal	Principal	City Wide Early Childhood	124,514	8,718	13,621	1,805	9,622	1,483	872	872	1,556
338852	Alice Bulanos	Principal	Principal	Edison Comm Acad	124,514	8,718	13,621	1,805	9,622	1,483	872	872	1,556
120679	Gregory Mason	Principal	Principal	Edison Comm Acad	124,514	8,718	13,621	1,805	9,622	1,483	872	872	1,556
218101	Brightie Swenson	Principal	Principal	Edison Comm Acad	124,514	8,718	13,621	1,805	9,622	1,483	872	872	1,556
204787	Margaret Snyder	Principal	Principal	Edison Comm Acad	124,514	8,718	13,621	1,805	9,622	1,483	872	872	1,556
148780	Janet Schuelz	Principal	Principal	Edison Comm Acad	124,514	8,718	13,621	1,805	9,622	1,483	872	872	1,556
130511	John Baker	Principal	Principal	Edison Comm Acad	124,514	8,718	13,621	1,805	9,622	1,483	872	872	1,556
118859	Carmon Melara	Principal	Principal	Edison Comm Acad	124,514	8,718	13,621	1,805	9,622	1,483	872	872	1,556
120373	Freda Vitale	Principal	Principal	Edison Comm Acad	124,514	8,718	13,621	1,805	9,622	1,483	872	872	1,556
444598	Angela Burges	Assistant Principal	Assistant Principal	Edison Comm Acad	124,514	8,718	13,621	1,805	9,622	1,483	872	872	1,556
112178	Deborah Kizer	Assistant Principal	Assistant Principal	Edison Comm Acad	124,514	8,718	13,621	1,805	9,622	1,483	872	872	1,556
130512	Michelle Moyer	Assistant Principal	Assistant Principal	Edison Comm Acad	124,514	8,718	13,621	1,805	9,622	1,483	872	872	1,556
280217	Denise Dupuis	Assistant Principal	Assistant Principal	Edison Comm Acad	124,514	8,718	13,621	1,805	9,622	1,483	872	872	1,556
450811	Leonardo Acosta	Assistant Principal	Assistant Principal	Edison Comm Acad	124,514	8,718	13,621	1,805	9,622	1,483	872	872	1,556
418025	Jean Paquin	Assistant Principal	Assistant Principal	Edison Comm Acad	124,514	8,718	13,621	1,805	9,622	1,483	872	872	1,556
113300	William Melara	Assistant Principal	Assistant Principal	Edison Comm Acad	124,514	8,718	13,621	1,805	9,622	1,483	872	872	1,556
384172	Ann McNulty	Principal	Principal	Edison Comm Acad	124,514	8,718	13,621	1,805	9,622	1,483	872	872	1,556

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Position Number	Name	Position Title	Job Title	Annual Salary	7% Pension	Employer's Share of Health Insurance	Estimated Medical	Unemployment Insurance	Workers Comp.	Total Amount
119721	Mark B. Adams	Principal	Principal	118,716	8,310	1,721	0	4,274	831	1,484
119812	Dorenda Poth	Principal	Principal	118,716	8,310	1,721	0	4,274	831	1,484
118379	Suzana Usabro	Principal	Principal	118,716	8,310	1,721	0	4,274	831	1,484
120445	Leavelle Abram	Principal	Principal	118,716	8,310	1,721	0	4,274	831	1,484
127316	Taney Shely	Principal	Principal	118,716	8,310	1,721	0	4,274	831	1,484
116225	Bonifer Fry	Principal	Principal	118,716	8,310	1,721	0	4,274	831	1,484
118285	Karen Anderson	Principal	Principal	118,716	8,310	1,721	0	4,274	831	1,484
120650	Linda Foley-Azevedo	Principal	Principal	118,716	8,310	1,721	0	4,274	831	1,484
138701	Jane Torres	Principal	Principal	118,716	8,310	1,721	0	4,274	831	1,484
125392	Charles Anderson	Principal	Principal	118,716	8,310	1,721	0	4,274	831	1,484
126392	Debra Coleman	Principal	Principal	118,716	8,310	1,721	0	4,274	831	1,484
126931	Marva Jackson-Hy	Principal	Principal	118,716	8,310	1,721	0	4,274	831	1,484
128051	Gregory Zureicki	Principal	Principal	118,716	8,310	1,721	0	4,274	831	1,484
118571	Alveda Fields	Principal	Principal	118,716	8,310	1,721	0	4,274	831	1,484
208727	Roberta Fields	Principal	Principal	118,716	8,310	1,721	0	4,274	831	1,484
120048	Brenda Cunningham	Principal	Principal	118,716	8,310	1,721	0	4,274	831	1,484
130055	Noreen Harris	Principal	Principal	118,716	8,310	1,721	0	4,274	831	1,484
119463	Stacy Stewart	Principal	Principal	118,716	8,310	1,721	0	4,274	831	1,484
129922	Marlene Heath	Principal	Principal	118,716	8,310	1,721	0	4,274	831	1,484
117328	Dawn Scarlett	Principal	Principal	118,716	8,310	1,721	0	4,274	831	1,484
113397	Elizabeth Alvarez	Principal	Principal	118,716	8,310	1,721	0	4,274	831	1,484
121652	Eric Doadley	Principal	Principal	118,716	8,310	1,721	0	4,274	831	1,484
112841	Serena Peterson	Principal	Principal	118,716	8,310	1,721	0	4,274	831	1,484
126445	Gregory Zureicki	Principal	Principal	118,716	8,310	1,721	0	4,274	831	1,484
204471	John Long	Principal	Principal	118,716	8,310	1,721	0	4,274	831	1,484
122221	Shane Smith	Principal	Principal	118,716	8,310	1,721	0	4,274	831	1,484
124875	Jonae Macias	Principal	Principal	118,716	8,310	1,721	0	4,274	831	1,484
131481	Emily Sauter	Principal	Principal	118,716	8,310	1,721	0	4,274	831	1,484
112014	Renet Blahua	Principal	Principal	118,716	8,310	1,721	0	4,274	831	1,484
146557	Frank Gerthage	Principal	Principal	118,716	8,310	1,721	0	4,274	831	1,484
119982	Kenneth Smith	Principal	Principal	118,716	8,310	1,721	0	4,274	831	1,484
129854	Stephen Bourkes	Principal	Principal	118,716	8,310	1,721	0	4,274	831	1,484
131288	Nancy Harris	Principal	Principal	118,716	8,310	1,721	0	4,274	831	1,484
117547	Vernia Valdez	Principal	Principal	118,716	8,310	1,721	0	4,274	831	1,484
460108	Tracy Cernigoi	Principal	Principal	118,716	8,310	1,721	0	4,274	831	1,484
125392	Charles Anderson	Principal	Principal	118,716	8,310	1,721	0	4,274	831	1,484
45332	Gregory Zureicki	Principal	Principal	118,716	8,310	1,721	0	4,274	831	1,484
119834	Lyla Natta	Principal	Principal	118,716	8,310	1,721	0	4,274	831	1,484
119840	Richard Cro	Principal	Principal	118,716	8,310	1,721	0	4,274	831	1,484
129774	Ethel Bates-Banks	Principal	Principal	118,716	8,310	1,721	0	4,274	831	1,484
172651	Luz Trevino	Principal	Principal	118,716	8,310	1,721	0	4,274	831	1,484
118784	Pamela Zamb	Principal	Principal	118,716	8,310	1,721	0	4,274	831	1,484
118570	Cynthia Kibik	Principal	Principal	118,716	8,310	1,721	0	4,274	831	1,484
118112	Carol Galt	Principal	Principal	118,716	8,310	1,721	0	4,274	831	1,484
140078	Shirley Bolden	Principal	Principal	118,716	8,310	1,721	0	4,274	831	1,484
120279	Luca Velazquez	Principal	Principal	118,716	8,310	1,721	0	4,274	831	1,484
119423	Suzanne Price	Principal	Principal	118,716	8,310	1,721	0	4,274	831	1,484
454435	Michelle Holsinger	Principal	Principal	118,716	8,310	1,721	0	4,274	831	1,484
454533	Michelle Holsinger	Principal	Principal	118,716	8,310	1,721	0	4,274	831	1,484
429560	Renee Jaraman	Principal	Principal	118,716	8,310	1,721	0	4,274	831	1,484
121428	Katherine Komposok	Principal	Principal	118,716	8,310	1,721	0	4,274	831	1,484
112628	Jairo Cervantes	Principal	Principal	118,716	8,310	1,721	0	4,274	831	1,484
117775	Dorenda Poth	Principal	Principal	118,716	8,310	1,721	0	4,274	831	1,484
111857	Elvis Estrella	Principal	Principal	118,716	8,310	1,721	0	4,274	831	1,484
144488	Alyce Peterson	Principal	Principal	118,716	8,310	1,721	0	4,274	831	1,484
213538	Brenda Lawrence	Principal	Principal	118,716	8,310	1,721	0	4,274	831	1,484
217771	Gladys Casillas	Principal	Principal	118,716	8,310	1,721	0	4,274	831	1,484
118142	Concepcion	Principal	Principal	118,716	8,310	1,721	0	4,274	831	1,484
119423	Luz Velazquez	Principal	Principal	118,716	8,310	1,721	0	4,274	831	1,484
124664	Joseph Chavira	Principal	Principal	118,716	8,310	1,721	0	4,274	831	1,484
124664	Joseph Chavira	Principal	Principal	118,716	8,310	1,721	0	4,274	831	1,484
125379	Joyce Bostor Thomas	Principal	Principal	118,716	8,310	1,721	0	4,274	831	1,484
146379	David Urrutia	Principal	Principal	118,716	8,310	1,721	0	4,274	831	1,484
117474	Barbara Chun	Principal	Principal	118,716	8,310	1,721	0	4,274	831	1,484
147317	Rita Marinova	Principal	Principal	118,716	8,310	1,721	0	4,274	831	1,484
138895	Camela Marinova	Principal	Principal	118,716	8,310	1,721	0	4,274	831	1,484
214188	Laura Paul	Principal	Principal	118,716	8,310	1,721	0	4,274	831	1,484
138853	Pedro Beniz	Principal	Principal	118,716	8,310	1,721	0	4,274	831	1,484

