

To: Dr. Mike Riggle

Board of Education

From: Dr. R.J. Gravel

Date: Monday, September 26, 2016

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

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 > District Departments > Human Resources > Contracts/ESP Handbook

Northfield Township High School District 225

Employees Holding Administrative Certificates and Working in that Capacity (P.A. 96-0434)

Fiscal Year July 1, 2016 - June 30, 2017

					Salary		Board Paid Benefits										Leave Included in Base Salary			Other Compensation		
					(1) (2)		(3) (4)		(5) (6)		(7)	(8)	(9)	(10)	(11)	(12)				A		
															Section 125			Allotted	Allotted			Pre-
			Years of	Days per	Base	Board Paid				Est	Health	Dental	Life	Long-Term	Fringe	HSA	Allotted	Vacation	Personal	Board Paid	Auto	Retirement
Position	Name	Degree	Service	Year	Salary	E/E TRS	E/E THIS	E/R TRS	E/R THIS	Medicare	Insurance	Insurance	Insurance	Disability	Allotment	Contribution	Sick Days	Days	Days	Annuity	Allowance	Increase
Superintendent	Riggle, Michael	Ed. D.	36	260	257,951	24,300	3,024	1,637	2,371	4,136	18,144	1,500	790	268	1,300	-	15	21	2	11.250	6.000	
Principal	Finan, John	Ed. D.	25	260	174,301	15,157	-	1,099	1,591	2,747	18,144	1,500	530	180	1,300	-	15	2	. 2			
Principal	Fagel, Lauren	MA	16	260	174,301	15,157		1,099	1,591	2,747	23,400	1,500	530	180	1,300	-	15	20	2			
Asst Supt for Business Services/CSBO	Gravel, III, Raoul	Ed. D	12	260	137,579	11,963	-	867	1,256	2,168	23,400	1,500	419		1,300	-	15	20				
Asst Supt for Education Services	Williamson, Rosanne	Ed. D	24	260	171,897	14,948		1,084	1,569	2,709	11,688	624	523	178	600		15	2:	2	700		
Asst Supt for Human Resources	Swanson, Brad	MA	26	260	169,493	14,739		1,069	1,548	2,671	23,400	1,500	516	175	1,300	-	15	20	2			
Director of Special Education	Pearson, Jennifer	MA	22	260	165,887	14,425		1,046	1,515	2,615	23,400	1,500	505	171	1,300		15	2:	. 2			
Director of Innovation & Instructional	Bretag, Ryan	MA	15	260	156,270	13,589		985	1,427	2,463	23,400	1,500	476	161	1,300	-	15	2	2			
Director of Operations/CSBO	Ptak, Kimberly	Ed. D.	13	260	125,016	10,871	-	788	1,141	1,970	23,400	1,500	380	129	1,300	-	15	2:	. 2			
Director of Business Services/CSBO	Tarver-Andersen, Vicki	MA	16	260	123,188	10,712	-	777	1,125	1,942	18,144	1,500	375		1,300		15	20	2			
Principal - Evening School	Santa, Francisco	Ed. D.	18	213	150,094	13,052		946	1,370	2,366	23,400	1,500	457		1,300	-	15	~~~~	. 2		***********	
Associate Principal - Curriculum	Muir, Cameron	MA	27	260	161,078	14,007		1,015	1,471	2,539	23,400	1,500	490	166	1,300	17	15	2	. 2			
Associate Principal - Curriculum	Etherton, Eric	MA	28	260	156,270	13,589		985	1,427	2,486	14,304	1,500	476	161	1,300	1,600	15	2!				
Associate Principal - Operations	Freund, Gary	MA	27	260	162,281	14,111	-	1,023	1,482	2,558	23,400	1,500	494	168	1,300	-	15	2:	2			
Associate Principal - Operations	Frandson, Kris	MA	30	260	170,435	14,820		1,074	1,556	2,701	7,128	624	519		600	1,000	15	2:		700		6%/yr
Asst Principal - Dean of Students	Bean, Ronald	MA	23	260	141,710	12,323		893	1,294	2,233	23,400	1,500	431	146	1,300		15	2:	. 2			
Asst Principal - Dean of Students	Eike, William	MA	24	260	156,270	13,589		985	1,427	2,463	23,400	1,500	476	~~~~~~~	1,300		15	2:	2			
Asst Principal - Student Activities	Shellard, James	Ed. D. Ed. D.	32	260	179,262	15,588		1,130	1,637	2,825	23,400	1,500	546	185	1,300		15	2.	2			6%/yr
Asst Principal - Student Activities	Tarjan, Michael	Ed. D.	21	260	156,270	13,589	-	985	1,427	2,486	19,200	1,500	476	161	1,300	1,600	15	2:	2			
