

**Board of Education
Pawnee Community Unit School District #11
Thursday, March 16, 2023
6:00 p.m. – Closed Session, Unit Office
7:00 p.m. – Regular Session - Cafeteria**

Action 1. Call to Order and Roll Call

President Ward called the meeting to order at 6:00 p.m.

Members present: Clarke, Kern, McTaggart, Megginson, Ward, Wort

Members absent: Morell

Administrators Present: Kratochvil, Hennemann, Goodall and Recording Secretary Roseberry

Info 2. Request Closed Session to discuss the employment, compensation, resignation of specific employees of the District, collective bargaining matters between the District and its employees or their representative, student discipline and to discuss pending or probable litigation as provided by 5/ILCS120/2(C)1,2,9, and 11.

Motion: Go into executive session for the stated purpose.

Motion: Clarke

Second: Megginson

Ayes: 6-0

Morell arrived at 6:02 p.m.

President Ward declared the meeting open at 7:06 p.m.

PLEDGE OF ALLEGIANCE-please stand if able

Info 3. Communications

Thank you card from Marie Galloway Marvin.

Info 4. Good News Reports

Steffen reported: None.

Hennemann reported: Bre Reese was the County Spelling Bee champion. 4th grader, Layton Polistina and 6th grader, Cade Skogsberg were the 2nd Place winners.

Goodall reported: March Student of the Month is Junior, Jacob Gordon. Student of the Month for junior high is 7th grader, Lakin Funsch and 8th grader, Owen Howe.

Kratochvil reported: Congratulations to Kedra Brown and the Cafeteria staff for receiving the Gold Award from Sangamon County Public Health.

Info 5. PTO and Student Council updates

Leanne Gehrs reported: Donkey Basketball was a huge success. They are planning to have this fundraiser every other year. They raised \$2,500. Play Day is scheduled for the end of the year.

Zachary Waldek reported: Student Council is in the planning stages of having a Bingo Night. They are taking nominations for the Distinguished Alumni Award. Elections for Student Council officers will be held in April.

Info 6. Recognition of Visitors

None.

Info 7 Approval of Minutes

7.1 Approve closed session and regular board meeting minutes of February 15, 2023

Motion: Approve the closed session and regular board meeting minutes of February 15, 2023.

Motion: Megginson

Second: Kern

Ayes: Clarke, Kern, McTaggart, Megginson, Morell, Ward, Wort

Info 8. Approval of Financial Reports and Expenditures

Action 8.1 Consideration and approval of financial reports and expenditures

Motion: Approve the financial reports and expenditures of \$218,642.68.

Motion: Clarke

Second: Morell

Ayes: Clarke, Kern, McTaggart, Megginson, Morell, Ward, Wort

Info 9. Administrative Reports

Reports herein attached.

SRO Reynolds reported: He is still very thankful for his position at the school. He has made his way into several classrooms to speak to students about the importance of the relationship between local youth and law enforcement. Joan Stevens from the Sangamon County Health Department spoke with students about the effects and dangers of opiates and fentanyl. She also wanted to educate the students on the use of NARCAN. He is very appreciative of how both Principals are utilizing him in the school. In the Grade School end, he has spoken with students about making good choices and correcting behaviors. In the JH/HS end, he spoke with students about making positive choices, he has sat in on meetings with parents and students and assisted Principal Goodall in reviewing some camera footage.

Steffen reported: Boys' Basketball, Girls' Basketball and Cheer have wrapped up their seasons. JH Volleyball has also finished their season. Baseball and Softball had their first games on March 15th. Baseball has 21 players and Softball has 13 players. HS Track had their first meet on March 11th. They have 10 athletes out this year. JH Track have 31 athletes out this year and their first meet is the Pawnee Relays on March 25th.

Hennemann reported: 7 candidates were interviewed for the 1st grade position. Teacher evaluations are complete. The February End-of-the-Month Assembly was held on February 28th. State IAR testing for the grade school will be March 27-31. Arts Night Open House & Reading Night will be held on April 13th.