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Position Number	Name	Position Title	Job Title	Annual Salary	7% Pension Pick-Up	Employer Pension 11.1%	Medicare 1.45%	Estimated Medical	Payout Sick & Vac 3.6%	Unemployment Ins. 7.7%	Workers Comp. 1.2%	Total Amount
266070	Uke Ahmed	Assistant Principal	Assistant Principal	120,814	8,437	13,410	1,752	9,622	4,349	846	1,510	160,760
131170	Megan Smith	Principal	Principal	121,013	8,471	13,432	1,755	9,622	4,356	847	1,513	161,009
266811	La Jones Austin	Principal	Principal	121,013	8,471	13,432	1,755	9,622	4,356	847	1,513	161,009
146606	Erin Goff	Principal	Principal	121,013	8,471	13,432	1,755	9,622	4,356	847	1,513	161,009
119124	Arbanshah Maszi	Principal	Principal	121,013	8,471	13,432	1,755	9,622	4,356	847	1,513	161,009
115307	Fekoh Stewart	Principal	Principal	121,013	8,471	13,432	1,755	9,622	4,356	847	1,513	161,009
296333	Abert Chapp	Principal	Principal	121,013	8,471	13,432	1,755	9,622	4,356	847	1,513	161,009
295788	Bagdiana Choumbova	Principal	Principal	121,013	8,471	13,432	1,755	9,622	4,356	847	1,513	161,009
117124	Todd Yarch	Principal	Principal	121,013	8,471	13,432	1,755	9,622	4,356	847	1,513	161,009
327818	Lawanda Bishop	Principal	Principal	121,013	8,471	13,432	1,755	9,622	4,356	847	1,513	161,009
126580	Quinn Weston	Principal	Principal	121,013	8,471	13,432	1,755	9,622	4,356	847	1,513	161,009
117201	Erin Barris	Principal	Principal	121,013	8,471	13,432	1,755	9,622	4,356	847	1,513	161,009
117220	Erin Barris	Principal	Principal	121,013	8,471	13,432	1,755	9,622	4,356	847	1,513	161,009
118048	Carly White	Principal	Principal	121,013	8,471	13,432	1,755	9,622	4,356	847	1,513	161,009
327252	Elizan Nelsonson	Principal	Principal	121,013	8,471	13,432	1,755	9,622	4,356	847	1,513	161,009
124592	Vincent Payne	Principal	Principal	129,314	9,062	14,354	1,875	9,622	4,655	905	1,618	161,772
117722	Paul Schaefer	Principal	Principal	122,145	8,550	13,558	1,771	9,622	4,397	855	1,527	162,425
118686	Alvie Mason	Principal	Principal	122,145	8,550	13,558	1,771	9,622	4,397	855	1,527	162,425
117936	Brenda Barrett	Principal	Principal	122,145	8,550	13,558	1,771	9,622	4,397	855	1,527	162,425
131503	Christine Zhenka	Principal	Principal	122,145	8,550	13,558	1,771	9,622	4,397	855	1,527	162,425
296090	Pamela Brunson-Alen	Principal	Principal	122,145	8,550	13,558	1,771	9,622	4,397	855	1,527	162,425
121110	Keala Campbell	Principal	Principal	122,145	8,550	13,558	1,771	9,622	4,397	855	1,527	162,425
125596	Sarah Abouadi	Principal	Principal	122,145	8,550	13,558	1,771	9,622	4,397	855	1,527	162,425
125596	Patricia Cook	Principal	Principal	122,145	8,550	13,558	1,771	9,622	4,397	855	1,527	162,425
148920	Queen Kizer	Principal	Principal	122,145	8,550	13,558	1,771	9,622	4,397	855	1,527	162,425
119710	Julie Rempa	Principal	Principal	122,145	8,550	13,558	1,771	9,622	4,397	855	1,527	162,425
115657	Amy Kozl	Principal	Principal	122,145	8,550	13,558	1,771	9,622	4,397	855	1,527	162,425
296308	Heather Comally	Principal	Principal	122,145	8,550	13,558	1,771	9,622	4,397	855	1,527	162,425
126267	Edward Morris	Principal	Principal	122,145	8,550	13,558	1,771	9,622	4,397	855	1,527	162,425
115918	Wynne Williams	Principal	Principal	122,145	8,550	13,558	1,771	9,622	4,397	855	1,527	162,425
129856	Paul Flaherty	Principal	Principal	122,145	8,550	13,558	1,771	9,622	4,397	855	1,527	162,425
117309	Venessa Williams-Johnson	Assistant Principal	Assistant Principal	123,251	8,628	14,501	1,894	9,622	4,703	914	1,633	163,433
113447	Glenn Pritchett	Assistant Principal	Assistant Principal	123,251	8,628	14,501	1,894	9,622	4,703	914	1,633	163,433
123988	Rozali Lynch	Assistant Principal	Assistant Principal	123,251	8,628	14,501	1,894	9,622	4,703	914	1,633	163,433
117543	Michael Gaglio	Assistant Principal	Assistant Principal	123,251	8,628	14,501	1,894	9,622	4,703	914	1,633	163,433
121630	Luc Tittel	Assistant Principal	Assistant Principal	123,251	8,628	14,501	1,894	9,622	4,703	914	1,633	163,433
113507	Kimberly Nelson	Assistant Principal	Assistant Principal	123,251	8,628	14,501	1,894	9,622	4,703	914	1,633	163,433
138670	Judith Cook	Assistant Principal	Assistant Principal	123,251	8,628	14,501	1,894	9,622	4,703	914	1,633	163,433
426258	Dore Rouloux	Principal	Principal	123,297	8,630	13,665	1,788	9,622	4,437	863	1,541	163,609
120188	Juanvito Gutierrez	Principal	Principal	123,297	8,630	13,665	1,788	9,622	4,437	863	1,541	163,609
121074	Crystal Ratto	Principal	Principal	123,297	8,630	13,665	1,788	9,622	4,437	863	1,541	163,609
330702	Nancy Palmett	Principal	Principal	123,297	8,630	13,665	1,788	9,622	4,437	863	1,541	163,609
142543	Patricia Waterfield	Principal	Principal	123,297	8,630	13,665	1,788	9,622	4,437	863	1,541	163,609
129605	Neom Nalanyama	Principal	Principal	123,297	8,630	13,665	1,788	9,622	4,437	863	1,541	163,609
117224	Camilla Bahama	Principal	Principal	123,297	8,630	13,665	1,788	9,622	4,437	863	1,541	163,609
114140	Melinda Brown	Principal	Principal	123,297	8,630	13,665	1,788	9,622	4,437	863	1,541	163,609
114140	Michelle Brown	Principal	Principal	123,297	8,630	13,665	1,788	9,622	4,437	863	1,541	163,609
426831	Angela Laramides-Sofos	Principal	Principal	123,297	8,630	13,665	1,788	9,622	4,437	863	1,541	163,609
394458	Duane Pitts	Principal	Principal	123,297	8,630	13,665	1,788	9,622	4,437	863	1,541	163,609
117781	Raqueil Saucedo	Principal	Principal	123,297	8,630	13,665	1,788	9,622	4,437	863	1,541	163,609
114294	Kip Hill	Principal	Principal	123,297	8,630	13,665	1,788	9,622	4,437	863	1,541	163,609
133109	Martha Ortega	Principal	Principal	123,297	8,630	13,665	1,788	9,622	4,437	863	1,541	163,609
121885	Rene Mackin	Principal	Principal	123,297	8,630	13,665	1,788	9,622	4,437	863	1,541	163,609
117444	Cassandra Washington	Principal	Principal	123,297	8,630	13,665	1,788	9,622	4,437	863	1,541	163,609
364498	Kristina Quiley	Principal	Principal	123,297	8,630	13,665	1,788	9,622	4,437	863	1,541	163,609
131184	Kimberly Moore	Principal	Principal	123,297	8,630	13,665	1,788	9,622	4,437	863	1,541	163,609
302885	Cherie Nevitt	Principal	Principal	123,297	8,630	13,665	1,788	9,622	4,437	863	1,541	163,609
136020	Julia Reed	Principal	Principal	123,297	8,630	13,665	1,788	9,622	4,437	863	1,541	163,609
136020	Jeffrey Washington	Principal	Principal	123,297	8,630	13,665	1,788	9,622	4,437	863	1,541	163,609
133221	Jeffrey Potts	Principal	Principal	123,297	8,630	13,665	1,788	9,622	4,437	863	1,541	163,609
126810	Janet Washington	Principal	Principal	123,297	8,630	13,665	1,788	9,622	4,437	863	1,541	163,609
123940	Camille Anderson	Principal	Principal	123,297	8,630	13,665	1,788	9,622	4,437	863	1,541	163,609
115989	Tamara L'Etignon	Principal	Principal	123,297	8,630	13,665	1,788	9,622	4,437	863	1,541	163,609
118171	Dawn Hill	Principal	Principal	123,297	8,630	13,665	1,788	9,622	4,437	863	1,541	163,609
130788	John Webb	Principal	Principal	123,297	8,630	13,665	1,788	9,622	4,437	863	1,541	163,609
121950	Rufina Brown	Principal	Principal	123,297	8,630	13,665	1,788	9,622	4,437	863	1,541	163,609
114130	Laraine Brown	Principal	Principal	123,297	8,630	13,665	1,788	9,622	4,437	863	1,541	163,609

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Position Number	Name	Employment Type	Job Title	Department Name	Annual Salary	% Pension Pick-Up	Employer Pension 11.1%	Medicare 1.45%	Estimated Medical	Payout Sick & Vac 3.66%	Unemployment Ins 1.2%	Workers Comp 1.2%	Total Amount
127405	Stephen Parker	Principal	Principal	Isabel C O'Keefe School	123,287	8.630	13,645	1,788	9,822	4,438	863	863	163,854
115436	Muniro Sogona	Principal	Principal	James R Daniels School	123,287	8.630	13,685	1,788	9,822	4,438	863	863	163,854
120734	Troy Linnert	Principal	Principal	James G Blake School	123,287	8.630	13,685	1,788	9,822	4,438	863	863	163,854
146874	Anna Cannon	Principal	Principal	Adolfo Lucarelli & Fern Ct	123,287	8.630	13,685	1,788	9,822	4,438	863	863	163,854
466824	Vicky Myers	Principal	Principal	Michael Pletz Jr School	123,287	8.630	13,685	1,788	9,822	4,438	863	863	163,854
146874	Constancia Grimm-Gordon	Principal	Principal	Henry R Girard School	123,287	8.630	13,685	1,788	9,822	4,438	863	863	163,854
126787	Maria Gonzalez	Principal	Principal	Sharon Christa Mansfield School	123,287	8.630	13,685	1,788	9,822	4,438	863	863	163,854
118654	Michael Beyer	Principal	Principal	Donald L Morris Middle School	123,287	8.630	13,685	1,788	9,822	4,438	863	863	163,854
133946	Mary Dolan	Principal	Principal	Ellen H Richards Career Acad	123,287	8.630	13,685	1,788	9,822	4,438	863	863	163,854
112007	Thomas Hoffman	Principal	Principal	Anna Middle School	123,287	8.630	13,685	1,788	9,822	4,438	863	863	163,854
1271919	Michael Huskamp	Principal	Principal	Nathaniel Greene School	123,287	8.630	13,685	1,788	9,822	4,438	863	863	163,854
115750	Venus Shannon	Principal	Principal	Lynnan Turnbull School	123,287	8.630	13,685	1,788	9,822	4,438	863	863	163,854
114914	Adam Parnot-Sheffer	Principal	Principal	Mary G Peterson School	123,287	8.630	13,685	1,788	9,822	4,438	863	863	163,854
117924	Teresa Anderson	Principal	Principal	Theodore Hearst School	123,287	8.630	13,685	1,788	9,822	4,438	863	863	163,854
423453	Shari Bennett	Principal	Principal	Agria Brashers Art & Soc Acad	123,287	8.630	13,685	1,788	9,822	4,438	863	863	163,854
117886	Madie Kitchin	Principal	Principal	William H Ryd School	123,287	8.630	13,685	1,788	9,822	4,438	863	863	163,854
118654	George Schaefer	Principal	Principal	John F Kennedy High School	123,287	8.630	13,685	1,788	9,822	4,438	863	863	163,854
124344	Constance Grimm-Gordon	Principal	Principal	TEAM Englewood Comm Academy	123,287	8.630	13,685	1,788	9,822	4,438	863	863	163,854
267866	Poppy Kozicki-Bryr	Principal	Principal	William Englewood Comm Academy	123,287	8.630	13,685	1,788	9,822	4,438	863	863	163,854
274280	Theresa Roca	Principal	Principal	Enrico Fermi School	123,287	8.630	13,685	1,788	9,822	4,438	863	863	163,854
110201	Pam Straucher-Sanders	Principal	Principal	Enrico Fermi School	123,287	8.630	13,685	1,788	9,822	4,438	863	863	163,854
146807	Justin Moore	Principal	Principal	Francis B Price School	123,287	8.630	13,685	1,788	9,822	4,438	863	863	163,854
118961	Antonia Hill	Principal	Principal	John J Peshing East Mag Sch	123,287	8.630	13,685	1,788	9,822	4,438	863	863	163,854
118317	Janqueline Medina	Principal	Principal	Talman School	123,287	8.630	13,685	1,788	9,822	4,438	863	863	163,854
120765	Gale Baker	Principal	Principal	Ronald H Brown Comm Academy	123,287	8.630	13,685	1,788	9,822	4,438	863	863	163,854
142945	Chandra Byrd-Wright	Principal	Principal	Edward F Dunne School	123,287	8.630	13,685	1,788	9,822	4,438	863	863	163,854
122729	Brenda DelMar-Williams	Principal	Principal	Arnellia Eburn Ott for Know Sc	123,287	8.630	13,685	1,788	9,822	4,438	863	863	163,854
268108	Carrie Unger-Tesabky	Principal	Principal	Fraser and Masd Mag School	123,287	8.630	13,685	1,788	9,822	4,438	863	863	163,854
118654	Anna Bostick	Principal	Principal	Quinn Academy High School	123,287	8.630	13,685	1,788	9,822	4,438	863	863	163,854
118654	Salma Croghan	Principal	Principal	Quinn Academy High School	123,287	8.630	13,685	1,788	9,822	4,438	863	863	163,854
118654	Linda Vary	Principal	Principal	Frederick J Jolly School	123,287	8.630	13,685	1,788	9,822	4,438	863	863	163,854
384475	Chyk Burnett	Principal	Principal	Near North Elementary School	123,287	8.630	13,685	1,788	9,822	4,438	863	863	163,854
384478	Willy White	Principal	Principal	Jacqueline B Vaughn Oz HS	123,287	8.630	13,685	1,788	9,822	4,438	863	863	163,854
114453	Beverly Greene	Principal	Principal	Jordan Community School	123,287	8.630	13,685	1,788	9,822	4,438	863	863	163,854
146549	Barbara Kargas	Principal	Principal	James Madison School	123,287	8.630	13,685	1,788	9,822	4,438	863	863	163,854
299928	Judith Carlson	Principal	Principal	J W Van Gorder School	123,287	8.630	13,685	1,788	9,822	4,438	863	863	163,854
113928	Carole Acosta	Principal	Principal	Robert L Garner School	123,287	8.630	13,685	1,788	9,822	4,438	863	863	163,854
119145	Derek Jordan	Principal	Principal	Horace Greiner School	123,287	8.630	13,685	1,788	9,822	4,438	863	863	163,854
113336	Bertha Armbrinds	Principal	Principal	Adam Clayton Powell Jr Pristea	123,287	8.630	13,685	1,788	9,822	4,438	863	863	163,854
120333	Ruth Miller	Principal	Principal	Daniel J Conroy School	123,287	8.630	13,685	1,788	9,822	4,438	863	863	163,854
142845	Tracy Saper	Principal	Principal	Anna A Slagg School	123,287	8.630	13,685	1,788	9,822	4,438	863	863	163,854
138877	Catherine Jorgeson	Principal	Principal	Stephen J Bradley School	123,287	8.630	13,685	1,788	9,822	4,438	863	863	163,854
121804	Alma Thompson	Principal	Principal	John Sorenson Academy	123,287	8.630	13,685	1,788	9,822	4,438	863	863	163,854
121967	Lorraine Russell	Principal	Principal	Francisco J Madrid Mid School	123,287	8.630	13,685	1,788	9,822	4,438	863	863	163,854
119141	Mari Armendanz	Principal	Principal	Arturo Dvorak Specialty Academy	123,287	8.630	13,685	1,788	9,822	4,438	863	863	163,854
122107	Matthew Dato	Principal	Principal	Mark Sherman Math & Sci Acad	123,287	8.630	13,685	1,788	9,822	4,438	863	863	163,854
111655	Joseph Peas	Principal	Principal	Martin A R Johnson School	123,287	8.630	13,685	1,788	9,822	4,438	863	863	163,854
12824	Eustachio Henriquez	Principal	Principal	Abraham Lincoln School	123,287	8.630	13,685	1,788	9,822	4,438	863	863	163,854
140097	Eric Warr	Principal	Principal	Louis J Aguiluz School	123,287	8.630	13,685	1,788	9,822	4,438	863	863	163,854
128854	Erin Miller	Principal	Principal	Andrew Jackson Language Acad	123,287	8.630	13,685	1,788	9,822	4,438	863	863	163,854
128854	Paul O'Toole	Principal	Principal	Elza Chappell School	123,287	8.630	13,685	1,788	9,822	4,438	863	863	163,854
301989	Jami Morris	Principal	Principal	Luisa Language Academy	123,287	8.630	13,685	1,788	9,822	4,438	863	863	163,854
146842	Carla Vercel-Evansler	Principal	Principal	Little Barkans School	123,287	8.630	13,685	1,788	9,822	4,438	863	863	163,854
146811	Joyce Swartz	Principal	Principal	William J Edgar Camp Tech HS	123,287	8.630	13,685	1,788	9,822	4,438	863	863	163,854
118778	Adrian Stanton	Principal	Principal	William J Edgar Camp Tech HS	123,287	8.630	13,685	1,788	9,822	4,438	863	863	163,854
122005	Mary Cappelle	Principal	Principal	William J Edgar Camp Tech HS	123,287	8.630	13,685	1,788	9,822	4,438	863	863	163,854
118781	Raul Lora	Principal	Principal	Adela E Soto School	123,287	8.630	13,685	1,788	9,822	4,438	863	863	163,854
410581	Aracelis Rivera	Principal	Principal	Maria Soto-Soto-Cuma Metro H	123,287	8.630	13,685	1,788	9,822	4,438	863	863	163,854
121238	Doreen Belmont	Principal	Principal	Wall Street Magnet School	123,287	8.630	13,685	1,788	9,822	4,438	863	863	163,854
112760	Christina Lopez	Principal	Principal	Frank W Riley School	123,287	8.630	13,685	1,788	9,822	4,438	863	863	163,854
146848	Michelle Lopez	Principal	Principal	Nancy B Jefferson AS School	123,287	8.630	13,685	1,788	9,822	4,438	863	863	163,854
113444	Vicky Hinton	Principal	Principal	William Howard T H High School	123,287	8.630	13,685	1,788	9,822	4,438	863	863	163,854
121968	Josephine Mounts	Principal	Principal	Richard Yates School	123,287	8.630	13,685	1,788	9,822	4,438	863	863	163,854
				Charles Allen Priddy Ctr Acad	123,287	8.630	13,685	1,788	9,822	4,438	863	863	163,854
				Frank W Riley School	123,287	8.630	13,685	1,788	9,822	4,438	863	863	163,854
				Charles P Stover Jr Academic C	123,287	8.630	13,685	1,788	9,822	4,438	863	863	163,854
				Bachelor Academic	123,287	8.630	13,685	1,788	9,822	4,438	863	863	163,854
				William Howard T H High School	123,287	8.630	13,685	1,788	9,822	4,438	863	863	163,854
				William H Young School HS	123,287	8.630	13,685	1,788	9,822	4,438	863	863	163,854
				Carl Schurz High School	123,287	8.630	13,685	1,788	9,822	4,438	863	863	163,854
				Matthew G. Gibbs, Eng Academy	123,287	8.630	13,685	1,788	9,822	4,438	863	863	163,854