Asst Principal - Student Services	Cummings, Lara	Ph. D.	22	260	152,664	13,275		962	1,394	2,406	23,400	1,500	465	158	1,300		15	2	. 2			
Associate Dean	Garrison, Sean	MA	25	203	144,249	12,544		909	1,317	2,273	18,144	1,500	439		1,300		15		2			~~~~~
Associate Dean	Jordan, Jeanette	MA	29	203	139,442	12,125		879	1,273	2,198	23,400	1,500	424	144	1,300		15		. 2			
Athletic Director	Catalano, John	MA	33	260	150,254	13,066		947	1,372	2,368	23,400	1,500	457	155	1,300		15	2:	2			
Athletic Director	Rockrohr, Steven	MA	27	260	156,270	13,589		985	1,427	2,463	23,400	1,500	476	161	1,300	-	15	2	2			
College Counselor	Boyle, David	Ed. D.	28	193	136,196	11,843		859	1,244	2,147	18,144	1,500	415	~~~~~~~	1,300		15	~~~~~~	2			
College Counselor	Klasen, John	MA	15	193	127,003	11,044		801	1,160	2,002	18,144	1,500	387		1,300		15	*********	2			
Instructional Supervisor	Davidson, Chad	MA	22	203	137,540	11,960		867	1,256	2,168	18,144	1,500	419	~~~~~~	1,300		15		2			
Instructional Supervisor	Fitch, Danita	MA	22	203	144,249	12,544		909	1,317	2,273	23,400	1,500	439		1,300		15		. 2			
Instructional Supervisor	French, Kathryn	Ed. S.	9	203	135,133	11,751		852	1,234	2,130	23,400	1,500	411	140	1,300	-	15		. 2			
Instructional Supervisor	Gartner, Phillip	MA	20	203	144,249	12,544				2,273	23,400	1,500	439	149	1,300	<u>-</u> .	15		. 2			
Instructional Supervisor	Guzik, Kellye	MA	12	203	108,867	9,467		686	994	1,716	23,400	1,500	331	112	1,300		15		. 2			
Instructional Supervisor	Hall, Dawn	MA	15	203	125,574	10,919			1,147	1,979	11,688	624	382	130	600	<u>-</u> .	15		. 2	700		
Instructional Supervisor	Logan, Jeannie	MA	18	203	123,427	10,733		778	1,127	1,945	23,400	1,500	376		1,300		15		. 2			
Instructional Supervisor	Kosirog, Mary	MA	28	203	141,846	12,334	·	894	1,295	2,236	23,400	1,500	432	146	1,300	-	15		. 2			
Instructional Supervisor	Kucharski, Thomas	MA	29	203	138,239	12,021		872	1,262	2,179	6,720	624	421		1,300		15		. 2	700		
Instructional Supervisor	Pieper, Robert	MA	24	203	144,249	12,544		909	1,317	2,273	18,144	1,500	439	· ·	1,300	سسسس	15		2			
Instructional Supervisor	Rockrohr, Mary	MA	20	203	144,249	12,544		909	1,317	2,273	23,400	1,500	439	~~~~~~	1,300		15		. 2			
Instructional Supervisor	Rylander, Jeffrey	MA	26	203	144,249	12,544		909	1,317	2,273	18,144	1,500	439		1,300		15		. 2			
Instructional Supervisor	Maranto, Mark	MA	19	203	128,964	11,214		813	1,177	2,033	11,688	624	392	~~~~~~	600		15		. 2	700		
Instructional Supervisor	Solis, Edward	MA	24	203	143,047	12,439		902	1,306	2,255	23,400	1,500	435		1,300		15		2			
Instructional Supervisor	Stanicek, Stephen	MA	37	203	136,384	11,860	Ī	860	1,245	2,150	23,400	1,500	415	141	1,300		15		. 2			
Instructional Supervisor	Vasilopoulos, Maria	MA	16	203	138,239	12,021		872	1,262	2,179	23,400	1,500	421	143	1,300	-	15		. 2			
Instructional Supervisor	Williams, Scott	MA	24	203	132,917	11,558		838	1,214	2,095	18,144	1,500	405	137	1,300		15		. 2			
Instructional Supervisor	Wolfe, Stacey	MA	15	203	125,574	10,919	-	792	1,147	1,979	234,108	1,500	382		1,300	-	15		. 2			
Instructional Supervisor/Dean	Strong, Douglas	Ed. D.	27	203	144,249	12,544		909	1,317	2,273	234,108	1,500	439	149	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 1.12% 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 .84% of total compensation and is not TRS creditable
- (6) Medicare is calculated as a flat rate of 1.45% of total taxable compensation
- (7) FY17 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) FY17 Plan Premium is 100% board paid. The district offers only one dental plan.
- (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 2015-16 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)