Goodall reported: IAR testing for JH students will be the week of March 20th. ISA testing for Juniors will be the morning of March 30th. SAT and PSAT testing is scheduled for April 12th. Juniors will test at Pawnee Assembly of God. Freshman and Sophomores will test that morning in classrooms. High School scheduling has begun. Mrs. Hyde met with 9th-11th graders on February 27th for course requests and will meet with 8th graders on March 3rd. JH scheduling will occur in April. Mrs. Goodall wrote a Program Improvement Grant for a new portable dishwasher for the FACS room.

Superintendent Kratochvil reported: He attended the SASED board meeting, ROE meeting, the IASA meeting, met with the Union and held an Administrative meeting. The District should receive one activity bus in April. The A/C in the Pre-K and entry light fixture projects have been completed. The door replacement and canopy projects should be completed in June. Parking lot bids have been received and that project could begin this Summer.

Info 10. Old Business

Info 10.1 Omni Energy

Info 10.2 Building Discussion

Info 10.3 Consideration and approval of future building plans

Motion: Table conversations of future building plans for further discussion.

Motion: Megginson

Second: Clarke

Ayes: Clarke, Megginson, Morell

Nays: Kern, McTaggart, Ward, Wort

Motion dies

Info 11. New Business

Action 11.1 Consideration and approval of resignations of certified staff

Motion: Accept resignations of Ellen Bilyeu, junior high science teacher and Stephanie Baker, 2nd grade teacher.

Motion: Wort

Second: Ward

Ayes: 7-0

Action 11.2 Consideration and approval of resignation of extra-curricular staff

Motion: Accept the resignations of Tommy Akers, Freshman Football Coach; Casara Marsaglia, High School Head Volleyball Coach; Frank Marsaglia, High School Junior Varsity Volleyball Coach; Ellen Bilyeu and Jessica Kincaid, High School Class Sponsors; Hunter Hamilton, High School Head Girls' Basketball Coach; Ryan Steffen, Pawnee Athletic Director and Jackie Birks, 7th Grade Volleyball Coach.

Motion: Kern

Second: Megginson

Ayes: 7-0

Action 11.3 Consideration and approval of resignation of non-certified staff

Motion: Accept resignation of Maggie Garvin as paraprofessional.

Motion: Wort

Second: Morell

Ayes: 7-0

Action 11.4 Consideration and approval of high school science teacher

Motion: Approve hiring Billie Henry as high school science teacher.

Motion: Kern

Second: Clarke

Ayes: Clarke, Kern, McTaggart, Megginson, Morell, Ward, Wort

Action 11.5 Consideration and approval of paraprofessional

Motion: Approve hiring Emma Hill as paraprofessional pending completion of all paperwork and background check.

Motion: Morell

Second: Kern

Ayes: Kern, Clarke, McTaggart, Megginson, Morell, Ward, Wort

Action 11.6 Consideration and approval of extra-curricular staff

Motion: Approve hiring Billie Henry as high school class sponsor.

Motion: Clarke

Second: Wort

Ayes: Wort, Ward, Morell, Megginson, McTaggart, Kern, Clarke

Action 11.7 Consideration and approval of certified teacher evaluations

Motion: Approve certified teacher evaluations as presented.

Motion: Megginson

Second: Clarke

Ayes: Wort, Ward, Morell, Megginson, McTaggart, Kern, Clarke

Action 11.8 Consideration and approval of evaluations and re-employment of non-certified staff

Motion: Approve the non-certified staff evaluations and re-employment of staff as recommended.

Motion: Morell

Second: Kern

Ayes: Wort, Ward, Morell, Megginson, McTaggart, Kern, Clarke

Action 11.9 Consideration and approval of Spanish as a graduation requirement

Motion: Approve dropping Spanish as a graduation requirement from 2 years to 1 year, effective immediately.

Motion: Wort

Second: Clarke

Ayes: Wort, Ward, Morell, Megginson, McTaggart, Kern, Clarke

Action 11.10 Consideration and approval of fertilizer program

Motion: Approve the bid for the athletic field fertilizer program from Tru-Green in the amount of \$2,719.20.

Motion: Morell

Second: Clarke

Ayes: Wort, Ward, Morell, Megginson, McTaggart, Kern, Clarke

Action 11.11 Consideration and approval of maintenance grant bid

Motion: Approve the maintenance grant bid from P.H. Broughton in the amount of \$122,740.