Centred Administrators Salary and Compensation Report
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Position Number	Name	Position Title	Job Title	Annual Salary	% Pension Pick-Up	Employer Pension 11.1%	Medicare 1.45%	Estimated Medical	Payout Sick & Vac 3.65%	Unemployment MS 2.7%	Workers Comp 1.23%	Total Amount
144001	Vernica Iruarte	Assistant Principal	Assistant Principal	125,704	8.79%	13,953	1,823	9,622	4,525	890	1,571	166,878
381933	Yvonne Tomas	Principal	Principal	125,704	8.79%	13,953	1,823	9,622	4,525	890	1,571	166,878
122021	Susan Ribbare	Principal	Principal	126,857	8.80%	14,081	1,839	9,622	4,567	868	1,566	168,320
118126	Theresa Ryan	Principal	Principal	126,857	8.80%	14,081	1,839	9,622	4,567	868	1,566	168,320
118127	Martha Brown-Salgado	Principal	Principal	126,857	8.80%	14,081	1,839	9,622	4,567	868	1,566	168,320
118128	Sharon Brown-Haynes	Principal	Principal	126,857	8.80%	14,081	1,839	9,622	4,567	868	1,566	168,320
118133	Richard Muller	Principal	Principal	126,857	8.80%	14,081	1,839	9,622	4,567	868	1,566	168,320
118259	Mehmet Adiguzel	Principal	Principal	126,857	8.80%	14,081	1,839	9,622	4,567	868	1,566	168,320
119381	Trisha Shobe	Principal	Principal	126,857	8.80%	14,081	1,839	9,622	4,567	868	1,566	168,320
123204	Warren Morgan II	Principal	Principal	128,033	8.92%	14,212	1,856	9,622	4,609	896	1,600	169,791
115490	Michael Boraz	Principal	Principal	128,033	8.92%	14,212	1,856	9,622	4,609	896	1,600	169,791
115000	Camilla Convington	Principal	Principal	128,033	8.92%	14,212	1,856	9,622	4,609	896	1,600	169,791
142914	Timothy Devine	Principal	Principal	128,033	8.92%	14,212	1,856	9,622	4,609	896	1,600	169,791
144802	Marian Magrini	Principal	Principal	128,033	8.92%	14,212	1,856	9,622	4,609	896	1,600	169,791
290340	Tyrese Sims	Principal	Principal	128,033	8.92%	14,212	1,856	9,622	4,609	896	1,600	169,791
115116	Carro Trujillo	Principal	Principal	128,033	8.92%	14,212	1,856	9,622	4,609	896	1,600	169,791
115118	Shirley House	Principal	Principal	128,033	8.92%	14,212	1,856	9,622	4,609	896	1,600	169,791
113271	Sharon Harris	Principal	Principal	128,033	8.92%	14,212	1,856	9,622	4,609	896	1,600	169,791
125283	Beulah Maynard	Principal	Principal	128,033	8.92%	14,212	1,856	9,622	4,609	896	1,600	169,791
119406	Leah Werner	Principal	Principal	128,033	8.92%	14,212	1,856	9,622	4,609	896	1,600	169,791
121094	Margaret Kouretz	Principal	Principal	128,033	8.92%	14,212	1,856	9,622	4,609	896	1,600	169,791
406985	Allonso Carmone	Principal	Principal	128,033	8.92%	14,212	1,856	9,622	4,609	896	1,600	169,791
123398	Wendy Oelsky	Principal	Principal	128,033	8.92%	14,212	1,856	9,622	4,609	896	1,600	169,791
119217	Eduardo Cesano	Principal	Principal	128,033	8.92%	14,212	1,856	9,622	4,609	896	1,600	169,791
134043	Kim Brasfield	Principal	Principal	128,033	8.92%	14,212	1,856	9,622	4,609	896	1,600	169,791
118049	Saffiyah Kamran	Principal	Principal	128,033	8.92%	14,212	1,856	9,622	4,609	896	1,600	169,791
302987	Lanetta Sanders	Principal	Principal	128,033	8.92%	14,212	1,856	9,622	4,609	896	1,600	169,791
113222	Clifford Gabor	Principal	Principal	128,033	8.92%	14,212	1,856	9,622	4,609	896	1,600	169,791
118640	Isabel Tellez	Principal	Principal	128,033	8.92%	14,212	1,856	9,622	4,609	896	1,600	169,791
118641	Laura Luffus	Principal	Principal	128,033	8.92%	14,212	1,856	9,622	4,609	896	1,600	169,791
112442	Suzanne Luffus	Principal	Principal	128,033	8.92%	14,212	1,856	9,622	4,609	896	1,600	169,791
401362	Marcy Swanson	Principal	Principal	128,033	8.92%	14,212	1,856	9,622	4,609	896	1,600	169,791
401363	Devon Horton	Principal	Principal	128,033	8.92%	14,212	1,856	9,622	4,609	896	1,600	169,791
137332	David Belanger	Principal	Principal	128,033	8.92%	14,212	1,856	9,622	4,609	896	1,600	169,791
126534	Sandra Caselli	Principal	Principal	128,033	8.92%	14,212	1,856	9,622	4,609	896	1,600	169,791
143900	Samuel Vargas Colon	Principal	Principal	128,033	8.92%	14,212	1,856	9,622	4,609	896	1,600	169,791
122455	Carolyn Eggett	Principal	Principal	128,033	8.92%	14,212	1,856	9,622	4,609	896	1,600	169,791
118771	Daniel Zimmerman	Principal	Principal	128,033	8.92%	14,212	1,856	9,622	4,609	896	1,600	169,791
119978	Daniel Kramer	Principal	Principal	128,033	8.92%	14,212	1,856	9,622	4,609	896	1,600	169,791
455433	Lalaysia Moadde	Principal	Principal	128,117	8.96%	14,221	1,854	9,622	4,612	897	1,601	169,897
129944	Richard Morgan	Principal	Principal	128,117	8.96%	14,221	1,854	9,622	4,612	897	1,601	169,897
197377	Susan Kukuleka	Principal	Principal	128,117	8.96%	14,221	1,854	9,622	4,612	897	1,601	169,897
214744	Elizabeth Magiera	Principal	Principal	128,117	8.96%	14,221	1,854	9,622	4,612	897	1,601	169,897
118846	Jeffrey M. Magiera	Principal	Principal	128,117	8.96%	14,221	1,854	9,622	4,612	897	1,601	169,897
120346	Aracelis McCillian-Elmer	Principal	Principal	128,117	8.96%	14,221	1,854	9,622	4,612	897	1,601	169,897
120873	Enron Oloje	Principal	Principal	128,117	8.96%	14,221	1,854	9,622	4,612	897	1,601	169,897
118140	Cylian Conlon	Principal	Principal	128,117	8.96%	14,221	1,854	9,622	4,612	897	1,601	169,897
148989	Dyrene Espino	Principal	Principal	128,117	8.96%	14,221	1,854	9,622	4,612	897	1,601	169,897
117400	Dom Jordan	Principal	Principal	128,117	8.96%	14,221	1,854	9,622	4,612	897	1,601	169,897
139661	Valeria Bryant	Principal	Principal	128,117	8.96%	14,221	1,854	9,622	4,612	897	1,601	169,897
443864	Shirley Jackson	Principal	Principal	128,117	8.96%	14,221	1,854	9,622	4,612	897	1,601	169,897
245425	Carlin Davis	Principal	Principal	128,320	8.96%	14,244	1,861	9,622	4,620	898	1,604	170,150
242281	Antonio Acornedo	Principal	Principal	128,320	8.96%	14,244	1,861	9,622	4,620	898	1,604	170,150
119953	Rafaela Hobbs	Principal	Principal	128,843	9.08%	14,294	1,868	9,622	4,633	901	1,609	170,604
135227	Jean Price	Principal	Principal	128,917	9.34%	15,108	1,963	9,622	4,639	958	1,711	171,283
135228	John Prigo	Principal	Principal	128,917	9.34%	15,108	1,963	9,622	4,639	958	1,711	171,283
122986	Kathy F. Price	Principal	Principal	128,917	9.34%	15,108	1,963	9,622	4,639	958	1,711	171,283
364470	Maria Berry	Principal	Principal	128,917	9.34%	15,108	1,963	9,622	4,639	958	1,711	171,283
122955	Sarah Clayton	Principal	Principal	128,917	9.34%	15,108	1,963	9,622	4,639	958	1,711	171,283
115463	Christina Jackson	Principal	Principal	128,917	9.34%	15,108	1,963	9,622	4,639	958	1,711	171,283
113182	Kath Mahg	Principal	Principal	128,917	9.34%	15,108	1,963	9,622	4,639	958	1,711	171,283
455430	Ench Prud	Principal	Principal	128,917	9.34%	15,108	1,963	9,622	4,639	958	1,711	171,283
124381	Jane Sanchez	Principal	Principal	128,917	9.34%	15,108	1,963	9,622	4,639	958	1,711	171,283
117227	Rigo Pignocco	Principal	Principal	128,917	9.34%	15,108	1,963	9,622	4,639	958	1,711	171,283
122104	Cheri Hernandez	Principal	Principal	128,917	9.34%	15,108	1,963	9,622	4,639	958	1,711	171,283
118161	Roger Lewis	Principal	Principal	128,917	9.34%	15,108	1,963	9,622	4,639	958	1,711	171,283
117870	Zareta Abdul-Ahad	Principal	Principal	128,917	9.34%	15,108	1,963	9,622	4,639	958	1,711	171,283
113484	Nancy Mendez	Principal	Principal	128,917	9.34%	15,108	1,963	9,622	4,639	958	1,711	171,283
117883	Laura Mendez-Tropic	Principal	Principal	128,917	9.34%	15,108	1,963	9,622	4,639	958	1,711	171,283
141111	William F. Friel School	Principal	Principal	128,917	9.34%	15,108	1,963	9,622	4,639	958	1,711	171,283
113351	Affrey Daver	Principal	Principal	128,917	9.34%	15,108	1,963	9,622	4,639	958	1,711	171,283

