



**To:** Dr. Mike Riggle  
Board of Education

**From:** Dr. R.J. Gravel

**Date:** Monday, September 25, 2017

**Re:** Administrative Compensation Reporting Requirement (P.A. 96-0434)

**Recommendation**

It is recommended that the Board of Education approve the posting of the salary compensation report as presented in compliance with Public Act 96-0434.

**Background**

On August 13, 2009, Senate Bill 2270 was signed by Governor Quinn creating Public Act 96-0434. This action ammended Illinois School Code requiring school districts to post an itemized salary compensation report for all employees holding an administrative certificate and working in that capacity. The report is to be presented at a regular school board meeting, posted online, and submitted to the Regional Superintendent of Schools on or before October 1st of each year. The report must include the following information:

- Base Salary
- Bonuses
- Pension Contributions
- Retirement Increases
- Cost of Health Insurance
- Cost of Life Insurance
- Paid Sick and Vacation Day Payouts
- Annuities
- Other Forms of Compensation or Income Paid on Behalf of the Employee

This report will be accessible using the following path:

Glenbrook225.org > Offices > Business/Technology > Financial Information > Compensation Reports

In addition to the salary compensation report for administrators, Public Acts 96-0434 and 95-707 require that the school district post any collective bargaining agreements online. These agreements have already been posted online and made available through our website using the following path:

Glenbrook225.org > Offices > Business/Technology > Financial Information >  
Collective Bargaining Agreements

**Northfield Township High School District 225**  
**Employees Holding Administrative Certificates and Working in that Capacity (P.A. 96-0434)**  
**Fiscal Year July 1, 2017 - June 30, 2018**