Motion: Kern

Second: Megginson

Ayes: Wort, Ward, Morell, Megginson, McTaggart, Kern, Clarke

Action 11.12 Consideration and approval of HLS amendment 57

Motion: Approve the HLS amendment 57.

Motion: Clarke

Second: Wort

Ayes: Wort, Ward, Morell, Megginson, McTaggart, Kern, Clarke

Action 11.13 Consideration and approval of inter-fund loan

Motion: Approve an inter-fund loan from working cash in the amount of \$200,000. Tort is the recipient of the inter-fund loan.

Motion: Clarke

Second: Morell

Ayes: Wort, Ward, Morell, Megginson, McTaggart, Kern, Clarke

Action 11.14 Consideration and approval of issuing an RFP

Motion: Approve issuing an RFP.

Motion: Wort

Second: Kern

Ayes: Wort, Ward, McTaggart, Kern

Nays: Clarke, Megginson, Morell

Action 11.15 Consideration and approval of April board meeting date and time

Motion: Approve April 27, 2023 as the next board meeting date.

Motion tabled for further discussion.

Action 11. Request Closed Session to discuss the employment, compensation, resignation of specific employees of the District, collective bargaining matters between the District and its employees or their representative, student discipline and to discuss pending or probable litigation as provided by 5/LCS120/2(C)1,2,9, and 11.

Motion: Go into executive session for the stated purpose.

Motion: Wort

Second: Clarke

Ayes: 7-0

President Ward declared the meeting open at 10:31 p.m.

New Business Continued

Action 11.16 Consideration and approval of administrator evaluations

Motion: Approve the administrator evaluations as recommended.

Motion: Kern

Second: Morell

Ayes: Wort, Ward, Morell, Megginson, McTaggart, Kern, Clarke

Motion: Seal the minutes of Executive Session.

Motion: Megginson

Second: Clarke

Ayes: Clarke, Kern, McTaggart, Morell, Ward, Wort

Action 12. Adjournment

Motion: Adjourn the meeting at 10:36 p.m.

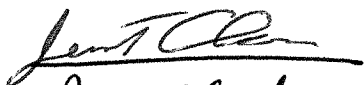
Motion: Megginson

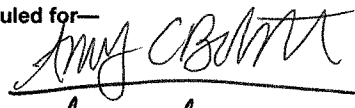
Second: McTaggart

Ayes: 7-0

Next regular meeting of the Board of Education is scheduled for—

Pawnee School Cafeteria
6:00 p.m.—executive session
7:00 p.m. - regular session


President

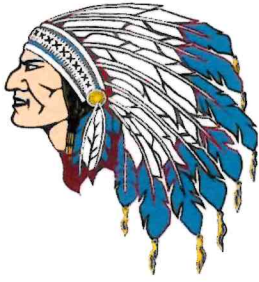

Secretary

PAWNEE CUSD #11 BOARD SRO REPORT
SRO COREY REYNOLDS #711
DATE: 04/27/2023

Pawnee CUSD #11 Board,

- Peacekeepers Pizza
 - We have had our 3rd peacekeepers pizza since I have been an SRO here at the school district. I believe this is something that continues to be a good program for the grade school students and other members of Pawnee PD have been joining us.
- Order of protections
 - Since my time here I have had multiple orders of protections given to me. I have been verifying to make sure they are active and delt with accordingly to keep our students safe.
 - The school district is a protected address for the order of protections that I have on file.
 - I have been making sure to let school administration know about it, and I send out pictures of the 'respondents' (who the OP is against) to both offices. This allows the offices to hopefully recognize the person and to make me aware if they show up on school grounds so proper law enforcement action is taken.
- Principal Utilization
 - Both principals are great at utilizing me and help justify my existence here in the school district by allowing me to assist anyway possible.
- Officer Training/Shooting
 - Multiple agencies including Auburn and Divernon
 - Over the summer, we plan on doing walk through of the school and Divernon/Auburn school district and doing some basic training such as clearing hallways, classrooms, etc. No full scenarios yet.
 - Having a full scenario active shooter training scenario is something I would like to do in the future.
- Fender benders
 - I have had multiple fender benders not being reported by the students.
 - I have been able to utilize our camera system and investigate.
 - I have been using this as a learning moment for students by explaining repercussions of a hit and run and other topics related to it.
- Vehicle Registration form
 - I have came up with an example vehicle registration form that I have shared with Principal Goodall for next school year.
 - This is to help keep track of the vehicles our student drivers and to be able to narrow down more easily who drives the vehicles.