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Position Number	Name	Position Title	Job Title	Annual Salary	% Pension Pick-Up	Employer Pension 11.1%	Medicare 1.45%	Estimated Medical	Payout Sick VAC 3.46%	Unemployment Ins. 2.6%	Workers Comp 1.25%	Total Amount
117533	Joyce Ruiz	Principal	Principal	130,529	9.137	14,489	1,893	9,622	9,622	4,699	914	1632
394474	Eliot Katz	Principal	Principal	130,529	9.137	14,489	1,893	9,622	9,622	4,699	914	1632
140864	William Hook	Principal	Principal	130,529	9.137	14,489	1,893	9,622	9,622	4,699	914	1632
113482	Sherry Moore-Oke	Principal	Principal	130,529	9.137	14,489	1,893	9,622	9,622	4,699	914	1632
120370	Debra Ward	Principal	Principal	130,529	9.137	14,489	1,893	9,622	9,622	4,699	914	1632
146539	Rosa Valdez	Principal	Principal	130,529	9.137	14,489	1,893	9,622	9,622	4,699	914	1632
119924	Carol Wilson	Principal	Principal	130,529	9.137	14,489	1,893	9,622	9,622	4,699	914	1632
118907	Dobere Cupp	Principal	Principal	130,529	9.137	14,489	1,893	9,622	9,622	4,699	914	1632
299731	Katherine Tobias	Principal	Principal	130,529	9.137	14,489	1,893	9,622	9,622	4,699	914	1632
113690	Rida Mulla	Principal	Principal	130,529	9.137	14,489	1,893	9,622	9,622	4,699	914	1632
121106	Michelle Smith	Principal	Principal	130,529	9.137	14,489	1,893	9,622	9,622	4,699	914	1632
125431	Daniel Cook	Principal	Principal	130,529	9.137	14,489	1,893	9,622	9,622	4,699	914	1632
117795	Kurt Jones	Principal	Principal	130,529	9.137	14,489	1,893	9,622	9,622	4,699	914	1632
118402	Shirley Roach	Principal	Principal	130,529	9.137	14,489	1,893	9,622	9,622	4,699	914	1632
122150	Patricia Branch	Principal	Principal	130,529	9.137	14,489	1,893	9,622	9,622	4,699	914	1632
117340	Shonae Higginbotham	Principal	Principal	130,529	9.137	14,489	1,893	9,622	9,622	4,699	914	1632
114583	Nina Osiecki	Principal	Principal	130,529	9.137	14,489	1,893	9,622	9,622	4,699	914	1632
113661	Carol Friedman	Principal	Principal	130,529	9.137	14,489	1,893	9,622	9,622	4,699	914	1632
120126	Jewell Dalt	Principal	Principal	130,529	9.137	14,489	1,893	9,622	9,622	4,699	914	1632
123824	Alan Mather	Principal	Principal	130,529	9.137	14,489	1,893	9,622	9,622	4,699	914	1632
136203	Michael Beils	Principal	Principal	130,529	9.137	14,489	1,893	9,622	9,622	4,699	914	1632
299750	Linda Moore	Principal	Principal	130,529	9.137	14,489	1,893	9,622	9,622	4,699	914	1632
114697	Zola Garcia	Principal	Principal	130,529	9.137	14,489	1,893	9,622	9,622	4,699	914	1632
112749	Deborah Nease	Principal	Principal	130,529	9.137	14,489	1,893	9,622	9,622	4,699	914	1632
202547	Cheryl Wilkins	Principal	Principal	130,529	9.137	14,489	1,893	9,622	9,622	4,699	914	1632
121106	Juanita Weidre	Principal	Principal	130,529	9.137	14,489	1,893	9,622	9,622	4,699	914	1632
121106	Shirley Morris	Principal	Principal	130,529	9.137	14,489	1,893	9,622	9,622	4,699	914	1632
203104	Stephanie Moore	Principal	Principal	130,529	9.137	14,489	1,893	9,622	9,622	4,699	914	1632
121073	Edwin Luch	Principal	Principal	130,529	9.137	14,489	1,893	9,622	9,622	4,699	914	1632
302737	Cheryl Armstrong-Bert	Principal	Principal	130,529	9.137	14,489	1,893	9,622	9,622	4,699	914	1632
250181	Ernesto Melius	Principal	Principal	130,529	9.137	14,489	1,893	9,622	9,622	4,699	914	1632
140000	John Oom	Principal	Principal	130,529	9.137	14,489	1,893	9,622	9,622	4,699	914	1632
133927	Olis Dumon	Principal	Principal	130,529	9.137	14,489	1,893	9,622	9,622	4,699	914	1632
385859	Kristina Douer	Principal	Principal	130,529	9.137	14,489	1,893	9,622	9,622	4,699	914	1632
122730	Elizabeth Kun	Principal	Principal	130,529	9.137	14,489	1,893	9,622	9,622	4,699	914	1632
139964	Amy Rome	Principal	Principal	130,529	9.137	14,489	1,893	9,622	9,622	4,699	914	1632
128185	Michelle Van Alst	Principal	Principal	130,529	9.137	14,489	1,893	9,622	9,622	4,699	914	1632
200855	Catherine Gannon	Principal	Principal	130,529	9.137	14,489	1,893	9,622	9,622	4,699	914	1632
130992	Michelle Wilks	Principal	Principal	130,529	9.137	14,489	1,893	9,622	9,622	4,699	914	1632
118828	Andrew Wiercymak	Principal	Principal	130,529	9.137	14,489	1,893	9,622	9,622	4,699	914	1632
120855	Shaun Dale	Principal	Principal	130,529	9.137	14,489	1,893	9,622	9,622	4,699	914	1632
118116	Amanda Rodriguez	Principal	Principal	130,529	9.137	14,489	1,893	9,622	9,622	4,699	914	1632
119476	Michelle Miller	Principal	Principal	130,529	9.137	14,489	1,893	9,622	9,622	4,699	914	1632
131528	Melba Alford	Principal	Principal	130,529	9.137	14,489	1,893	9,622	9,622	4,699	914	1632
126514	Jeanne Alford-Retzke	Principal	Principal	130,529	9.137	14,489	1,893	9,622	9,622	4,699	914	1632
121508	Stephanie Mary Herz	Principal	Principal	130,529	9.137	14,489	1,893	9,622	9,622	4,699	914	1632
114786	Dorothy Thompson	Principal	Principal	130,529	9.137	14,489	1,893	9,622	9,622	4,699	914	1632
406883	Jenice Jackson	Principal	Principal	130,529	9.137	14,489	1,893	9,622	9,622	4,699	914	1632
138762	Stanley Griggs	Principal	Principal	130,529	9.137	14,489	1,893	9,622	9,622	4,699	914	1632
118247	Felicia Sanders	Principal	Principal	130,529	9.137	14,489	1,893	9,622	9,622	4,699	914	1632
425098	Victor Ibarra	Principal	Principal	130,529	9.137	14,489	1,893	9,622	9,622	4,699	914	1632
140495	Gabriel Sanchez	Principal	Principal	130,529	9.137	14,489	1,893	9,622	9,622	4,699	914	1632
140200	Franco Garcia	Principal	Principal	130,529	9.137	14,489	1,893	9,622	9,622	4,699	914	1632
134419	Fredrick Wopach	Principal	Principal	130,529	9.137	14,489	1,893	9,622	9,622	4,699	914	1632
202070	Shelton Flowers	Principal	Principal	130,529	9.137	14,489	1,893	9,622	9,622	4,699	914	1632
120746	Lucie Jackson	Principal	Principal	130,529	9.137	14,489	1,893	9,622	9,622	4,699	914	1632
120746	Trone Dasher	Principal	Principal	130,529	9.137	14,489	1,893	9,622	9,622	4,699	914	1632
122964	Frankie Johnson	Principal	Principal	130,529	9.137	14,489	1,893	9,622	9,622	4,699	914	1632
138205	Malisa Eddy	Principal	Principal	130,529	9.137	14,489	1,893	9,622	9,622	4,699	914	1632
120881	Halle Eddy	Principal	Principal	130,529	9.137	14,489	1,893	9,622	9,622	4,699	914	1632
304476	Jenny Salford	Principal	Area Instruction Officer	130,529	9.137	14,489	1,893	9,622	9,622	4,699	914	1632
119067	Dennis Calonge	Principal	Principal	130,529	9.137	14,489	1,893	9,622	9,622	4,699	914	1632
121997	Priscilla Preston	Principal	Principal	130,529	9.137	14,489	1,893	9,622	9,622	4,699	914	1632
117870	Lisa Moreno	Principal	Principal	130,529	9.137	14,489	1,893	9,622	9,622	4,699	914	1632
117138	Julian Taylor	Principal	Principal	130,529	9.137	14,489	1,893	9,622	9,622	4,699	914	1632
123360	Hilary Moore	Principal	Principal	130,529	9.137	14,489	1,893	9,622	9,622	4,699	914	1632
137323	Jenny Fowell	Principal	Principal	130,529	9.137	14,489	1,893	9,622	9,622	4,699	914	1632
115428	Cynthia Hughes-Hartup	Principal	Principal	130,529	9.137	14,489	1,893	9,622	9,622	4,699	914	1632
141708	Bonnie Glass	Principal	Principal	130,529	9.137	14,489	1,893	9,622	9,622	4,699	914	1632
131708	Alejo Jueary	Principal	Principal	130,529	9.137	14,489	1,893	9,622	9,622	4,699	914	1632
130853	Thomas Trotter	Principal	Principal	130,529	9.137	14,489	1,893	9,622	9,622	4,699	914	1632

