

## MINUTES OF THE MEETING OF THE GOVERNING BOARD OF NSSEO

The November 7, 2018, meeting of the NSSEO Governing Board was called to order by Vice-President Anna Klimkowicz at 7:01 p.m. at the NSSEO Administration building, 799 W. Kensington Road, Mt. Prospect, IL 60056. Present were Governing Board Members Debbie McAtee, Carol Botwinski, Erin Johannesen, Brian Maye, and Alva Kreutzer.

In attendance from the NSSEO staff were Bryan Bolger, Erik Brekke, Alison Dauernheim, Jennifer Browning, Christine Pasquesi, Sue Mahoney, Becky Dusek, Melissa Swanson, Molly Dunne, Gavin McGinn, Mike Browning, Judy Hackett, Julie Jilek, Heather Miehl and Danielle Carter. Also present were District 57 Governing Board Member and NSSEO Board Alternate, Vicki Chung; Administrative Representatives Amy Zaher, District 23; Aimee LeBlanc, District 25; Renee Erickson, District 211, and Marni Johnson, District 214. NSSEA Representatives John Bialek, Eileen McEnerney, Meghan Cassady, Gina Lozano and David Cosby; several NSSEO Vision Team members and School District 25 staff members supporting NSSEO's shining star recipient, NSSEO's auditor, Kevin Smith from Eder, Casella & Co. and Sarah Hartwick from ED-RED were also in the audience.

### PUBLIC COMMENT

Vicki Chung, School District 57 Board member and NSSEO Board alternate shared that she attended the NSSEO 50<sup>th</sup> Anniversary BASH on November 4<sup>th</sup>. Ms. Chung expressed that the event was inspiring, fun, informative and very successful and thanked NSSEO for all that we do.

### NSSEO SHINING STAR

Molly Dunne, Coordinator of NSSEO Satellite Programs shared that annually on October 15<sup>th</sup>, people all over the United States celebrate "White Cane Safety Day". Molly introduced Louise Morrison, a first grade student from Westgate Elementary School in District 25 who along with Vivaan Kanoi led their classroom in an afternoon celebration and education of the white cane. Louise and Vivaan were recognized for their independence in leading their White Cane Safety Day celebration and for their independence throughout their school and community.

### ED-RED LEGISLATIVE UPDATE

Dr. Hackett introduced Ms. Sarah Hartwick, the new Executive Director for ED-RED. Sarah is committed to continuing and evolving the focus of ED-RED's advocacy, communication and partnerships that support suburban districts. Ms. Hartwick shared that it is an exciting time with the very recent shift in government administration.

### CONTINUOUS IMPROVEMENT PLAN HIGHLIGHTED FOCUS

*Goal #1: Student Outcomes, Student Independence*

*Dashboard Indicator: Percentage of Students Showing Increased Independence*

The NSSEO Continuous Improvement Plan for the 2018-2019 school year includes a significant focus on promoting student growth and outcomes.

Molly Dunne, Coordinator of NSSEO Satellite Programs shared information and examples of how the NSSEO Vision Team supports and promotes student independence across all settings.

### FY18 AUDIT REPORT

The 2017-2018 audit was completed by Eder, Casella & Co. NSSEO's Audited Financial Statements and Federal Audit were completed and electronically submitted to the Illinois State Board of Education, the Federal Audit Clearinghouse and the Regional Superintendent's Office. The audit was prepared on an accrual basis and does not contain any findings. Julie stated that Kevin Smith was present to answer any questions.

Mr. Kevin Smith assured the Board that full cooperation was received by all NSSEO personnel; unrestricted access was provided; no disagreements with management concerning accounting or financial reporting matters were experienced; the books and records were well maintained; and no deficiencies in internal control were identified.

It was moved by Deb McAtee and seconded by Brian Maye to accept the FY18 audit as presented by Eder, Casella & Co. On roll call vote – Ayes: Maye, Johannesen, Kreutzer, McAtee, Klimkowicz and Botwinski. Nays: None.

#### CONSENT AGENDA

Anna Klimkowicz asked if there were any items on the consent agenda that board members wanted to remove for separate consideration. There were none. Consent agenda items consisted of Minutes of the Regular Session dated October 3, 2018; Disbursement List dated November 2018/Voucher #1073; Procurement Card Automatic Payment; Personnel Transactions dated November 7, 2018; Payroll Expenditures by fund for the September 28, 2018 and October 15, 2018 payrolls; and Non-Resident Student Placement Requests.