| Position                               | Name                   | Degree | Years of Service | Days per Year | Salary          |                        | Board Paid Benefits |             |              |                  |                      |                      |                    |                           |                                   |                       |                    |                        | Leave Included in Base Salary |                    |                | Other Compensation      |  |  |
|--|------------------------|--------|------------------|---------------|-----------------|------------------------|---------------------|-------------|--------------|------------------|----------------------|----------------------|--------------------|---------------------------|-----------------------------------|-----------------------|--------------------|------------------------|-------------------------------|--------------------|----------------|-------------------------|--|--|
|  |                        |        |                  |               | (1) Base Salary | (2) Board Paid E/E TRS | (3) E/E THIS        | (4) E/R TRS | (5) E/R THIS | (6) Est Medicare | (7) Health Insurance | (8) Dental Insurance | (9) Life Insurance | (10) Long-Term Disability | (11) Section 125 Fringe Allotment | (12) HSA Contribution | Allotted Sick Days | Allotted Vacation Days | Allotted Personal Days        | Board Paid Annuity | Auto Allowance | Pre-Retirement Increase |  |  |
| Superintendent                         | Riggie, Michael        | Ed. D. | 37               | 260           | 264,633         | 23,850                 | 3,127               | 1,673       | 2,539        | 4,228            | 19,836               | 1,538                | 808                | 274                       | 1,300                             | -                     | 15                 | 25                     | 2                             | 11,250             | 6,000          |                         |  |  |
| Principal                              | Finan, John            | Ed. D. | 26               | 260           | 178,138         | 15,490                 | -                   | 1,123       | 1,704        | 2,808            | 19,836               | 1,538                | 542                | 184                       | 1,300                             | -                     | 15                 | 22                     | 2                             |                    |                |                         |  |  |
| Principal                              | Fagel, Lauren          | MA     | 17               | 260           | 178,138         | 15,490                 | -                   | 1,123       | 1,704        | 2,808            | 25,363               | 1,538                | 542                | 184                       | 1,300                             | -                     | 15                 | 20                     | 2                             |                    |                |                         |  |  |
| Asst Supt for Business Services/CSBO   | Gravel, III, Raoul     | Ed. D. | 13               | 260           | 143,413         | 12,471                 | -                   | 904         | 1,372        | 2,260            | 25,363               | 1,538                | 436                | 148                       | 1,300                             | -                     | 15                 | 20                     | 2                             |                    |                |                         |  |  |
| Asst Supt for Education Services       | Williamson, Rosanne    | Ed. D. | 25               | 260           | 175,698         | 15,278                 | -                   | 1,108       | 1,681        | 2,769            | 12,668               | 640                  | 535                | 181                       | 600                               | -                     | 15                 | 23                     | 2                             | 700                |                |                         |  |  |
| Asst Supt for Human Resources          | Swanson, Brad          | MA     | 27               | 260           | 172,037         | 14,960                 | -                   | 1,085       | 1,646        | 2,711            | 19,836               | 1,538                | 524                | 178                       | 1,300                             | -                     | 15                 | 20                     | 2                             |                    |                |                         |  |  |
| Director of Special Education          | Pearson, Jennifer      | MA     | 23               | 260           | 168,377         | 14,642                 | -                   | 1,062       | 1,611        | 2,654            | 25,363               | 1,538                | 512                | 174                       | 1,300                             | -                     | 15                 | 21                     | 2                             |                    |                |                         |  |  |
| Director of Innovation & Instructional | Bretag, Ryan           | MA     | 16               | 260           | 158,616         | 13,793                 | -                   | 1,000       | 1,517        | 2,500            | 25,363               | 1,538                | 483                | 164                       | 1,300                             | -                     | 15                 | 22                     | 2                             |                    |                |                         |  |  |
| Director of Operations/CSBO            | Ptak, Kimberly         | Ed. D. | 14               | 260           | 126,893         | 11,034                 | -                   | 800         | 1,214        | 2,000            | 25,363               | 1,538                | 386                | 131                       | 1,300                             | -                     | 15                 | 23                     | 2                             |                    |                |                         |  |  |
| Director of Business Services/CSBO     | Tarver-Andersen, Vicki | MA     | 17               | 260           | 128,537         | 11,177                 | -                   | 810         | 1,229        | 2,026            | 19,836               | 1,538                | 391                | 133                       | 1,300                             | -                     | 15                 | 21                     | 2                             |                    |                |                         |  |  |
| Principal - Evening School             | Santa, Francisco       | Ed. D. | 19               | 213           | 152,347         | 13,248                 | -                   | 960         | 1,457        | 2,401            | 25,363               | 1,538                | 464                | 157                       | 1,300                             | -                     | 15                 | -                      | 2                             |                    |                |                         |  |  |
| Associate Principal - Curriculum       | Muir, Cameron          | MA     | 28               | 260           | 163,497         | 14,217                 | -                   | 1,031       | 1,564        | 2,577            | 25,363               | 1,538                | 498                | 169                       | 1,300                             | -                     | 15                 | 22                     | 2                             |                    |                |                         |  |  |
| Associate Principal - Curriculum       | Solis, Edward          | MA     | 25               | 203           | 158,616         | 13,793                 | -                   | 1,000       | 1,517        | 2,500            | 25,363               | 1,538                | 483                | 164                       | 1,300                             | -                     | 15                 | 20                     | 2                             |                    |                |                         |  |  |
| Associate Principal - Operations       | Wright, Casey          | MA     | 20               | 260           | 158,616         | 13,793                 | -                   | 1,000       | 1,517        | 2,500            | 25,363               | 1,538                | 483                | 164                       | 1,300                             | -                     | 15                 | 20                     | 2                             |                    |                |                         |  |  |
| Associate Principal - Operations       | Frandsen, Kris         | MA     | 31               | 260           | 180,661         | 15,710                 | -                   | 1,139       | 1,728        | 2,862            | 7,726                | 640                  | 550                | 187                       | 600                               | 1,000                 | 15                 | 21                     | 2                             | 700                |                | 6%/yr                   |  |  |
| Asst Principal - Dean of Students      | Bean, Ronald           | MA     | 24               | 260           | 144,960         | 12,605                 | -                   | 914         | 1,387        | 2,285            | 25,363               | 1,538                | 441                | 150                       | 1,300                             | -                     | 15                 | 22                     | 2                             |                    |                |                         |  |  |
| Asst Principal - Dean of Students      | Eike, William          | MA     | 25               | 260           | 158,616         | 13,793                 | -                   | 1,000       | 1,517        | 2,500            | 25,363               | 1,538                | 483                | 164                       | 1,300                             | -                     | 15                 | 23                     | 2                             |                    |                |                         |  |  |
| Asst Principal - Student Activities    | Koo, Josh              | MA     | 7                | 260           | 98,707          | 8,583                  | -                   | 622         | 944          | 1,556            | 7,347                | 640                  | 300                | 102                       | 1,300                             | -                     | 15                 | 20                     | 2                             |                    |                |                         |  |  |
| Asst Principal - Student Activities    | Tarjan, Michael        | Ed. D. | 22               | 260           | 158,616         | 13,793                 | -                   | 1,000       | 1,517        | 2,523            | 15,504               | 1,538                | 483                | 164                       | 1,300                             | 1,600                 | 15                 | 22                     | 2                             |                    |                |                         |  |  |
| Asst Principal - Student Services      | Cummings, Lara         | Ph. D. | 23               | 260           | 156,176         | 13,581                 | -                   | 985         | 1,494        | 2,461            | 25,363               | 1,538                | 475                | 161                       | 1,300                             | -                     | 15                 | 21                     | 2                             |                    |                |                         |  |  |
| Asst Principal - Student services      | Etherton, Eric         | MA     | 29               | 260           | 156,176         | 13,581                 | -                   | 985         | 1,494        | 2,485            | 15,504               | 1,538                | 475                | 161                       | 1,300                             | 1,600                 | 15                 | 25                     | 2                             |                    |                |                         |  |  |
| Associate Dean                         | Garrison, Sean         | MA     | 26               | 203           | 146,414         | 12,732                 | -                   | 923         | 1,400        | 2,308            | 19,836               | 1,538                | 446                | 151                       | 1,300                             | -                     | 15                 | -                      | 2                             |                    |                |                         |  |  |