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Position Number	Name	Position Title	Job Title	Department Name	ANNUAL SALARY	7% PENSION PICK-UP	EMPLOYER PENSION 11.1%	MEDICARE 1.45%	ESTIMATED MEDICAL	PAYOUT SICKLE VAC 2.62%	UNEMPLOYMENT INS. 7.0%	WORKERS COMP 1.25%	TOTAL AMOUNT
118573	Christie Jones	Principal	Principal	Stephen T Malher High School	135,548	9,488	15,046	1,965	9,822	4,800	949	1,694	179,193
121197	Nirala Gunn	Principal	Principal	John F Eberhart School	135,548	9,488	15,046	1,965	9,822	4,800	949	1,694	179,193
120444	Barry Rodgers	Principal	Principal	Norfolk College Prep	135,548	9,488	15,046	1,965	9,822	4,800	949	1,694	179,193
130879	Javier Arriola-Lopez	Principal	Principal	Rachel Carson School	135,548	9,488	15,046	1,965	9,822	4,800	949	1,694	179,193
115240	Michael Peltz	Principal	Principal	Laughlin Falconer School	135,548	9,488	15,046	1,965	9,822	4,800	949	1,694	179,193
122054	Richard Smith	Principal	Principal	Richard T Crane Td Pk Comm H	135,548	9,488	15,046	1,965	9,822	4,800	949	1,694	179,193
116084	Sandra Gomez	Principal	Principal	Nathan S Davis School & Annex	135,548	9,488	15,046	1,965	9,822	4,800	949	1,694	179,193
117889	Sandra Morrow	Principal	Principal	Paul Robinson-High School	135,548	9,488	15,046	1,965	9,822	4,800	949	1,694	179,193
117895	Karen Gonzalez	Principal	Principal	Paul Robinson-High School	135,548	9,488	15,046	1,965	9,822	4,800	949	1,694	179,193
117231	Christina Kelly-Suber	Principal	Principal	John Marshall High School	135,548	9,488	15,046	1,965	9,822	4,800	949	1,694	179,193
117232	Tommy Tobitt	Principal	Principal	John Marshall High School	135,548	9,488	15,046	1,965	9,822	4,800	949	1,694	179,193
114240	Nelly Roberts	Principal	Principal	Rosehill Elementary School	135,548	9,488	15,046	1,965	9,822	4,800	949	1,694	179,193
115459	Phillip Perry	Principal	Principal	Marie Subowitz Curve Metro H	135,548	9,488	15,046	1,965	9,822	4,800	949	1,694	179,193
135193	Barton Dussinger	Principal	Principal	Cesar E Chavez Magnet Acad C	135,548	9,488	15,046	1,965	9,822	4,800	949	1,694	179,193
406639	Kim Sims	Principal	Principal	Bouquet Academy	135,548	9,488	15,046	1,965	9,822	4,800	949	1,694	179,193
114182	Edwin Rivera	Principal	Principal	James Monroe School	135,548	9,488	15,046	1,965	9,822	4,800	949	1,694	179,193
117132	Shawn Jackson	Principal	Principal	Herbert Spawor Math & Sci Aca	135,548	9,488	15,046	1,965	9,822	4,800	949	1,694	179,193
423580	William Gerstein	Principal	Principal	Chief Administrative Officer	135,548	9,488	15,046	1,965	9,822	4,800	949	1,694	179,193
111850	Tamara Ward	Principal	Principal	Tepicohale School	135,548	9,488	15,046	1,965	9,822	4,800	949	1,694	179,193
141538	Brenda Browder	Principal	Principal	Joseph Kellman Corp Comm Sch	135,548	9,488	15,046	1,965	9,822	4,800	949	1,694	179,193
117534	Dorella Carter	Principal	Principal	John Gregory School	135,548	9,488	15,046	1,965	9,822	4,800	949	1,694	179,193
117278	Kathleen Singleton	Principal	Principal	Melgar Evans School	135,548	9,488	15,046	1,965	9,822	4,800	949	1,694	179,193
114249	Yvonne Armour-Cathoun	Principal	Principal	Thomas Hynes School	135,548	9,488	15,046	1,965	9,822	4,800	949	1,694	179,193
113160	Deborah Bomer	Principal	Principal	R. Nathaniel Diet School	135,548	9,488	15,046	1,965	9,822	4,800	949	1,694	179,193
112866	James Sheehy	Principal	Principal	Erft Graham School	135,548	9,488	15,046	1,965	9,822	4,800	949	1,694	179,193
117884	Edna Platts	Principal	Principal	Elizabeth Peabody School	135,548	9,488	15,046	1,965	9,822	4,800	949	1,694	179,193
117886	Johnnie Platts	Principal	Principal	Elizabeth Peabody School	135,548	9,488	15,046	1,965	9,822	4,800	949	1,694	179,193
121053	Patricia McCann	Principal	Principal	Benjamin M. May Academy	135,548	9,488	15,046	1,965	9,822	4,800	949	1,694	179,193
117354	Melody Seaton	Principal	Principal	Samuel Gomers Free Arts Op Sc	135,548	9,488	15,046	1,965	9,822	4,800	949	1,694	179,193
128344	Lemetta Collins	Principal	Principal	Arcl Community Academy	135,548	9,488	15,046	1,965	9,822	4,800	949	1,694	179,193
111684	Christine Morris	Principal	Principal	Sagebrush School	135,548	9,488	15,046	1,965	9,822	4,800	949	1,694	179,193
111684	Sandra Gray	Principal	Principal	Thomas A Edison Reg Gifted Ct	135,548	9,488	15,046	1,965	9,822	4,800	949	1,694	179,193
123635	Mary Gallegher	Principal	Principal	Edward Everett School	135,548	9,488	15,046	1,965	9,822	4,800	949	1,694	179,193
135825	Daniel Richmond	Principal	Principal	Durkin Park School	135,548	9,488	15,046	1,965	9,822	4,800	949	1,694	179,193
148800	Deborah Dudley	Principal	Principal	Francis Scott Key School	135,548	9,488	15,046	1,965	9,822	4,800	949	1,694	179,193
115734	Olivia Roman	Principal	Principal	Ana Roque De Dupuy School	135,548	9,488	15,046	1,965	9,822	4,800	949	1,694	179,193
125121	Vivian Coakley	Principal	Principal	James Whitman School	135,548	9,488	15,046	1,965	9,822	4,800	949	1,694	179,193
121764	Cynthia Eggs	Principal	Principal	Giuglielmo Marconi Comm Acad Sch	135,548	9,488	15,046	1,965	9,822	4,800	949	1,694	179,193
130640	Carrie Ling	Principal	Principal	John T Macaulay School	135,548	9,488	15,046	1,965	9,822	4,800	949	1,694	179,193
116559	Barbara Kern	Principal	Principal	Augustus H Bunley School	135,548	9,488	15,046	1,965	9,822	4,800	949	1,694	179,193
117295	Samuel Jordan	Principal	Principal	Jessie Owens Comm Academy	135,548	9,488	15,046	1,965	9,822	4,800	949	1,694	179,193
117296	Christina Jordan	Principal	Principal	Jessie Owens Comm Academy	135,548	9,488	15,046	1,965	9,822	4,800	949	1,694	179,193
121944	Catherine Laffon	Principal	Principal	Barbara Vas. EC & Pk Ct	135,548	9,488	15,046	1,965	9,822	4,800	949	1,694	179,193
121225	William Johnson	Principal	Principal	Park Manor School	135,548	9,488	15,046	1,965	9,822	4,800	949	1,694	179,193
131498	Evelyn Burton	Principal	Principal	West Prostration School	135,548	9,488	15,046	1,965	9,822	4,800	949	1,694	179,193
111759	Loretta Brown-Lawrence	Principal	Principal	George Lewis School	135,548	9,488	15,046	1,965	9,822	4,800	949	1,694	179,193
129518	Shelvia Johnson	Principal	Principal	Thomas D. Owen Language Academy	135,548	9,488	15,046	1,965	9,822	4,800	949	1,694	179,193
131530	Yvette Cunningham	Principal	Principal	Nathan R Goodball School	135,548	9,488	15,046	1,965	9,822	4,800	949	1,694	179,193
222598	Jo Esterling-Hood	Principal	Principal	Mary E Madsen School	135,548	9,488	15,046	1,965	9,822	4,800	949	1,694	179,193
117893	Michelle Cytum	Principal	Principal	Orville T Bright School	135,548	9,488	15,046	1,965	9,822	4,800	949	1,694	179,193
121913	Wilhelmina Kernan	Principal	Principal	Irvn C Madison School	135,548	9,488	15,046	1,965	9,822	4,800	949	1,694	179,193
119925	Sonya James	Principal	Principal	Francis Parnum School	135,548	9,488	15,046	1,965	9,822	4,800	949	1,694	179,193
130172	Joseph Edwards	Principal	Principal	Christopher Columbus School	135,548	9,488	15,046	1,965	9,822	4,800	949	1,694	179,193
110891	Janice Kopla	Principal	Principal	Edgewood School	135,548	9,488	15,046	1,965	9,822	4,800	949	1,694	179,193
209817	Thomas Little	Principal	Principal	Robert A Black Magnet School	135,548	9,488	15,046	1,965	9,822	4,800	949	1,694	179,193
116242	Zelda Hernandez	Principal	Principal	Joseph Jurgens School	135,548	9,488	15,046	1,965	9,822	4,800	949	1,694	179,193
114418	Berry Singler	Principal	Principal	Sarah Jears Int'l Coll Prep HS	135,548	9,488	15,046	1,965	9,822	4,800	949	1,694	179,193
114488	Richard Smith	Principal	Principal	Arden Elementary Academy HS	135,548	9,488	15,046	1,965	9,822	4,800	949	1,694	179,193
118322	Richard Smith	Principal	Principal	Arden Elementary Academy HS	135,548	9,488	15,046	1,965	9,822	4,800	949	1,694	179,193
116880	Judith Swan	Principal	Principal	Richard Edwards School	135,548	9,488	15,046	1,965	9,822	4,800	949	1,694	179,193
245480	Prada Geronzi	Principal	Director Of Early Child Prgms	Early Child - Fk & Pres Ovr	136,195	9,718	15,148	1,984	9,822	4,875	954	1,710	180,905
122704	Jacqueline Neems	Principal	Principal	Helena Hoffman School	136,195	9,718	15,148	1,984	9,822	4,875	954	1,710	180,905
124370	Ewa Carmona	Principal	Principal	Leite Village Academy	136,195	9,718	15,148	1,984	9,822	4,875	954	1,710	180,905
123910	Johnny Burns	Principal	Principal	Wendell Smith School	136,195	9,718	15,148	1,984	9,822	4,875	954	1,710	180,905
148355	Debra Brown	Principal	Principal	Walter O. Gramann School	136,195	9,718	15,148	1,984	9,822	4,875	954	1,710	180,905
418870	Sunday Umanogbe	Principal	Principal	City Wide Education Center	136,195	9,718	15,148	1,984	9,822	4,875	954	1,710	180,905
117024	Michael Johnson	Principal	Principal	William Claude Rivers School	136,195	9,718	15,148	1,984	9,822	4,875	954	1,710	180,905
123970	Maria Cruz	Principal	Principal	Burnham Mason School	136,195	9,718	15,148	1,984	9,822	4,875	954	1,710	180,905
134095	Kathleen Bandiera	Principal	Principal	Ole A. Thors Scholastic Academy	136,195	9,718	15,148	1,984	9,822	4,875	954	1,710	180,905
302729	Lynn McGinnis-Carmy	Principal	Principal	Anne R. Langford Comm Acad	136,195	9,718	15,148	1,984	9,822	4,875	954	1,710	180,905
202724	Vincent Lurabelle	Principal	Principal	Tarlington School of Excellence	136,195	9,718	15,148	1,984	9,822	4,875	954	1,710	180,905
118303	Claret Gomez	Principal	Principal	Stephen K. Hart School	136,195	9,718	15,148	1,984	9,822	4,875	954	1,710	180,905