#### MINUTES OF THE REGULAR SESSION DATED OCTOBER 3, 2018

It was moved by Erin Johannesen and seconded by Deb McAtee to approve the minutes of the regular session dated October 3, 2018. On roll call vote – Ayes: Johannesen, Maye, Kreutzer, Botwinski, Klimkowicz and McAtee. Nays: None.

#### DISBURSEMENT LIST DATED NOVEMBER 2018/VOUCHER #1073

It was moved by Erin Johannesen and seconded by Deb McAtee to approve the disbursement list dated November 2018/Voucher #1073, in the amount of \$771,123.37. On roll call vote – Ayes: Johannesen, Maye, Kreutzer, Botwinski, Klimkowicz and McAtee. Nays: None.

#### PROCUREMENT CARD AUTOMATIC PAYMENT

It was moved by Erin Johannesen and seconded by Deb McAtee to approve the debit transaction of \$29,757.61 to BMO Financial Group on November 10, 2018. On roll call vote – Ayes: Johannesen, Maye, Kreutzer, Botwinski, Klimkowicz and McAtee. Nays: None.

#### PERSONNEL TRANSACTIONS DATED NOVEMBER 7, 2018

It was moved by Erin Johannesen and seconded by Deb McAtee to approve the personnel transactions dated November 7, 2018, which included the hiring and termination of staff (a copy of which is made a part of these minutes). On roll call vote – Ayes: Johannesen, Maye, Kreutzer, Botwinski, Klimkowicz and McAtee. Nays: None.

#### PAYROLL EXPENDITURES BY FUND

It was moved by Erin Johannesen and seconded by Deb McAtee to approve the payroll expenditures by fund for the September 30, 2018 and October 15, 2018 payrolls. On roll call vote – Ayes: Johannesen, Maye, Kreutzer, Botwinski, Klimkowicz and McAtee. Nays: None.

#### NON-RESIDENT STUDENT PLACEMENT REQUESTS

It was moved by Erin Johannesen and seconded by Deb McAtee to approve the placement of non-resident students at Miner, Kirk and Timber Ridge Schools for the 2018-19 school year with all educational costs to be paid by the students' district of residence. On roll call vote – Ayes: Johannesen, Maye, Kreutzer, Botwinski, Klimkowicz and McAtee. Nays: None.

#### SUPERINTENDENT'S REPORT

Dr. Hackett stated that November is School Board Members month. Dr. Hackett recognized the NSSEO Board for selflessly volunteering countless hours to public service with no compensation. Dr. Hackett thanked the Board for their service and commitment to the community and education by serving twice, once on their district boards as well as NSSEO's.

FREEDOM OF INFORMATION ACT REQUEST

Dr. Hackett stated that NSSEO had received one request under Freedom of Information Act and the information was granted.

NSSEO 50<sup>TH</sup> ANNIVERSARY HIGHLIGHTS

Dr. Hackett shared some of the highlights from the NSSEO 50<sup>th</sup> Anniversary Bash that was held on November 4<sup>th</sup>. The event exceeded all expectations and approximately \$36,000 was raised to help fund the purchase of the community lift van, the sensory room, the greenhouse at Miner and PERC. A short video was shown that will be used to educate the community and community partners and provide more opportunities for people with disabilities. Dr. Hackett thanked the NSSEO Foundation and the 50<sup>th</sup> BASH committee for all of their hard work and dedication.

NSSEO BUSINESS DEPARTMENT UPDATE

FY20 NSSEO BUDGET RESOLUTION

Julie Jilek stated that the first meeting of the Finance Advisory Committee will be held in January 2019, at which time a budget calendar will be developed which will allow the Finance Advisory Committee to deliver the FY20 budget to the Board in April 2019.

It was moved by Erin Johannesen and seconded by Alva Kreutzer to adopt the following resolution:

**BE IT RESOLVED** by the Governing Board of the Northwest Suburban Special Education Organization joint agreement in the County of Cook, State of Illinois, that the NSSEO Finance Advisory Committee is hereby appointed to prepare a tentative budget for said Joint Agreement for the fiscal year beginning July 1, 2019 and ending June 30, 2020, which tentative budget shall be filed with the Secretary of this Governing Board responsible for the administration of this joint agreement.