Officer Corey Reynolds
School Resource Officer
Pawnee CUSD #11



PAWNEE COMMUNITY UNIT SCHOOL DISTRICT #11

810 North Fourth Street, Pawnee, Illinois 62558 Phone: 217-625-2471

Timothy R. Kratochvil

Superintendent

tkratochvil@pawneeschools.org

Nicole Goodall

Jr. High/High School Principal

ngoodall@pawneeschools.org

W. Christopher Hennemann

Grade School Principal

chennemann@pawneeschools.org

Ryan Steffen

Athletic Director

rsteffen@pawneeschools.org

Athletic Director Report

April 2023

We hosted JH County Track meet on 4/15. It was a success. Thanks to Joe Morell for running concessions

Baseball and track had their senior days.

Softball has their senior day on 5/3

JH track has 8th grade night on 5/4 after it was rained out last week.

We have had multiple school records broken in track this year.

We are currently working on budget and finalizing summer schedules.

**Pawnee Grade School
Board Report: April 26, 2023**

Pawnee Grade School Enrollment									
PreK (PFA – ½ day)		PreK (fee)	Kdg	1 st	2 nd	3 rd	4 th	5 th	6 th
54			46	35	25	37	43	31	48
Sections:			3	2	2	2	2	2	3
Numbers shown are updated as of April 20, 2023									

Good News:

- State placers at Special Olympics

Administrative Report:

- IAR state testing for the grade school has been completed.
- Open House Arts/Reading night was April 13.
- Pre-K Open House was held April 25 from 6:00-7:00.
- We have set Pre-K screening for May 22 and 23.
- Kindergarten pre-registration was held April 18 from 5:00-6:30.
- Handbook change suggestions.
- IHSA approval
- IESA approval
- Summer School dates: May 30-June 9 and July 31-August 11

Personnel – Academic Staff:

- I recommend Ashley Boarman for the first grade teacher position.
- I recommend Lindsey Scherff for the full-time substitute teacher position.
- I recommend Allie Dyer for the second grade teacher position.
- Patty Garrett resignation

Personnel - Athletics:

- I recommend Mike Boren for the football coaching position.
- I recommend Jonathon Tribbler for the HS Girls Basketball head coaching position
- I recommend Garrett Dietel for the HS Volleyball head coaching position
- Resignation of Willie Dorr as 6th grade basketball coach
- I recommend Willie Dorr for the 7th grade boys basketball coaching position



Pawnee CUSD 11
JH/HS Principal Report
March. 2023

*"The function of education is to teach one to think intensively and to think critically.
Intelligence plus character- that is the goal of true education. "*

Good News Report:

- **Abraham Lincoln Presidential Breakfast Honorees: Teacher Nominated. May 1st in Springfield.**
8th grade: Logan Skinner
Senior: Justin Skinner
- **ACES Academic Challenge:** Hayden Masters went to state and brought our Pawnee learning community the recognition of 4th place in computer science!
- **LEAD Conference:**
13 junior high students and 15 high school students will attend the 2023 LEAD conference hosted by the JH Schoolmasters on April 26th where they will dress in spirit wear, have their group photo taken by by Interstate Studios, hear a motivational speaker from the Jostens program, Renaissance, Phil Campbell "PC", sponsored by Jostens, eat a Taco Gringo lunch and participate in spirit games.
- **Positive Behavior Log Winners:**
 - **JH:** Emma Mattes
 - **HS:** Emma Selhime
- **Student of the Month:**
- **JH March.:** Cannon Ward (7th grade) & Cole Wangen (8th grade)
- **HS March:** Amber Bradbury (11th grade). Information attached.
- **Crash Reenactment:** A huge congratulations to our learning community and emergency teams for a very successful crash reenactment. The event was covered by two local news stations. This is a ThinkFirst Grant Program through SIU Medicine
- **Teacher Recognition:** Jennifer Harris applied for the "Federal Trials and Great Debates in U.S. History" Summer Institute for Teachers, cosponsored by the Federal Judicial Center and the American Bar Association Division for Public Education and was accepted! She will be receiving an all expense paid five day trip to see court in session and participate in the institute this summer!