| Associate Dean                         | Jordan, Jeanette       | MA     | 30               | 203           | 141,534         | 12,307                 | -                   | 892         | 1,354        | 2,231            | 25,363               | 1,538                | 431                | 146                       | 1,300                             | -                     | 15                 | -                      | 2                             |                    |                |                         |  |  |
| Athletic Director                      | Catalano, John         | MA     | 34               | 260           | 152,508         | 13,262                 | -                   | 961         | 1,459        | 2,404            | 25,363               | 1,538                | 464                | 157                       | 1,300                             | -                     | 15                 | 23                     | 2                             |                    |                |                         |  |  |
| Athletic Director                      | Rockrohr, Steven       | MA     | 28               | 260           | 158,616         | 13,793                 | -                   | 1,000       | 1,517        | 2,500            | 25,363               | 1,538                | 483                | 164                       | 1,300                             | -                     | 15                 | 23                     | 2                             |                    |                |                         |  |  |
| College Counselor                      | Boyle, David           | Ed. D. | 29               | 193           | 137,874         | 11,989                 | -                   | 869         | 1,319        | 2,173            | 19,836               | 1,538                | 420                | 142                       | 1,300                             | -                     | 15                 | -                      | 2                             |                    |                |                         |  |  |
| College Counselor                      | Klasen, John           | MA     | 16               | 193           | 132,993         | 11,565                 | -                   | 838         | 1,272        | 2,096            | 19,836               | 1,538                | 405                | 137                       | 1,300                             | -                     | 15                 | -                      | 2                             |                    |                |                         |  |  |
| Instructional Supervisor               | Davidson, Chad         | MA     | 23               | 203           | 140,776         | 12,242                 | -                   | 888         | 1,347        | 2,219            | 19,836               | 1,538                | 428                | 145                       | 1,300                             | -                     | 15                 | -                      | 2                             |                    |                |                         |  |  |
| Instructional Supervisor               | Fitch, Danita          | MA     | 23               | 203           | 146,414         | 12,732                 | -                   | 923         | 1,400        | 2,308            | 25,363               | 1,538                | 446                | 151                       | 1,300                             | -                     | 15                 | -                      | 2                             |                    |                |                         |  |  |
| Instructional Supervisor               | French, Kathryn        | Ed. S. | 10               | 203           | 140,454         | 12,213                 | -                   | 885         | 1,343        | 2,214            | 25,363               | 1,538                | 427                | 145                       | 1,300                             | -                     | 15                 | -                      | 2                             |                    |                |                         |  |  |
| Instructional Supervisor               | Gartner, Phillip       | MA     | 21               | 203           | 146,414         | 12,732                 | -                   | 923         | 1,400        | 2,308            | 25,363               | 1,538                | 446                | 151                       | 1,300                             | -                     | 15                 | -                      | 2                             |                    |                |                         |  |  |
| Instructional Supervisor               | Morrel, Josh           | MA     | 7                | 203           | 94,451          | 8,213                  | -                   | 595         | 903          | 1,489            | 12,668               | 640                  | 287                | 98                        | 1,300                             | -                     | 15                 | -                      | 2                             |                    |                |                         |  |  |
| Instructional Supervisor               | Hall, Dawn             | MA     | 16               | 203           | 130,771         | 11,371                 | -                   | 824         | 1,251        | 2,061            | 12,668               | 640                  | 398                | 135                       | 600                               | -                     | 15                 | -                      | 2                             | 700                |                |                         |  |  |
| Instructional Supervisor               | Logan, Jeannie         | MA     | 19               | 203           | 128,535         | 11,177                 | -                   | 810         | 1,229        | 2,049            | 15,504               | 1,538                | 391                | 133                       | 1,300                             | 1,600                 | 15                 | -                      | 2                             |                    |                |                         |  |  |
| Instructional Supervisor               | Kosirog, Mary          | MA     | 29               | 203           | 143,974         | 12,520                 | -                   | 908         | 1,377        | 2,269            | 25,363               | 1,538                | 438                | 149                       | 1,300                             | -                     | 15                 | -                      | 2                             |                    |                |                         |  |  |
| Instructional Supervisor               | Kucharski, Thomas      | MA     | 30               | 203           | 141,534         | 12,307                 | -                   | 892         | 1,354        | 2,231            | 5,877                | 640                  | 431                | 146                       | 1,300                             | -                     | 15                 | -                      | 2                             | 700                |                |                         |  |  |
| Instructional Supervisor               | Pieper, Robert         | MA     | 25               | 203           | 146,414         | 12,732                 | -                   | 923         | 1,400        | 2,308            | 14,929               | 1,538                | 446                | 151                       | 1,300                             | -                     | 15                 | -                      | 2                             |                    |                |                         |  |  |
| Instructional Supervisor               | Rockrohr, Mary         | MA     | 21               | 203           | 146,414         | 12,732                 | -                   | 923         | 1,400        | 2,308            | 25,363               | 1,538                | 446                | 151                       | 1,300                             | -                     | 15                 | -                      | 2                             |                    |                |                         |  |  |
| Instructional Supervisor               | Rylander, Jeffrey      | MA     | 27               | 203           | 146,414         | 12,732                 | -                   | 923         | 1,400        | 2,308            | 19,836               | 1,538                | 446                | 151                       | 1,300                             | -                     | 15                 | -                      | 2                             |                    |                |                         |  |  |
| Instructional Supervisor               | Maranto, Mark          | MA     | 20               | 203           | 134,171         | 11,667                 | -                   | 846         | 1,283        | 2,115            | 1,044                | 640                  | 408                | 139                       | 600                               | -                     | 15                 | -                      | 2                             | 700                |                |                         |  |  |
| Instructional Supervisor               | Cunningham, Karen      | MA     | 17               | 203           | 140,314         | 12,201                 | -                   | 885         | 1,342        | 2,235            | 15,504               | 1,538                | 427                | 145                       | 1,300                             | 1,600                 | 15                 | -                      | 2                             |                    |                |                         |  |  |
| Instructional Supervisor               | Stanicek, Stephen      | MA     | 38               | 203           | 138,430         | 12,037                 | -                   | 873         | 1,324        | 2,182            | 25,363               | 1,538                | 421                | 143                       | 1,300                             | -                     | 15                 | -                      | 2                             |                    |                |                         |  |  |
| Instructional Supervisor               | Vasilopoulos, Maria    | MA     | 17               | 203           | 141,534         | 12,307                 | -                   | 892         | 1,354        | 2,231            | 25,363               | 1,538                | 431                | 146                       | 1,300                             | -                     | 15                 | -                      | 2                             |                    |                |                         |  |  |
| Instructional Supervisor               | Williams, Scott        | MA     | 25               | 203           | 136,084         | 11,833                 | -                   | 858         | 1,302        | 2,145            | 14,929               | 1,538                | 414                | 141                       | 1,300                             | -                     | 15                 | -                      | 2                             |                    |                |                         |  |  |
| Instructional Supervisor               | Wolfe, Stacey          | MA     | 16               | 203           | 130,771         | 11,371                 | -                   | 824         | 1,251        | 2,061            | 25,363               | 1,538                | 398                | 135                       | 1,300                             | -                     | 15                 | -                      | 2                             |                    |                |                         |  |  |
| Instructional Supervisor/Dean          | Strong, Douglas        | Ed. D. | 28               | 203           | 146,414         | 12,732                 | -                   | 923         | 1,400        | 2,308            | 25,363               | 1,538                | 446                | 151                       | 1,300                             | -                     | 15                 | -                      | 2                             |                    |                |                         |  |  |