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Exposition Number	Name	Position Title	Job Title	ANNUAL SALARY	TEACHER PENSION PICKUP	EMPLOYER PENSION 11.5%	MEDICARE 1.45%	ESTIMATED MEDICAL	PAYOUT SICK & VAC 3.85%	UNEMPLOYMENT INS. 7.0%	WORKERS COMP 1.25%	TOTAL AMOUNT
121503	Ruth Garcia	Principal	Principal	138,209	9,875	15,341	2,004	9,622	4,976	967	1,728	182,522
112622	Mary Weaver	Principal	Principal	138,209	9,875	15,341	2,004	9,622	4,976	967	1,728	182,522
119339	Vanessa Thompson	Principal	Principal	138,209	9,875	15,341	2,004	9,622	4,976	967	1,728	182,522
123187	Adolfo Garcia	Principal	Principal	138,209	9,875	15,341	2,004	9,622	4,976	967	1,728	182,522
116622	Mary Robinson	Principal	Principal	138,209	9,875	15,341	2,004	9,622	4,976	967	1,728	182,522
112281	Freda Dunbar	Principal	Principal	138,209	9,875	15,341	2,004	9,622	4,976	967	1,728	182,522
130907	Monica Watson	Principal	Principal	138,209	9,875	15,341	2,004	9,622	4,976	967	1,728	182,522
116227	Roger Johnson	Principal	Principal	138,209	9,875	15,341	2,004	9,622	4,976	967	1,728	182,522
119302	Robert Baughman	Principal	Principal	138,209	9,875	15,341	2,004	9,622	4,976	967	1,728	182,522
116070	Katherine Konieczny	Principal	Principal	138,209	9,875	15,341	2,004	9,622	4,976	967	1,728	182,522
114287	Anthony Blyler	Principal	Principal	138,209	9,875	15,341	2,004	9,622	4,976	967	1,728	182,522
137047	Mary Duan	Principal	Principal	139,470	9,783	15,481	2,022	9,622	5,021	976	1,743	184,099
121406	Pietro Alonso	Principal	Principal	139,470	9,783	15,481	2,022	9,622	5,021	976	1,743	184,099
119995	Antonette Lobosco	Principal	Principal	139,470	9,783	15,481	2,022	9,622	5,021	976	1,743	184,099
322249	Anna Andrews	Principal	Interim Principal	139,470	9,783	15,481	2,022	9,622	5,021	976	1,743	184,099
132607	Dawn Hawk	Principal	Principal	139,470	9,783	15,481	2,022	9,622	5,021	976	1,743	184,099
116114	Jeffery Wright	Principal	Principal	139,470	9,783	15,481	2,022	9,622	5,021	976	1,743	184,099
116114	Shelley Cordeira	Principal	Principal	139,470	9,783	15,481	2,022	9,622	5,021	976	1,743	184,099
116114	Christy Jester	Principal	Principal	139,470	9,783	15,481	2,022	9,622	5,021	976	1,743	184,099
118373	Cheryl Galt	Principal	Principal	139,470	9,783	15,481	2,022	9,622	5,021	976	1,743	184,099
118373	Tom Fisher	Principal	Principal	139,470	9,783	15,481	2,022	9,622	5,021	976	1,743	184,099
118649	Rita Ortiz	Principal	Principal	139,470	9,783	15,481	2,022	9,622	5,021	976	1,743	184,099
131014	Rabecca Stinson	Principal	Principal	139,614	9,773	15,487	2,024	9,622	5,026	977	1,745	184,278
116337	Garnette Banks	Principal	Principal	139,614	9,773	15,487	2,024	9,622	5,026	977	1,745	184,278
121594	Monique Dushky	Principal	Principal	139,614	9,773	15,487	2,024	9,622	5,026	977	1,745	184,278
129078	Alice Vera	Principal	Principal	147,658	10,336	16,390	2,141	0	5,371	1,044	1,865	186,652
119319	Mark Brennan	Principal	Principal	149,203	10,444	16,561	2,163	0	5,371	1,044	1,865	186,652
118138	Jerry Travels	Principal	Principal	149,203	10,444	16,561	2,163	0	5,371	1,044	1,865	186,652
453435	Victor Simon	Principal	Principal	142,000	9,840	15,762	2,056	9,622	5,119	965	1,778	187,518
122752	Shelley Dillard	Principal	Deputy Chief of Schools	142,203	9,854	15,785	2,062	9,622	5,119	965	1,778	187,518
116224	Yaelis Williams	Principal	Principal	142,203	9,854	15,785	2,062	9,622	5,119	965	1,778	187,518
116224	William Hunsicker	Principal	Principal	142,203	9,854	15,785	2,062	9,622	5,119	965	1,778	187,518
121475	William Hunsicker	Principal	Principal	142,203	9,854	15,785	2,062	9,622	5,119	965	1,778	187,518
146319	Dana Baker	Principal	Principal	142,203	9,854	15,785	2,062	9,622	5,119	965	1,778	187,518
119883	Aldi Ali	Principal	Principal	142,203	9,854	15,785	2,062	9,622	5,119	965	1,778	187,518
117063	Sonia Caban	Principal	Principal	142,203	9,854	15,785	2,062	9,622	5,119	965	1,778	187,518
128044	Marilyn Strony	Principal	Principal	142,203	9,854	15,785	2,062	9,622	5,119	965	1,778	187,518
117057	Martha Monroy	Principal	Principal	142,203	9,854	15,785	2,062	9,622	5,119	965	1,778	187,518
121308	Sakunah Abalik-Sabor	Principal	Principal	142,267	9,959	15,792	2,063	9,622	5,122	966	1,778	187,598
116703	Kenneth Stral	Principal	Principal	142,267	9,959	15,792	2,063	9,622	5,122	966	1,778	187,598
118278	Suzan May	Principal	Principal	142,267	9,959	15,792	2,063	9,622	5,122	966	1,778	187,598
118121	Lloyd Ehrenberg	Principal	Principal	142,267	9,959	15,792	2,063	9,622	5,122	966	1,778	187,598
118098	David Danovic	Principal	Principal	142,267	9,959	15,792	2,063	9,622	5,122	966	1,778	187,598
113208	Robbie Jester	Principal	Principal	142,267	9,959	15,792	2,063	9,622	5,122	966	1,778	187,598
146250	Karen Magner	Principal	Principal	142,267	9,959	15,792	2,063	9,622	5,122	966	1,778	187,598
118097	Ornela Hernandez-Vega	Principal	Principal	142,267	9,959	15,792	2,063	9,622	5,122	966	1,778	187,598
118097	Guerra Bryant	Principal	Principal	142,267	9,959	15,792	2,063	9,622	5,122	966	1,778	187,598
120285	Christopher Blake	Principal	Principal	142,267	9,959	15,792	2,063	9,622	5,122	966	1,778	187,598
113273	Janice Preston	Principal	Principal	142,267	9,959	15,792	2,063	9,622	5,122	966	1,778	187,598
138889	W Debra Ribarum	Principal	Principal	142,267	9,959	15,792	2,063	9,622	5,122	966	1,778	187,598
115875	Debra Lefe	Principal	Principal	142,267	9,959	15,792	2,063	9,622	5,122	966	1,778	187,598
126332	Donald Morris	Principal	Principal	142,267	9,959	15,792	2,063	9,622	5,122	966	1,778	187,598
136177	Angelica Herrera-Vest	Principal	Principal	142,267	9,959	15,792	2,063	9,622	5,122	966	1,778	187,598
114580	Alyson Romero	Principal	Principal	142,267	9,959	15,792	2,063	9,622	5,122	966	1,778	187,598
131186	Robyn Amour	Principal	Principal	142,267	9,959	15,792	2,063	9,622	5,122	966	1,778	187,598
298008	Shelley Scott	Principal	Principal	142,267	9,959	15,792	2,063	9,622	5,122	966	1,778	187,598
146245	Alma Sacchetto	Principal	Principal	142,267	9,959	15,792	2,063	9,622	5,122	966	1,778	187,598
124405	Alma Sacchetto	Principal	Principal	142,267	9,959	15,792	2,063	9,622	5,122	966	1,778	187,598
142185	Patricia Lewis	Principal	Principal	142,267	9,959	15,792	2,063	9,622	5,122	966	1,778	187,598
142185	John Maguire	Principal	Principal	142,267	9,959	15,792	2,063	9,622	5,122	966	1,778	187,598
121194	Carl Diggs	Principal	Principal	142,267	9,959	15,792	2,063	9,622	5,122	966	1,778	187,598
121185	Anna Harmon	Principal	Principal	142,267	9,959	15,792	2,063	9,622	5,122	966	1,778	187,598
121172	Ashli Braca	Principal	Principal	143,504	10,045	15,829	2,081	9,622	5,166	1,005	1,794	189,148
117631	Scott Ahrens	Principal	Principal	143,504	10,045	15,829	2,081	9,622	5,166	1,005	1,794	189,148
133173	Carissa Taylor	Principal	Principal	143,504	10,045	15,829	2,081	9,622	5,166	1,005	1,794	189,148
118998	Graciela Ortega	Principal	Principal	143,504	10,045	15,829	2,081	9,622	5,166	1,005	1,794	189,148
119584	Philip Salem	Principal	Principal	143,504	10,045	15,829	2,081	9,622	5,166	1,005	1,794	189,148
119845	Ernest Edwards	Principal	Principal	143,504	10,045	15,829	2,081	9,622	5,166	1,005	1,794	189,148
122810	Michael Dur	Principal	Principal	143,504	10,045	15,829	2,081	9,622	5,166	1,005	1,794	189,148
118177	Douglas Maldon	Principal	Principal	143,504	10,045	15,829	2,081	9,622	5,166	1,005	1,794	189,148