Living a Mission and Vision Focused on Results:

- **Academic Acceleration Placement Program Policy.** I have been in discussions with the following resources to learn more about the fall 2023 policy consideration of establishing a plan for an Advanced Placement Program: ROE51, ISBE, other area junior and senior high schools, and my principal mentor. Recommendations to adopt an Advanced Placement Program Policy will be presented in upcoming board meetings. This policy would include the following: participation, referral process, evaluation instrument and process, evaluation committee, communication plan, transition period and final possible accelerated

placement consideration for possible early entrance, whole grade acceleration, and individual subject acceleration.

Leading and Managing Systems Change:

- Handbook Committee: I have met with a HS teacher, a JH teacher, our academic guidance counselor, an underclassman, and upperclassman, a parent of a JH student and a parent of a HS student for recommend alterations of our handbook for 2023/24 school year. We also conducted an all-inclusive for grade school and JH/HS meeting on 4/21 as well. I will be ready to present those recommendations at our May meeting.

Improving Teaching and Learning:

- Dreambox Math: Dreambox Math accounts are being created for all 7,8,9th grade students. This wonderful resource has been provided to us through our partnership with SASD. The following instructors are utilizing this resource: Mars, Butler, Bilyeu, C. Hamilton, Condon
- CACC: At present, we have 24 students signed up for CACC for the 2023-2024 school year. 15 of these students have indicated that they need bus transportation to and from CACC.

Building and Maintaining Collaborative Relationships:

- High School Scheduling Night: April 26th in our auditorium, our academic counselor and I will be hosting a Parent Informational High School Scheduling Night. This night will be open to all upcoming freshmen through seniors and their guardians to inform and address any questions regarding class scheduling for the 23/24 school year. There will be a presentation and Mrs. Goodall and Mrs. Hyde will be available for general questions. A TeacherEase Announcement has been sent and the event is in our daily announcements.
- Automatic Absence Notification Trial: We are piloting an automatic absence email around 9:50 am for any students who are absent and not yet been called in by a parent or guardian. This frees up our morning secretaries for other duties and calls, making a very hectic time of day a bit more manageable.

Leading with Integrity and Professionalism:

- Honor Flight: Jeff Thomas reached out for our students to assist in honoring a veteran participating in an honor flight. Therefore, select junior and senior high classes wrote letters of appreciation to him for the “mail call” flight home.

Creating and Sustaining a Culture of High Expectations

- SAT/PSAT was a successful event. SAT Makeup testing is April 25th. After that, all 7th - High School testing has been completed. IAR 7th and 8th grades, ISA 8th and 11th grades, SAT 11th grade, PSAT 9th and 10th grades
- See discipline data below.

Personnel Updates:

- Kristie Clayton for the JH science position pending her obtaining her middle school endorsement and passing her content test.

Discipline Data: Incidents per Incident Type/By Date Range

JH:

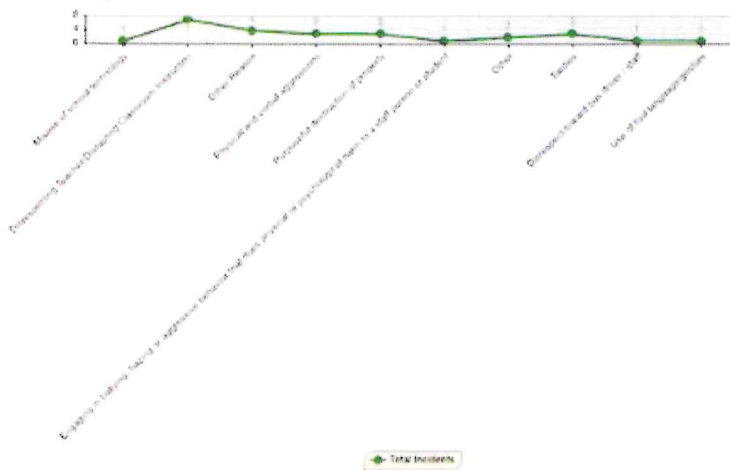
Incidents per Incident Type

Incident Date: ≥3/15/2023

Incident Date: ≤4/20/2023

Academic Year: 2022 - 23

Count: Unique Incidents



Incident Type	Total
Misuse of school technology	1
Disrespecting Teacher/Disrupting Classroom Instruction	7
Other Reason	4
Physical and verbal aggressions	3
Purposeful destruction of property	3
Engaging in bullying, hazing or aggressive behavior that does physical or psychological harm to a staff person or student	1
Other	2
Tardies	3
Disrespect toward bus driver / staff	1
Use of foul language/gesture	1
Total Incidents	26

