



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

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

**Date:** Monday, September 24, 2018

**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 amended 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

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](http://Glenbrook225.org) > [Offices](#) > [Business Services](#) > [District Financial Information](#) > [Compensation Reports](#)

Northfield Township High School District 225  
 Employees Holding Administrative Certificates and Working in that Capacity (P.A. 96-0434)  
 Fiscal Year July 1, 2018 - June 30, 2019

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/RS	(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	Riggle, Michael	Ed. D.	38	260	264,633	23,850	3,127	1,673	2,539	4,228	20,972	1,576	808	274	1,300	-	15	25	2	11,250	6,000			
Principal	Finan, John	Ed. D.	27	260	182,201	15,844	-	1,149	1,743	2,872	20,972	1,576	555	188	1,300	-	15	23	2					
Principal	Fagel, Lauren	Ed. D.	18	260	182,201	15,844	-	1,149	1,743	2,872	27,525	1,576	555	188	1,300	-	15	20	2					
Asst Supt for Business Services/CSBO	Gravel, III, Raoul	Ed. D.	14	260	156,248	13,587	-	985	1,495	2,463	27,525	1,576	476	161	1,300	-	15	20	2					
Asst Supt for Education Services	Williamson, Rosanne	Ed. D.	26	260	179,705	15,627	-	1,133	1,719	2,832	13,749	656	547	186	600	-	15	23	2	700				
Asst Supt for Human Resources	Swanson, Brad	MA	28	260	177,209	15,410	-	1,117	1,695	2,793	20,972	1,576	539	183	1,300	-	15	20	2					
Director of Special Education	Pearson, Jennifer	Ed. D.	24	260	173,465	15,084	-	1,094	1,659	2,734	27,525	1,576	528	179	1,300	-	15	22	2					
Director of Innovation & Instructional	Bretag, Ryan	MA	17	260	163,482	14,216	-	1,031	1,564	2,577	27,525	1,576	498	169	1,300	-	15	23	2					
Director of Operations/CSBO	Ptak, Kimberly	Ed. D.	15	260	129,787	11,286	-	818	1,241	2,046	27,525	1,576	395	134	1,300	-	15	24	2					
Director of Business Services/CSBO	Tarver-Andersen, Vicki	MA	18	260	135,874	11,798	-	856	1,300	2,141	20,972	1,576	413	140	1,300	-	15	22	2					
Principal - Evening School	Amos, Edward	Ed. D.	16	203	106,634	9,273	-	672	1,020	1,681	15,785	1,576	325	110	1,300	-	15	-	2					
Associate Principal - Curriculum	Muir, Cameron	MA	29	260	168,473	14,850	-	1,063	1,613	2,658	27,525	1,576	513	174	1,300	-	15	23	2					
Associate Principal - Curriculum	Solis, Edward	MA	26	203	162,234	14,107	-	1,023	1,552	2,557	27,525	1,576	494	168	1,300	-	15	20	2					
Associate Principal - Operations	Wright, Casey	MA	22	260	162,234	14,107	-	1,023	1,552	2,557	27,525	1,576	494	168	1,300	-	15	20	2					
Associate Principal - Operations	Frandsen, Kris	MA	32	260	191,500	16,662	-	1,207	1,832	3,033	8,384	656	583	198	600	1,000	15	22	2	700		6%/yr		
Asst Principal - Dean of Students	Bean, Ronald	MA	25	260	148,006	12,870	-	933	1,416	2,333	27,525	1,576	450	153	1,300	-	15	23	2					
Asst Principal - Dean of Students	Eike, William	MA	26	260	162,234	14,107	-	1,023	1,552	2,557	27,525	1,576	494	168	1,300	-	15	24	2					
Asst Principal - Student Activities	Koo, Josh	MA	9	260	104,829	9,116	-	661	1,003	1,652	7,768	656	319	108	1,300	-	15	20	2					
Asst Principal - Student Activities	Tarjan, Michael	Ed. D.	23	260	162,234	14,107	-	1,023	1,552	2,580	16,825	1,576	494	168	1,300	1,600	15	23	2					