Certified Administration Salary and Compensation Report
As of November 1, 2011

Position Number	Name	Position Title	Job Title	Department Name	ANNUAL SALARY	7% PENSION PICK-UP	EMPLOYER PENSION 11.5%	MEDICARE 1.45%	ESTIMATED MEDICAL	PAYOUT SICK & VAC 3.6%	UNEMPLOYMENT INS. 7.7%	WORKERS COMP. 1.25%	TOTAL AMOUNT
116545	Patrick Baccolini	Principal	Principal	Casimir Paganini Internl Acad	143,504	10,045	15,929	2,081	9,022	5,196	1,005	1,794	199,146
116810	Kenneth Moncal	Principal	Principal	William J Bogdan Comp Tech HS	145,504	10,045	15,929	2,081	9,022	5,196	1,005	1,794	199,146
116824	Costa Barrosa	Principal	Principal	Ozono Academy	146,200	10,242	16,241	2,122	9,022	5,268	1,024	1,829	192,658
114219	Kimberly Moncal	Principal	Principal	Mahala Jackson School	146,320	10,242	16,241	2,122	9,022	5,268	1,024	1,829	192,658
120497	Roberta Madeline	Principal	Principal	John W Cook School	146,320	10,242	16,241	2,122	9,022	5,268	1,024	1,829	192,658
115313	Ould Hassan	Principal	Principal	Ferdinand W Pres School	154,921	10,844	17,196	2,246	9,022	5,377	1,064	1,937	193,806
135316	Merve Whaley-Anoah	Principal	Principal	Nancy B Jefferson Alt School	147,656	10,336	16,390	2,141	9,022	5,316	1,034	1,848	194,340
129933	Duston Brown	Principal	Principal	Georgetown Brooks High School	147,656	10,336	16,390	2,141	9,022	5,316	1,034	1,848	194,340
248867	Felvia Hernandez	Elem Areas & Schools Officer	Elem Areas & Schools Officer	Office of School Management	148,108	10,368	16,440	2,146	9,022	5,332	1,037	1,851	194,906
112421	Sandra Jones	Principal	Principal	West Park Academy	149,203	10,444	16,561	2,163	9,022	5,371	1,044	1,865	196,274
117669	Joyce Cooper	Principal	Principal	Enrl C Hensch Miro HS	149,203	10,444	16,561	2,163	9,022	5,371	1,044	1,865	196,274
117884	Carol Briggs	Principal	Principal	Alfred Drive North School	149,203	10,444	16,561	2,163	9,022	5,371	1,044	1,865	196,274
117437	Robert Dobrzyn	Principal	Principal	Michael M Byrne School	149,203	10,444	16,561	2,163	9,022	5,371	1,044	1,865	196,274
128111	Robert Hull	Principal	Principal	Michael M Byrne School	149,203	10,444	16,561	2,163	9,022	5,371	1,044	1,865	196,274
128111	Justi Barrera	Principal	Principal	Michael M Byrne School	149,203	10,444	16,561	2,163	9,022	5,371	1,044	1,865	196,274
119388	Christina Ertzb	Principal	Principal	Calista Ertzb Middle/HS	149,203	10,444	16,561	2,163	9,022	5,371	1,044	1,865	196,274
113900	Christina Arroyo	Principal	Principal	William Nelson School	149,203	10,444	16,561	2,163	9,022	5,371	1,044	1,865	196,274
147549	Rhonda Hoskins	Principal	Principal	Richard Henry Lee School	149,203	10,444	16,561	2,163	9,022	5,371	1,044	1,865	196,274
119877	Dennis Gamble	Principal	Principal	Richard J Daley Academy	149,203	10,444	16,561	2,163	9,022	5,371	1,044	1,865	196,274
117095	Jana Nichols	Principal	Principal	Elite Yale School	149,203	10,444	16,561	2,163	9,022	5,371	1,044	1,865	196,274
118614	Sandra James	Principal	Principal	Alexander Graham School	149,203	10,444	16,561	2,163	9,022	5,371	1,044	1,865	196,274
124452	Valerie Brown	Principal	Principal	Mark Twain School	149,203	10,444	16,561	2,163	9,022	5,371	1,044	1,865	196,274
121977	Chris Kolb	Principal	Principal	John H Hamline School	149,203	10,444	16,561	2,163	9,022	5,371	1,044	1,865	196,274
125649	Jill Blesnyak	Principal	Principal	Jean Baptiste Beaubien School	149,203	10,444	16,561	2,163	9,022	5,371	1,044	1,865	196,274
302738	Suzanne Vakhayez	Principal	Principal	Joseph Stronach School	149,203	10,444	16,561	2,163	9,022	5,371	1,044	1,865	196,274
122258	Alvin Solomon	Principal	Principal	LaSalle Language Magnet School	149,203	10,444	16,561	2,163	9,022	5,371	1,044	1,865	196,274
115335	Jacqueline Robinson	Principal	Principal	Lyman A Building School	149,203	10,444	16,561	2,163	9,022	5,371	1,044	1,865	196,274
114357	Ronald Whinnom	Principal	Principal	Robert Emmet School	149,203	10,444	16,561	2,163	9,022	5,371	1,044	1,865	196,274
113374	Sandra Lewis	Principal	Principal	John M Smyth School	149,203	10,444	16,561	2,163	9,022	5,371	1,044	1,865	196,274
119934	Ary Desideri	Principal	Principal	Harold Washington School	149,203	10,444	16,561	2,163	9,022	5,371	1,044	1,865	196,274
120298	Nancy Espinoza	Principal	Principal	Fort Dearborn School	149,203	10,444	16,561	2,163	9,022	5,371	1,044	1,865	196,274
115375	Charmaine Rodriguez	Principal	Principal	Sanderson School	149,203	10,444	16,561	2,163	9,022	5,371	1,044	1,865	196,274
117315	Cliff Martin	Principal	Principal	Jane B King School	149,203	10,444	16,561	2,163	9,022	5,371	1,044	1,865	196,274
112964	Cliff Dabko	Principal	Principal	Jane B King School	149,203	10,444	16,561	2,163	9,022	5,371	1,044	1,865	196,274
116480	Deborah Clark	Principal	Principal	Newton Beaman School	149,203	10,444	16,561	2,163	9,022	5,371	1,044	1,865	196,274
117838	Guadalupe Rivera	Principal	Principal	Mark Shaver School	149,203	10,444	16,561	2,163	9,022	5,371	1,044	1,865	196,274
429511	Donald Frynd	Asstg Officer	Asstg Officer	James Russell Lowell School	151,131	10,444	16,561	2,163	9,022	5,441	1,044	1,865	196,274
385869	Adrian Wales	Chief of Schools-Elementary	Chief of Schools-Elementary	Office of School Improvement	151,131	10,444	16,561	2,163	9,022	5,441	1,044	1,865	196,274
385864	Dennis Lyle	Chief of Schools-Elementary	Chief of Schools-Elementary	Englewood-Graham El. Network	151,131	10,579	16,776	2,191	9,022	5,441	1,056	1,890	196,657
385861	Annelle Gurley	Chief of Schools-Elementary	Chief of Schools-Elementary	Carlewood-Humboldt El. Network	151,131	10,579	16,776	2,191	9,022	5,441	1,056	1,890	196,657
385866	Harriet Hicks-Cotins	Chief of Schools-Elementary	Chief of Schools-Elementary	Austin-North Laramie El. Network	151,131	10,579	16,776	2,191	9,022	5,441	1,056	1,890	196,657
385811	Karen Suffolk	Chief of Schools-Elementary	Chief of Schools-Elementary	Ohare Elementary Network	151,131	10,579	16,776	2,191	9,022	5,441	1,056	1,890	196,657
432860	Craig Benes	Chief of Schools-Elementary	Chief of Schools-Elementary	Rock Island Elementary Network	151,131	10,579	16,776	2,191	9,022	5,441	1,056	1,890	196,657
385868	Shawn Smith	Chief of Schools-Elementary	Chief of Schools-Elementary	Ravenswood-Edge Elem Network	151,131	10,579	16,776	2,191	9,022	5,441	1,056	1,890	196,657
54292	Lyndia Williams	Chief of Schools-Elementary	Chief of Schools-Elementary	Burnham Park Elementary Network	151,131	10,579	16,776	2,191	9,022	5,441	1,056	1,890	196,657
458416	Elizabeth Kory	Chief of Schools-High Schools	Chief of Schools-High Schools	Fulton Elementary Network	151,131	10,579	16,776	2,191	9,022	5,441	1,056	1,890	196,657
385871	Sean Staling	Chief of Schools-High Schools	Chief of Schools-High Schools	Sauratown Side HS Network	151,131	10,579	16,776	2,191	9,022	5,441	1,056	1,890	196,657
115241	John Thomas	Principal	Principal	West Side High School Network	151,131	10,579	16,776	2,191	9,022	5,441	1,056	1,890	196,657
112291	John Crump	Principal	Principal	West Side High School Network	151,131	10,579	16,776	2,191	9,022	5,441	1,056	1,890	196,657
119021	Robert Smith	Principal	Principal	South Side High School Network	151,131	10,579	16,776	2,191	9,022	5,441	1,056	1,890	196,657
118027	Carole Maceo	Principal	Principal	Carlewood-Deshauld Acad	151,131	10,835	18,064	2,203	9,022	5,488	1,064	1,898	199,684
117875	Patricia Marnaghan	Principal	Principal	Carlewood-Deshauld Acad	151,131	10,835	18,064	2,203	9,022	5,488	1,064	1,898	199,684
115558	Mary Santiago Piller	Principal	Principal	Rockwood-Deshauld Acad	151,131	10,835	18,064	2,203	9,022	5,488	1,064	1,898	199,684
142131	Crystal Bell	Principal	Principal	Matthew Gallegat Ling Academy	151,131	10,835	18,064	2,203	9,022	5,488	1,064	1,898	199,684
118975	Ebe Mazoner	Principal	Principal	Daniel Boone School	151,131	10,835	18,064	2,203	9,022	5,488	1,064	1,898	199,684
114292	Paul Powers	Principal	Principal	Elm Flagg Young School	151,131	10,835	18,064	2,203	9,022	5,488	1,064	1,898	199,684
134802	Joyce Krinner	Principal	Principal	Franz Peter Schuler School	151,131	10,835	18,064	2,203	9,022	5,488	1,064	1,898	199,684
299927	Kathleen Huggan	Principal	Principal	William Jones Academic Mag HS	154,921	10,844	17,188	2,246	9,022	5,577	1,064	1,937	203,428
118465	Andrew Munno	Principal	Principal	Whitney M Young Magnet HS	154,921	10,844	17,188	2,246	9,022	5,577	1,064	1,937	203,428
407428	Leonor Kari	Principal	Principal	West Oratory Magnet School	154,921	10,844	17,188	2,246	9,022	5,577	1,064	1,937	203,428
117945	Alfred Stephens	Principal	Principal	Curran S Hubbard High School	154,921	10,844	17,188	2,246	9,022	5,577	1,064	1,937	203,428
111732	Harsh Bhat	Principal	Principal	Morris Carners Elem School	154,921	10,844	17,188	2,246	9,022	5,577	1,064	1,937	203,428
131374	Kenneth Hunter	Principal	Principal	Thomas Kelly High School	154,921	10,844	17,188	2,246	9,022	5,577	1,064	1,937	203,428
118598	Arthur Taranian	Principal	Principal	Ulster Barbours School	154,921	10,844	17,188	2,246	9,022	5,577	1,064	1,937	203,428
131788	Henry Rasmie	Principal	Principal	Charles Alan Prosser Car Acad	154,921	10,844	17,188	2,246	9,022	5,577	1,064	1,937	203,428
116153	Maria Rodriguez O'Leary	Principal	Principal	George Henry Gates HS	154,921	10,844	17,188	2,246	9,022	5,577	1,064	1,937	203,428
114437	Cherise Mc Carver	Principal	Principal	William Henry Tift High School	154,921	10,844	17,188	2,246	9,022	5,577	1,064	1,937	203,428
234863	Rachel Ripstein	Chief of Staff	Chief of Staff	Richard Yates School	154,921	10,844	17,188	2,246	9,022	5,577	1,064	1,937	203,428
				Marion Stone-Boone School	154,921	10,844	17,188	2,246	9,022	5,577	1,064	1,937	203,428
				Walter G Curry School	154,921	10,844	17,188	2,246	9,022	5,577	1,064	1,937	203,428
				Chief of Staff	183,160	11,423	19,113	2,388	9,022	5,814	1,102	2,040	211,760

Certified Administrators Salary and Compensation Report
As of November 1, 2011

Position Number	Name	Position Title	Job Title	Department Name	ANNUAL SALARY	7% PENSION	EMPLOYER PENSION 11.1%	MEDICARE	ESTIMATED MEDICAL	PAYOUT SICK & VAC 3.60%	UNEMPLOYMENT INS. 7.25%	WORKERS COMP 1.25%	TOTAL AMOUNT
258882	Richard Smith	Chief Specialized Services Off	Chief Specialized Services Off	Special Education	175,000	12,250	19,425	2,538	9,622	6,300	1,225	2,188	228,547
439936	Jean Claude Bouland	Chief Executive Officer	Chief Executive Officer	CEO	250,000	17,500	28,563	3,625	9,622	4,000	1,750	3,125	316,185

11-1116-AR1

FINAL

REPORT ON BOARD REPORT RESCISSIONS

THE GENERAL COUNSEL REPORTS THE FOLLOWING:

- I. **Extend the rescission dates contained in the following Board Reports to January 25, 2012 because the parties remain involved in good faith negotiations which are likely to result in an agreement and the user group(s) concurs with this extension:**
1. 09-0722-OP3: Approve Entering into a Master Intergovernmental License Agreement with Chicago Park District for Use of Facilities.
User Group: Office of Real Estate
Services: License Agreement
Status: In negotiations
 2. 10-0127-OP1: Amend Board Report 08-0625-OP8: Approve Entering into an Intergovernmental Agreement with the Chicago Park District for the Lease of Land and the Use of Certain Athletic Facilities to be Constructed as Part of the New Lee/Pasteur Area School.
User Group: Chief Operating Officer
Services: Lease Agreement
Status: In negotiations
 3. 10-1117-PR18: Amend Board Report 08-0827-PR23. Amend Board Report 05-1026-PR12 Amend Board Report 04-0324-PR20: Approve Entering into an Agreement with Blue Cross Blue Shield of Illinois for Health Care Administration Services.
User Group: Office of Human Capital
Services: Health Care Administration Services
Status: In negotiations
 4. 10-1117-PR19: Amend Board Report 08-0827-PR26. Amend Board Report 07-1219-PR19 Approve Exercising the Second Option to Renew the Agreements with United Health Care Insurance Company and United Behavioral Health for Health Maintenance Organization, Behavioral health and Flexible Spending Account Services
User Group: Office of Human Capital
Services: Behavioral Health and Flexible Spending Account Services
Status: In negotiations
 5. 10-1215-OP3: Approve the Second Renewal of the Lease Agreement with Fortunes From A Farr, LLC for Lease of Space at 641 South Plymouth Court for Jones High School.
User Group: Office of Real Estate
Services: Lease Agreement
Status: In negotiations
 6. 11-0126-EX9: Amend Board Report 10-0922-EX4: Amend Board Report 10-0728-EX6: Amend Board Report 09-0826-EX7: Amend Board Report 08-0827-EX8: Amend Board Report 08-0602-EX2: Amend Board Report 07-0627-EX7: Approve the Renewal of the Charter School Agreement with the Youth Connection Charter School.
User Group: Office of New Schools
Services: Charter School
Status: In negotiations
 7. 11-0223-PR4: Approve Entering into Agreements with Dell Marketing, L.P., Dell Financial, Sentinel Technologies (CISCO), Inc. and Vion Corporation (Hitachi) for the Purchase and/or Lease of Network Servers.
User Group: Information & Technology Services
Services: Purchase and/or Lease of Network Services
Status: 2 of 4 agreements have been executed; the remainder are in negotiations
 8. 11-0323-EX9: Approve the Renewal of the Charter School Agreement with Lawndale Educational and Regional Network Charter School, Inc.
User Group: Office of New Schools
Services: Charter School
Status: In negotiations
 9. 11-0323-EX11: Approve the Establishment of the Prologue Early College and Entering into a School Management and Performance Agreement with Prologue, Inc., and Illinois Not-For-Profit Corporation.
User Group: Office of New Schools
Services: School Management and Performance Agreement
Status: In negotiations