[Advanced Options](#)

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HS:

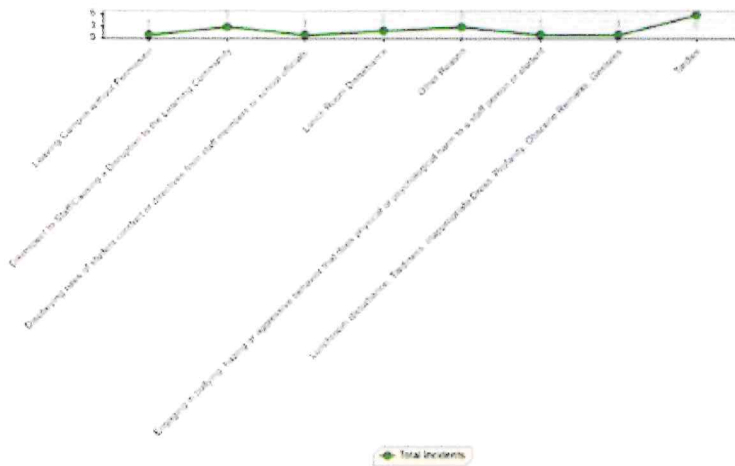
Incidents per Incident Type

Incident Date: ≥3/15/2023

Incident Date: ≤4/20/2023

Academic Year: 2022 - 23

Count: Unique Incidents



Incident Type	Total
Leaving Campus without Permission	1
Disrespect to Staff/Causing a Disruption to the Learning Community	3
Disobeying rules of student conduct or directives from staff members or school officials.	1
Lunch Room Disturbance	2
Other Reason	3
Engaging in bullying, hazing or aggressive behavior that does physical or psychological harm to a staff person or student	1
Lunchroom disturbance, Tardiness, Inappropriate Dress, Profanity, Obscene Remarks, Gestures	1
Tardies	6
Total Incidents	18

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Pawnee CUSD #11 Enrollment Data:

2022-23	JH	HS
August	90	157
September	90+1	157 (-1+1)
October	91	158+1
November	91 (-1+1)	159 +1

December	91 (-2 +2)	159
January	90 (-1)	156 (-3)
February	89	156
March	89	152
April	89	152

To Principal Nicole Goodall

For the students of

Ms Edwards, Ms Harris and
Mrs Condons classes.

To all you great patriots,
I am so blessed by your
notes of thanks. It is very
uplifting to know that you
recognize the efforts it takes
to secure our freedoms.
You all have renewed my
belief in the future of this
great country.
With Humble Gratitude

Dan Williams





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rsteffen@pawneeschools.org

Name: Amber Bradbury is Student of the Month for March.

Teacher Quote: When she earns a low A on an essay, she'll still take the opportunity to do a rewrite. In class, she's especially attentive and curious. She reads carefully, works hard to understand the material, and makes intuitive leaps

Grade: 11th grade

Parents: Amy and Lance Bradbury

Siblings: Cassie and Aidan Bradbury

Extra-Curricular Activities: Softball, Basketball, Student Council, Interact Club, NHS

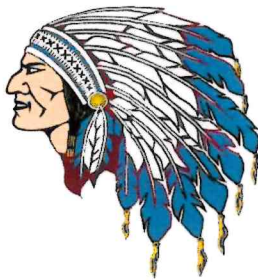
Honors or Awards: Lion's Club International, National Honors Society, High Honor Roll

After-school Activities: Competitive Softball

Future Plans: Go to college and study exercise science and become an athletic trainer.

What do you enjoy doing in your free time: Playing softball, hanging out with friends and family.

