



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	Kosirag, 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)