10. 11-0323-PR7: Approve Exercising the First Option to Renew the Pre-Qualification Status of Contractors to Provide Mechanical Contracting Services for the Board of Education
User Group: Facility Operations & Maintenance
Services: Mechanical Contracting Services
Status: In negotiations
11. 11-0427-OP3: Amend Board Report 09-1028-OP3: Amend Board Report 09-0527-OP3 Ratify Entering into a School Food Services Agreement and Approve Entering into a New Lease Agreement with Noble Network of Charter Schools for Lease of a Portion of the Cregier School Building, 2040 W Adams.
User Group: Real Estate
Services: Food Service and Lease Agreement
Status: In negotiations
12. 11-0427-OP4: Amend Board Report 09-1028-OP4: Authorize Entering into a New Lease Agreement with Noble Street Charter School for Use of the Gladstone School Building at 1231 S Damen Avenue.
User Group: Real Estate
Services: Lease Agreement
Status: In negotiations
13. 11-0427-OP5: Amend Board Report 10-0526-OP1: Amend Board Report 10-0224-OP4 Approve Entering into a New Lease Agreement and School Food Services Agreement with Noble Network of Charter Schools for Rental of the Reed School Building at 6350 S. Stewart.
User Group: Real Estate
Services: Lease Agreement
Status: In negotiations
14. 11-0427-PR49: Approve Entering into an Agreement with Illinois Caucus for Adolescent Health for Training, Youth Development, and Implementation Services.
User Group: Citywide Special Education Resource
Services: Youth Development and Implementation Services
Status: In negotiations
15. 11-0525-ED3: Approve Entering into Agreements with Various Providers for High Quality Early Childhood Services.
User Group: Office of Early Childhood Education
Services: Early Childhood Services
Status: 159 of 161 agreements have been executed; the remainder are in negotiations
16. 11-0525-EX7: Amend Board Report 11-0126-EX6: Amend Board Report 10-0526-EX5 Amend Board Report 10-0428-EX2: Amend Board Report 09-1123-EX7: Amend Board Report 09-0826-EX8: Amend Board Report 08-0924-EX8: Amend Board Report 08-0602-EX7: Approve the Renewal of the Charter School Agreement with UNO Charter School.
User Group: Office of New Schools
Services: Charter School
Status: In negotiations
17. 11-0525-EX8: Amend Board Report 11-0126-EX9: Amend Board Report 10-0922-EX4: Amend Board Report 10-0728-EX6: Amend Board Report 09-0826-EX7: Amend Board Report 08-0827-EX8 Amend Board Report 08-0602-EX2: Amend Board Report 07-0627-EX7: Approve the Renewal of the Charter School Agreement with the Youth Connection Charter School
User Group: Office of New Schools
Services: Charter School
Status: In negotiations
18. 11-0525-OP4: Authorize the Public Building Commission of Chicago to Purchase the Property at 10436 South Indianapolis Boulevard for the Construction of a New Southeast Area Elementary School.
User Group: Facilities & Operations
Services: Purchase Agreement
Status: In negotiations
19. 11-0525-PR22: Approve Exercising the First Option to Renew the Agreement with Delta Dental of Illinois for Dental Preferred Provider Organization (DPPO) and Dental Health Maintenance Organization (DHMO Services).
User Group: Office of Human Capital
Services: Dental Health Maintenance
Status: In negotiations
20. 11-0525-PR24: Approve Exercising the First Option to Renew the Agreement with Encompass Health Management Systems for Utilization Management and Case Management Services
User Group: Office of Human Capital
Services: Health Maintenance
Status: In negotiations

21. 11-0622-ED2: Approve Entering into an Agreement with City Colleges of Chicago for Dual Credit/Enrollment, Remediation, and Articulation Partnership Programs
 User Group: Office of College and Career Preparation
 Services: Articulation Partnership Program
 Status: In negotiations
22. 11-0622-ED3: Approve Entering into an Agreement with Loyola University of Chicago for Community-Based Federal Work Study Program.
 User Group: Office of College and Career Preparation
 Services: Federal Work Study Program
 Status: In negotiations
23. 11-0622-OP1: Approve the New Lease Agreement with Bronzeville Lighthouse Charter School for Lease of Hartigan School Locates at 8 West Root Street.
 User Group: Real Estate
 Services: Lease Agreement
 Status: In negotiations
24. 11-0622-OP3: Approve new Lease Agreement with Chicago Charter School Foundation (Chicago International Charter School) ChicagoQuest for Lease of the Truth School Located at 1443 North Ogden.
 User Group: Real Estate
 Services: Lease Agreement
 Status: In negotiations
25. 11-0622-OP4: Approve the New Lease Agreement with L.E.A.R.N Charter School for Lease of the Thorp School Located at 8914 South Buffalo Avenue.
 User Group: Real Estate
 Services: Lease Agreement
 Status: In negotiations
26. 11-0622-PR8: Amend Board Report 11-0223-PR2: Amend Board Report 10-0728-PR9: Amend Board Report 09-0923-PR5: Approve Entering into an Agreement with Cannon Design for Design Management Services for the Capital Improvement Program
 User Group: Facility Operations & Maintenance
 Services: Design Management Services
 Status: In negotiations
27. 11-0622-PR37: Amend Board Report 11-0323-PR20 Approve Payment and Ratify Entering into Agreement with Children's Memorial Hospital and Umoja Student Development Corp to Provide Staff Development and Student Support for the Office of School Improvement
 User Group: Office of School Improvement
 Services: Staff Development and Student Support
 Status: In negotiations
28. 11-0622-PR38: Approve Exercising the Fourth Option to Renew that Agreement with the University of Chicago for Consulting Services Provided by the Chapin Hall Center for Children
 User Group: Citywide Special Education Resource
 Services: Consulting Services
 Status: In negotiations
29. 11-0622-PR39: Approve Entering into Agreements and Renewals with Hearing Officers for Expulsion, Truancy, Tuition Residency and Board Rule 6028, 6-29, and 6-30 Hearings.
 User Group: Office of Student Support and Engagement
 Services: Hearing Officer Services
 Status: 9 of 14 agreements have been executed; the remainder are in negotiations
30. 11-0622-PR42: Ratify the First Option to Renew the Agreement with Various Consultants for Development of a Capstone Course in Space Science.
 User Group: Academic Initiatives
 Services: Development of Capstone Course in Space Science
 Status: 5 of 6 agreements have been executed; the remainder are in negotiations
31. 11-0824-ED5: Approve Exercising the Second Option to Renew the Agreements with Selected Vendors to Provide Consulting Services to Private Schools in Chicago Pursuant to the NCLB Title I Federal Entitlement Program.
 User Group: Office of Grants Management and Administration
 Services: Consulting Services
 Status: In negotiations
32. 11-0824-PR2: Approve Entering into Agreement with Various Vendors for the Purchase of Library Books, Reference Books and Related Services.
 User Group: Office of Humanities
 Services: Purchase of Library Books, Reference Books and Related Services
 Status: In negotiations

33. 11-0824-PR5: Approve Entering into a Software License Agreement with Education Logistics Inc. to Provide Software Enhancements to the Current School Bus Routing System
User Group: Student Transportation
Services: Software License Agreement
Status: In negotiations

34. 11-0824-PR11: Approve Exercising the First Option to Renew the Agreement with Careers Through Culinary Arts Program (C-CAP) For Educational Services.
User Group: Office of College to Career Preparation
Services: Educational Services
Status: In negotiations

35. 11-0824-PR12: Approve Exercising the Second Option to Renew the Agreement with Illinois Restaurant Association Education Foundation for Education Services.
User Group: Office of College to Career Preparation
Services: Educational Services
Status: In negotiations

36. 11-0824-PR13: Approve Entering into an Agreement with R V. Kuhns Associates, Inc. For Consulting Services.
User Group: Office of Human Capital
Services: Consulting Services
Status: In negotiations

37. 11-0824-PR16: Approve Exercising the Option to Extend the Prequalification Status of and the Agreements with Various Vendors to Provide Staff Professional Development and Student Development Services For the Culture of Calm Program
User Group: Office of School Safety and Security
Services: Professional Development Services
Status: In negotiations

38. 11-0824-PR17: Approve Exercising the Option to Renew the Agreements with Various Vendors for the Purchase of Specialized Educational Equipment.
User Group: Office of Special Education & Support
Services: Purchase of Specialized Educational Equipment
Status: In negotiations

39. 11-0824-PR18: Approve Exercising the Option to Renew the Agreements with Various Vendors for the Purchase of Specialized Equipment, Testing Materials, Maintenance, Training and Warranty Services.
User Group: Office of Special Education & Support
Services: Purchase of Specialized Educational Equipment
Status: In negotiations

40. 11-0824-PR23: Approve Exercising the First Option to Renew the Agreement with MetriTech, Inc. for the Purchase of Test Materials and Related Professional Development Services
User Group: Office of Student Assessments
Services: Purchase of Test Materials
Status: In negotiations

II. **Rescind the following Board Reports in part or in full for failure to enter into an agreement with the Board, after repeated attempts, and the user groups have been advised of such rescission:**

1. 11-0824-PR1: Approve Extending the Agreement with Staples Business Advantage, A division of Staples Contract and Commercial, Inc. for the Purchase of Remanufactured Inkjet and Laser Toner Cartridges and Compatible Inkjet and Laser Toner Cartridges.
User Group: Office of Procurement
Services: Purchase of Remanufactured Inkjet and Laser Toner Cartridges
Action: Rescind Board authority in full for failure to execute their agreement.

Vice President Ruiz thereupon declared Board Reports 11-1116-OP1, 11-1116-EX2 through 11-1116-EX4 and 11-1116-AR1 accepted.

The Secretary presented the following Statement for the Public Record:

Vice President Ruiz and Members of the Board:

Please be advised that I have received a report dated November 16, 2011, from the Chief Financial Officer pursuant to the authority delegated to him in Board Rule 5-14.

This report estimates that the amount of money necessary to be raised by taxation upon the taxable property in the district as defined in Section 18-60 of the Property Tax Code is \$2,133,300,000.

The report also certifies that this estimated amount is less than the limit defined in Section 18-70 of the Code and specifies that the amount of the levies that will actually be used in 2012 will be determined in the FY 2013 budget process.

Please let the record reflect that I am placing a copy of the Chief Financial Officer's report in the record of this meeting and will include the report in the Official Report of the Proceedings of the Board.



Office of the Chief Financial Officer | 125 South Clark Street | Chicago, Illinois 60603
Telephone 773-553-2700 | FAX 773 553-2701

Report of the Chief Financial Officer pursuant to Board Rule 5-14 and Section 35 ILCS
200/18-60 of the Illinois Property Tax Code

35 ILCS 200/18-60 of the Illinois Property Tax Code ("the Code") requires that not less than 20 days prior to the adoption of its aggregate levy, the corporate authority of each taxing district shall determine the amount of money estimated to be necessary to be raised by taxation for that year upon the taxable property in its district.

Section 18-70 of the Code provides in part that if the estimate of the corporate authority made as provided in Section 18-60 is more than 105% of the amount extended or estimated to be extended upon the final aggregate levy of the preceding year, then the corporate authority is required to give public notice of and hold a public hearing on its intent to adopt a levy in excess of 105% of the amount extended or estimated to be extended in the prior year.

Board Rule 5-14 delegates to the Chief Financial Officer the authority to annually determine the estimate of property taxes to be levied as required under 35 ILCS 200/18-60 and to report that estimate to the Board through the Office of the Secretary of the Board.

Board Rule 5-14 also requires that not less than 20 days prior to the adoption of the Board's aggregate levy, the Chief Financial Officer shall determine the amounts of money estimated to be necessary to be raised by taxation for that year upon taxable property in the district and that the estimate shall be deemed an act of the corporate authority upon receipt of the Chief Financial Officer's report of the estimate by the Secretary of the Board.

The Chief Financial Officer hereby estimates that the amount of money necessary to be raised by taxation upon the taxable property in the district as defined in Section 18-60 of the Code is \$2,133,300,000 and certifies that this estimated amount is less than the limit defined in Section 18-70 of the Code. The amount of the levies that will actually be used in 2012 will be determined in the FY 2013 budget that will be presented to the Board.

This report is filed with the Secretary of the Board this 16th day of November, 2011.

OMNIBUS

At the Regular Board Meeting of November 16, 2011 the foregoing motions, reports and other actions set forth from number 11-1116-MO1 through 11-1116-RS7 except as otherwise indicated, were adopted as the recommendations or decisions of the Chief Executive Officer and General Counsel.

Mr. Bienen abstained on Board Report 11-1116-PR12.

Vice President Ruiz abstained on Board Reports 11-1116-PR2 and 11-1116-PR6.

ADJOURNMENT

Vice President Ruiz moved to adjourn the meeting, and it was so ordered by a voice vote, all members present voting therefore.

Vice President Ruiz thereupon declared the Board Meeting adjourned.

I, Estela G. Beltran, Secretary of the Board of Education and Keeper of the records thereof, do hereby certify that the foregoing is a true and correct record of certain proceedings of said Board of Education of the City of Chicago at its Regular Board Meeting of November 16, 2011 held at the Central Service Center 125 South Clark Street, Board Chamber, Chicago, Illinois, 60603.

Estela G. Beltran
Secretary

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