On roll call vote: Botwinski, McAtee, Klimkowicz, Maye, Johannesen and Kreutzer. Nays: None

REVIEW OF NSSEO UNRESERVED FUND BALANCE

Julie Jilek stated that NSSEO continually assesses its programs and facilitates to identify needs and incorporates necessary changes that address the needs of students, programs, and member districts in alignment with NSSEO Board goals. NSSEO annually reviews its program needs and secures funds for significant projects from the previous year's fund balance once the NSSEO audit has been compared and presented to the NSSEO Governing Board.

In 2015, the NSSEO Facility Planning Committee was established and the committee identified the need for a gym and elevator at Timber Ridge School as an area of high priority. Since that time, the NSSEO Governing Board has set aside \$3,159,135 for this purpose.

The NSSEO FY18 audit has been completed. The NSSEO Administration recommended retaining and earmarking \$452,363.29 of the fund balance attributed to unspent Timber Ridge and Gillet O&M funds as well as \$845,819.52 of unspent FY18 non-member fund balance for the gym and elevator project at Timber Ridge School. These recommendations for the retention and refunding of the FY18 fund balance mirrors past practice and would result in a total \$4,457,317.81 of funds earmarked for the Timber Ridge elevator/gym project. Current projected costs are estimated at \$5,420,212.00

Curriculum resources and 21<sup>st</sup> Century Learning Spaces are two other areas identified needing additional financial resources in FY19. Curriculum teams began reviewing instructional practices and curriculum needs pertaining to NSSEO's *Continuous Improvement Plan, Goal 3 - Transition*, objectives to "reach consensus on a curriculum scope and sequence for all transition classrooms across Miner and Kirk". The teams identified the need to fill gaps in current resources for independent living, career preparation and vocational skills as well as life skills and daily living. NSSEO Administration recommended the retention of \$25,000 of unspent Miner funds and \$25,000 of unspent Kirk funds to be earmarked for curriculum.

The ongoing focus to redesign NSSEO classrooms into 21<sup>st</sup> Century learning spaces aligns to NSSEO's *Continuous Improvement Plan, Goal 2 – Student Centered Learning Environment*. The Goal specifically states to “provide a supportive learning environment to promote growth for all”. The intent to replace timeworn, broken furniture that no longer meets student needs has been slow due to limited funds within the NSSEO budget. NSSEO Administration recommended the retention of \$150,000 of unspent Miner funds and \$150,000 of unspent Kirk funds earmarked for continued redesign of student-centered learning environments in those programs.

NSSEO Administration recommended that the remaining FY18 Fund Balance of \$1,255,246.02 be refunded to member districts.

It was moved by Alva Kreutzer and seconded by Brian Maye to approve the retention of \$452,363.29 of unspent FY18 Timber Ridge and Gillet O&M member funds and \$845,819.52 of FY18 non-member revenue to set aside for future gym and elevator at Timber Ridge School. On roll call vote – Ayes: Kreutzer, Johannesen, Botwinski, McAtee, Maye and Klimkowicz. Nays: None.

It was moved by Brian Maye and seconded by Deb McAtee to approve the retention of \$50,000 earmarked for curriculum resources. On roll call vote – Ayes: Maye, McAtee, Botwinski, Kreutzer, Johannesen and Klimkowicz. Nays: None.

It was moved by Erin Johannesen and seconded by Brian Maye to approve the retention of \$150,000 of unspent Miner School funds and \$150,000 unspent Kirk School funds to be earmarked for 21<sup>st</sup> Century furniture at Miner and Kirk Schools to upgrade learning environments. On roll call vote – Ayes: Kreutzer, Klimkowicz, Maye, Johannesen, McAtee and Botwinski. Nays: None.

It was moved by Erin Johannesen and seconded by Brian Maye to refund the FY18 fund balance of \$1,255,246.02 to member districts. On roll call vote – Ayes: Klimkowicz, Johannesen, Maye, Botwinski, Kreutzer and McAtee. Nays: None.

#### FACILITY PLANNING COMMITTEE RECOMMENDATIONS

Julie Jilek stated that in March 2016, the NSSEO Governing Board established the NSSEO Facility Planning Committee to identify and plan for facility needs throughout the cooperative. One of the needs identified of the committee was a gym and elevator at Timber Ridge School. In the spring of 2017, NSSEO went out for a Request for Qualifications (RFQ) for architectural services for planning of the Timber Ridge Renovation/Life Safety project. The Board selected and entered into an Agreement with Wold/Ruck Pate. Subsequently, in the fall of 2017 NSSEO went out for an RFQ for construction management services and entered into an Agreement with Nicholas and Associates. Nicholas and Associates estimated costs for the Timber Ridge gym/elevator project at \$5,420,212. The facility planning committee has been working with Wold/Ruck Pate in design development and are close to finalizing plans for the gym.