The best part of being a student at Pawnee High School: Pawnee is a small school, so you know all of the teachers and are able to get the help that you need!



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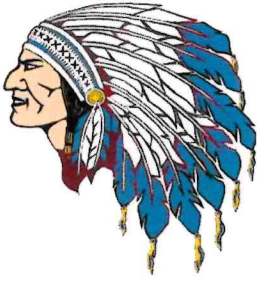
Superintendent Report

April 2023

- Good News
 - We were confirmed as a kitchen grant recipient. \$38,000

Superintendent Report

- Monthly Update
 - Attended the SASSED board meeting and ROE meeting
 - Met with the union.
 - Attended IASA meeting.
 - Held Administration Meeting.
- Project and Materials Update
 - Locker room Artwork. Sent Legal Letter.
 - Received Activity Busses.
 - Bleacher Demolition to start second week of May. Installation will start first week in June.
- 2021-2022 Maintenance Grant
 - **Door Replacement** – High School Front Doors Done. The rest in June.
 - **Canopy** – June.
- 2022-2023 Maintenance Grant
 - Back parking lot will start in June.
 - Tennis courts resurfacing will be added.
- HLS Amendment #57
 - Waiting on letter from asbestos management company for HLS amendment to be approved.
 - Storage Room, Pantry, and locker room steps: Project Cost: \$4,255.00
- Building Updates
 - Roof Leaks
 - Bus Garage Roof Repairs=\$3500
 - Tremco thermal scan for roughly \$5200. I don't want to proceed until we figure out what we are doing building wise.
 - Media Center, Cafeteria, Art Room, Condon
 - Heating and Cooling
 - High School Gym and Bus Garage-Engineer
- Summer School
 - We will have June summer school from May 30-June 9 (9 days)
 - Teachers- Ibberson, Jankousky, Rogers and Gehrs (Para- Byers)
 - August summer school from July 31-August 11(10 days)
 - Teachers- Ibberson, Rogers, Gehrs, Dennison and Maddie Galloway (Para- Byers)



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- CACC Membership
 - Non-member schools pay \$3788.10 per student per year. This amount is split in half and billed on the 11th day of each semester.
 - Member schools pay \$2000 per student, per year + a percentage of operations building and maintenance. So, assuming your enrollment is still around 100 for Juniors and Seniors combined, you would pay roughly 2.2% of OBM. This equates to approximately \$27,034. This number could change slightly prior to next year. Both your OBM share and tuition are split in half and billed on the 11th day of each semester.
 - Your break-even between the two options would be around 16 students. Any more than that, it would make more sense for you to go through the process of becoming a member district. Anything less than 16 students, the non-member rate would be more cost-effective.
 - At 23 students this would be the difference:
 - Non-member: $23 \times 3788.10 = \$87,126.30$
 - Member: tuition of $2000 \times 23 = \$46,000$ + OBM of \$27,034 = \$73,034 total

• 2023-2024 Projects

• Non-Certified Raises

Total: **\$200,946.65**

• 4% on scale

	22-23	23-24
○ PARA Self Contained	\$000	\$500 stipend
○ Sub Janitor	\$15.00	\$16.95
○ Student Workers	\$9.25/\$12.00	\$10.50-\$13.00
○ Crossing Guard	\$18.07	\$18.79
○ Bus Driver-Sub	\$15.00	\$25.41
○ Bus Driver-Extra	\$25.00	\$25.00
○ Nurse	\$38.00	\$39.52
○ Café Sub	\$13.69	\$14.81
○ Tech Director	\$35.41	\$36.83
○ Bookkeeper	\$57.20	\$75.00
○ Head Custodian Stipend	\$8,900	\$9,256
○ Facilities Maintenance Stipend	\$15,450	\$16,068
○ Grounds/Transportation Stipend	\$6,180	\$6,427
○ Head Cook	\$1.76 over base	\$3.50 over base
○ Teacher Sub Pay	\$115	\$120

• Administration Raises

Total: **\$17,445.05**

○ Nicole Goodall	\$82,417	6%	\$4,945.05	\$87,362.63
○ Chris Hennemann	\$109,890.10	5%	\$5,494.50	\$115,384.61
○ Tim Kratochvil	\$140,109.88	5%	\$7,005.49	\$147,115.37