

**Proposed Total Board-Paid Compensation  
Packages for Employment Contracts**  
For Approval at the April 16, 2026 Regular Meeting

General information:

- The School District does not establish the required IMRF or TRS/THIS member contribution rates, and the rates are subject to change.
- Currently, the required IMRF contribution for members is 4.50% of all wages, subject to a wage limit for Tier 2 members.
- Currently, the required TRS contribution for members is 9.0% of salary (add-on factor of 9.8901% of salary for Board-paid TRS member contributions) and the required THIS Fund contribution for members is 0.90% of salary.

**TRS EMPLOYEES**

<b>GOLF MIDDLE SCHOOL ASSISTANT PRINCIPAL   3 Year Contract (July 1, 2026 - June 30, 2029)</b>							
Year	Base Salary	TRS and THIS Contributions	Health/Dental Insurance	Term Life Insurance (Face Value)	Leave Days	Vacation Days	Additional Compensation
2026-27	\$99,395	Board-paid member contributions	100% of premiums for family health and single dental	\$50,000	12 Sick Days 3 Personal Days	20 Days	Cell Phone Stipend - \$600
2027-28	Not less than prior year	Board-paid member contributions	100% of premiums for family health and single dental	\$50,000	12 Sick Days 3 Personal Days	20 Days	Cell Phone Stipend - \$600
2028-29	Not less than prior year	Board-paid member contributions	100% of premiums for family health and single dental	\$50,000	12 Sick Days 3 Personal Days	20 Days	Cell Phone Stipend - \$600
<b>HYNES ELEMENTARY SCHOOL PRINCIPAL   3 Year Contract (July 1, 2026 - June 30, 2029)</b>							
Year	Base Salary	TRS and THIS Contributions	Health/Dental Insurance	Term Life Insurance (Face Value)	Leave Days	Vacation Days	Additional Compensation



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2026-27	\$144,200	Board-paid member contributions	100% of premiums for family health and single dental	\$50,000	12 Sick Days 3 Personal Days	20 Days	Cell Phone Stipend - \$600
2027-28	\$149,968	Board-paid member contributions	100% of premiums for family health and single dental	\$50,000	12 Sick Days 3 Personal Days	20 Days	Cell Phone Stipend - \$600
2028-29	\$157,466	Board-paid member contributions	100% of premiums for family health and single dental	\$50,000	12 Sick Days 3 Personal Days	20 Days	Cell Phone Stipend - \$600

## IMRF Employees

<b>DIRECTOR OF BUILDINGS &amp; GROUNDS   2 Year Contract (July 1, 2026 - June 30, 2028)</b>							
Year	Base Salary	IMRF Contributions	Health/Dental Insurance	Term Life Insurance (Face Value)	Leave Days	Vacation Days	Additional Compensation
2026-27	\$116,699	Board-paid member contributions	100% of premiums for family health and single dental	\$50,000	12 Sick Days 3 Personal Days	20 Days	Cell Phone Stipend - \$600
2027-28	\$121,367	Board-paid member contributions	100% of premiums for family health and single dental	\$50,000	12 Sick Days 3 Personal Days	20 Days	Cell Phone Stipend - \$600

  

<b>DIRECTOR OF COMMUNICATIONS &amp; TECHNOLOGY   2 Year Contract (July 1, 2026 - June 30, 2028)</b>							
Year	Base Salary	IMRF Contributions	Health/Dental Insurance	Term Life Insurance (Face Value)	Leave Days	Vacation Days	Additional Compensation
2026-27	\$113,300	Board-paid member	100% of premiums	\$50,000	12 Sick Days	20 Days	Cell Phone



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		contributions	for family health and single dental		3 Personal Days		Stipend - \$600
2027-28	Not less than prior year	Board-paid member contributions	100% of premiums for family health and single dental	\$50,000	12 Sick Days 3 Personal Days	20 Days	Cell Phone Stipend - \$600