It was moved by Brian Maye and seconded by Alva Kreutzer to approve the next steps of the Timber Ridge Renovation/Life Safety project including the finalization of construction documents, updating budget costs, initiating the review process with MWRD, update zoning review with Village of Arlington Heights, and the preparation of bid documents. On roll call vote – Ayes: McAtee, Botwinski, Johannesen, Maye, Klimkowicz and Kreutzer. Nays: None.

#### TRANSPORTATION CONTRACT EXTENSION

Julie Jilek stated the NSSEO is currently in a one-year transportation contract extension with RichLee Vans, Inc. NSSEO has been in conversation with RichLee negotiating a one-year contract extension. RichLee is recommending a 6% increase on our current rates. NSSEO Administration believes the 6% for FY20 is a reasonable rate increase.

It was moved by Deb McAtee and seconded by Alva Kreutzer to approve Administration to enter into a one-year contract extension with RichLee Vans, Inc., for the 2019-2020 school year based on a 6% increase to current rates. On roll call vote – Ayes: Johannesen, Maye, Kreutzer, Botwinski, Klimkowicz and McAtee. Nays: None.

## NSSEO HUMAN RESOURCE AND COMMUNICATIONS UPDATE

### FY19 D/HH PROGRAM AT FOREST SCHOOL STAFFING PLAN REVISION

Danielle Carter informed the NSSEO Board that the 2018-2019 school year has been successful for the D/HH program at Forest School. Enrollment has been steadily increasing since May of 2017 and the growth trend continues. Three (3) additional students have joined the Forest classroom since the beginning of the 2018-2019 school year. Given the additional students to the classroom, the need for an additional signing aide has been identified.

It was moved by Carol Botwinski and seconded by Erin Johannesen to approve the request for an additional 1.0 FTE Signing Aide at the Early Childhood Deaf and Hard of Hearing Program at Forest School for the remainder of the 2018-2019 school year. On roll call – Ayes: Botwinski, McAtee, Klimkowicz, Maye, Johannesen and Kreutzer. Nays: None.

### FY19 MINER SCHOOL STAFFING PLAN REVISION

Danielle Carter stated that the FY 19 staffing plan for Miner School was based on 89 students. Current enrollment exceeds the budget by six (6) students and an additional seven (7) students are being considered for the program. A request for three (3) additional classroom aides to successfully program for students' academic, vocational and social/emotional needs and to support school-wide initiatives including station teaching, independence building and student engagement.

It was moved by Erin Johannesen and seconded by Carol Botwinski to approve the request for 3.0 FTE of Educational Support (ESP) at Miner School for the remainder of the 2018-2019 school year. On roll call vote – Ayes: Maye, Johannesen, Kreutzer, McAtee, Klimkowicz and Botwinski. Nays: None.

### INFORMATION ITEMS

The following information items were presented: position vacancies vs. current FTE enrollment; activity fund report; health insurance, TRS and IMRF wire transfers; first quarter financial report; and Program Highlights/Upcoming Events: Professional Development Update.

### ADJOURNMENT

It was moved by Carol Botwinski and seconded by Brian Maye to adjourn the November 7, 2018 regular meeting of the NSSEO Governing Board at 8:23 p.m. On roll call vote: Ayes: Kreutzer, Johannesen, Botwinski, McAtee, Maye and Klimkowicz. Nays: None.