Asst Principal - Student Services	Cummings, Lara	Ph. D.	24	260	159,738	13,890	-	1,007	1,528	2,518	27,525	1,576	486	165	1,300	-	15	22	2					
Asst Principal - Student services	Etherton, Eric	MA	30	260	160,986	13,999	-	1,015	1,540	2,560	16,825	1,576	490	166	1,300	1,600	15	25	2					
Associate Dean	Garrison, Sean	MA	27	203	149,754	13,022	-	944	1,432	2,360	20,972	1,576	456	155	1,300	-	15	-	2					
Associate Dean	Jordan, Jeanette	MA	31	203	146,010	12,697	-	921	1,397	2,301	27,525	1,576	444	151	1,300	-	15	-	2					
Athletic Director	Catalano, John	MA	35	260	156,794	13,634	-	988	1,500	2,471	27,525	1,576	477	162	1,300	-	15	24	2					
Athletic Director	Rockrohr, Steven	MA	29	260	162,234	14,107	-	1,023	1,552	2,557	27,525	1,576	494	168	1,300	-	15	24	2					
College Counselor	Boyle, David	Ed. D.	30	193	141,019	122,263	-	1,527	2,317	3,818	20,972	1,576	737	250	1,300	-	15	-	2					
College Counselor	Klasen, John	MA	17	193	136,027	11,828	-	858	1,301	2,144	20,972	1,576	414	140	1,300	-	15	-	2					
Instructional Supervisor	Davidson, Chad	MA	24	203	143,732	12,498	-	906	1,375	2,265	20,972	1,576	437	148	1,300	-	15	-	2					
Instructional Supervisor	Fitch, Danita	MA	24	203	149,754	13,022	-	944	1,432	2,360	27,525	1,576	456	155	1,300	-	15	-	2					
Instructional Supervisor	French, Kathryn	Ed. S.	11	203	148,506	12,914	-	936	1,420	2,341	27,525	1,576	452	153	1,300	-	15	-	2					
Instructional Supervisor	Gartner, Phillip	MA	22	203	149,754	13,022	-	944	1,432	2,360	27,525	1,576	456	155	1,300	-	15	-	2					
Instructional Supervisor	Morrell, Josh	MA	9	203	98,371	8,554	-	620	941	1,550	13,749	656	299	102	1,300	-	15	-	2					
Instructional Supervisor	Hall, Dawn	MA	17	203	138,566	12,049	-	874	1,325	2,184	27,525	1,576	422	143	600	-	15	-	2	700				
Instructional Supervisor	Logan, Jeannie	MA	20	203	136,217	11,845	-	859	1,303	2,170	16,825	1,576	415	141	1,300	1,600	15	-	2					
Instructional Supervisor	Kosirog, Mary	MA	30	203	148,506	12,914	-	936	1,420	2,341	27,525	1,576	452	153	1,300	-	15	-	2					
Instructional Supervisor	Kucharski, Thomas	MA	31	203	144,762	12,588	-	913	1,385	2,282	6,214	656	441	149	1,300	-	15	-	2	700				
Instructional Supervisor	Pieper, Robert	MA	26	203	149,754	13,022	-	944	1,432	2,360	15,785	1,576	456	155	1,300	-	15	-	2					
Instructional Supervisor	Rockrohr, Mary	MA	22	203	149,754	13,022	-	944	1,432	2,360	27,525	1,576	456	155	1,300	-	15	-	2					
Instructional Supervisor	Rylander, Jeffrey	MA	28	203	149,754	13,022	-	944	1,432	2,360	20,972	1,576	456	155	1,300	-	15	-	2					
Instructional Supervisor	Maranto, Mark	MA	21	203	139,909	12,166	-	882	1,338	2,205	13,749	656	426	144	600	-	15	-	2	700				
Instructional Supervisor	Cunningham, Karen	MA	28	203	143,514	12,480	-	905	1,373	2,285	16,825	1,576	437	148	1,300	1,600	15	-	2					
Instructional Supervisor	Stanicek, Stephen	MA	39	203	142,534	12,394	-	899	1,363	2,246	27,525	1,576	434	147	1,300	-	15	-	2					
Instructional Supervisor	Vasilopoulos, Maria	MA	18	203	144,762	12,588	-	913	1,385	2,282	27,525	1,576	441	149	1,300	-	15	-	2					
Instructional Supervisor	Williams, Scott	Ed. D.	26	203	139,909	12,166	-	882	1,338	2,205	15,785	1,576	426	144	1,300	-	15	-	2					
Instructional Supervisor	Wolfe, Stacey	MA	17	203	138,566	12,049	-	874	1,325	2,184	27,525	1,576	422	143	1,300	-	15	-	2					
Instructional Supervisor/Dean	Strong, Douglas	Ed. D.	29	203	149,754	13,022	-	944	1,432	2,360	27,525	1,576	456	155	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)