(1) All administrative base salaries, with the exception of the Superintendent, are tied to the teachers' salary schedule, reflecting a % over the schedule defined by position

(2) TRS is calculated at a flat rate of .103753 for the Superintendent (up to cap) and .086957 for all other administrative positions

(3) THIS is calculated at a flat rate of 1.18% of total compensation and is not TRS creditable

(4) TRS E/R is calculated at a flat rate of .58% of total compensation and is not TRS creditable

(5) THIS E/R is calculated at a flat rate of .88% of total compensation and is not TRS creditable

(6) Medicare is calculated as a flat rate of 1.45% of total taxable compensation

(7) FY18 Plan Premium is 100% board paid upon plan selection. Administrators selecting single coverage MUST purchase a 403(b) tax sheltered annuity for a minimum of \$700

(8) FY18 Plan Premium is 100% board paid.

(9) Basic Life is calculated at 2x salary, which includes base, district paid TRS/THIS and Section 125 fringe benefit, at the rate of .115 per \$1K, rounded to the nearest thousand

(10) Long-term disability is calculated at salary, which includes base, district paid TRS/THIS and Section 125 fringe benefit, at the rate of .115 per \$100.

(11) Section 125 fringe benefit allotment equals \$700 applied towards family health insurance or single health insurance plus a 403(b) tax sheltered annuity, and a \$600 flexible spending medical reimbursement account

(12) For the 2017-18 Insurance Plan year, the BOE is contributing \$1,000 for individuals with High-Deductible PPO Single Coverage, and \$1,600 for individuals with High-Deductible PPO Family Coverage, into an HSA (Health Savings Account)