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Deb McAtee, Secretary

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Janice Krinsky, President

**NSSEO PERSONNEL TRANSACTIONS**  
**November 7, 2018 - MINUTES**

PROGRAM	NAME	POSITION	DESCRIPTION	EFFECTIVE DATE
<b>CURRENT EMPLOYEE ASSIGNMENT</b>				
Kirk School	PETRUNOVA, SVITLANA	Nurse	From: Aide (II-7) To: Nurse (V-7)	9/26/2018
<b>EXTRA DUTY</b>				
DHH Diagnostics	CASSIN, MARY A	SLP	Sign Language Classes	2018-2019
DHH Elementary	BRUBACHER, SUANNE	Signing Classroom Aide	Sign Language Classes/Before and After School Activities	2018-2019
Kirk School	BENES, MAGGIE JANE	LBS1	Afterschool CBI Teacher	2018-2019
Kirk School	BONIS, MICHAEL	Classroom Aide	Basketball Assistant Coach	2018-2019
Kirk School	BURGESS, JON-MICHAEL	Classroom Aide	Basketball Individual Skills Assistant Coach	2018-2019
Kirk School	CAPRIO, JOSEPH A	Classroom Aide	Soccer Skills Assistant Coach	2018-2019
Kirk School	CARBERRY, CATHERINE A	Physical Therapist	Storage Room Attendant	2018-2019
Kirk School	CORNELL, VERONICA CAROLINE	LBS1	Afterschool CBI Teacher	2018-2019
Kirk School	DENNISON, NANCI ELIZABETH	Physical Therapist	Therapist for Assessing Equipment/Inventory/Repair	2018-2019
Kirk School	EDWARDS, RICHARD JOSEPH II	Classroom Aide	Substitute Bus Aide	2018-2019
Kirk School	FIGEL, MORGAN M	Classroom Aide	Cheerleading Assistant Coach	2018-2019
Kirk School	GARCIA, ESMERALDA	Classroom Aide	Afterschool CBI Aide	2018-2019
Kirk School	HEALY, DANA N	LBS1	Track and Field Coach (40 hrs) /Individual Motor Skills Coach (35 hrs)	2018-2019
Kirk School	HERRERA, DOUGLAS LORENZO	LBS1	Basketball Individual Skills Coach	2018-2019
Kirk School	JASLIKOWSKI, THOMAS M	LBS1	Behavior Support	2018-2019
Kirk School	KRYGER, JULIA MARIE	Classroom Aide	Snowshoeing Assistant Coach	2018-2019
Kirk School	LACI, ERLIND ANASTAS	LBS1	Soccer Skills Coach	2018-2019
Kirk School	LAWSON, PRISCILLA L	Classroom Aide	Afterschool CBI Aide	2018-2019

PROGRAM	NAME	POSITION	DESCRIPTION	EFFECTIVE DATE
Kirk School	MARISCAL, ALEX	Classroom Aide	Individual Motor Skills Assistant	2018-2019
Kirk School	MCGUINNESS, CAROLINE	LBS1	Individual Motor Skills Coach	2018-2019
Kirk School	MILLER, SUSANA N	Bilingual Assistant	Translating/Interpreting	2018-2019
Kirk School	MORAN, TERRY	1:1 Nurse	Bus Nurse Substitute	2018-2019
Kirk School	MUELLER, NICHOLAS WILLIAM	APE Teacher	Basketball Coach (50 hrs)/Special Olympics Coordinator (35 hrs)	2018-2019
Kirk School	MURRAY, BRITTANY LEANN	Classroom Aide	Cheerleading Assistant Coach	2018-2019
Kirk School	NICK, ABBY	LBS1	Afterschool Behavior Support	2018-2019
Kirk School	POULOS, JENNIFER	Classroom Aide	Afterschool CBI Aide	2018-2019
Kirk School	RICKETTS, DANIEL CHARLES	Classroom Aide	Track and Field Assistant Coach	2018-2019
Kirk School	TROST-REKICH, ROY ERNEST	LBS1	Snowshoeing Coach	2018-2019
Kirk School	VASQUEZ, BARBARA L	Employment Specialist	Afterschool Behavior Support	2018-2019
Kirk School	WINTERS, BRIAN	Classroom Aide	Yearbook Sponsor	2018-2019
Kirk School	WURGLITZ, KRISTIE M	LBS1	Cheerleading Coach	2018-2019
Miner School	BERNACCHI, JEANNE K	Classroom Aide	Substitute Bus Aide	2018-2019
Miner School	CHRISTENSEN, DEBRA A	Classroom Aide	Bus Aide	2018-2019
Miner School	COWIN, ROBERT J	Substitute Nurse	Substitute Bus Nurse Aide	2018-2019
Miner School	ROWAN, MAUREEN T	Classroom Aide	Bus Aide	2018-2019
Miner School	SIMON, JOSEPH J	Bus Driver	Driving Student on Holiday	10/8/2018
Miner School	WAYNE, JEFFREY ALAN	Classroom Aide	NSSEO Bus Route Driver/Sub Bus Aide	2018-2019
Riley-RTMS	ANDERSON, BRIDGET I	LBS1	Before and After School Events	2018-2019
Timber Ridge School	ANGELACCIO, KATELYN MARIE	LBS1	Hours Beyond Regular Contract	2018-2019
Timber Ridge School	BRYAN, ANTHONY M	Classroom Aide	Soccer Club/After School Supervision	2018-2019
Timber Ridge School	CAPLAN, JAN EILEEN	Nurse	Hours Beyond Regular Contract-After School Emergency Situations	2018-2019
Timber Ridge School	CERNIGLIA, ELLEN	Classroom Aide	After School Supervision	2018-2019
Timber Ridge School	CHAN, GABIE	Classroom Aide	After School Supervision	2018-2019
Timber Ridge School	CHRIST, AMBER LYNN	LBS1	Hours Beyond Regular Contract	2018-2019

PROGRAM	NAME	POSITION	DESCRIPTION	EFFECTIVE DATE
Timber Ridge School	FOLTZ, LYNN MARY	School Nurse	Hours Beyond Regular Contract-After School Emergency Situations	2018-2019
Timber Ridge School	FUEHRING, MADELINE	Classroom Aide	Bus Aide	2018-2019
Timber Ridge School	GUIO, PAMELA MARIE	Innovative Learning Coach	Curriculum Committee	2018-2019
Timber Ridge School	INFELISE, CONOR FRANCES	Classroom Aide	Soccer Club	2018-2019
Timber Ridge School	JOHANSON, MARGRET M	Instructional Coach	Curriculum Committee	2018-2019
Timber Ridge School	JORDAHL, CHANDLER LEE	LBS1	Hours Beyond Regular Contract/Curriculum Committee	2018-2019
Timber Ridge School	KAMINSKY, JODY MILNE	LBS1	Curriculum Committee	2018-2019
Timber Ridge School	KOFF, ANN SANDROFF	LBS1	Curriculum Committee	2018-2019
Timber Ridge School	LAXGANG, VANESSA LEIGH	LBS1	Hours Beyond Regular Contract/Soccer Club	2018-2019
Timber Ridge School	LEJA LESSLIE, ASHLEY M	Psychologist	After School Supervision	2018-2019
Timber Ridge School	MATTHEWS, CARRIE A	Classroom Aide	After School Supervision	2018-2019
Timber Ridge School	POST, HOWARD B	Substitute Classroom Aide	CPI Training/After School Supervision	2018-2019
Timber Ridge School	STOCK, ELLEN O'BRIEN	Classroom Aide	Bus Aide/After School Supervision	2018-2019
Timber Ridge School	SWENSON, NICOLE JEAN	Psychologist	After School Supervision	2018-2019
Timber Ridge School	WOODY, ALYSSA LYNN	LBS1	Hours Beyond Regular Contract	2018-2019
<b>NEW HIRE ASSIGNMENT</b>				
Kirk School	Chae, Okyeon	Classroom Aide	Vacant Position	10/1/2018
Kirk School	Edwards, Richard	Classroom Aide	Vacant Position	10/1/2018
Timber Ridge School	Key, Terrel T	Custodian	Vacant Position	10/22/2018
Timber Ridge School	Radtke, Leonard B	Classroom Aide	Vacant Position	10/22/2018
Timber Ridge School	Stone, Jessica B	Psychologist	Vacant Position	10/22/2018
<b>PAY CHANGE</b>				
Kirk School	HERRERA, DOUGLAS LORENZO	LBS1	Lane Change-Additional Coursework approved and verified with official transcripts From: \$50,687 To: \$54,433	2018-2019
<b>STAFF TERMINATION</b>				
Professional Development	O'GRADY, CHRISTINE	Administrative Assistant	Resignation	9/25/2018
Professional Development	RIOPEL, MICHELLE ELISE	Administrative Assistant	Resignation	10/23/2018
TEC Central	FIDLER, KAREN	Administrative Assistant	Resignation	10/30/2018
Timber Ridge School	MAZANOVA, DIANA M	Classroom Aide	Resignation	10/19/2018



PROGRAM	NAME	POSITION	DESCRIPTION	EFFECTIVE DATE
<b>STATUS CHANGE</b>				
Kirk School	LUBERDA, ANNA MARIA	1:1 Nurse	From: Unpaid FML To: Active	9/24/2018
Miner School	BARRAGAN, SAMANTHA J	Classroom Aide	From: FML To Stop Pay	10/16/2018