

**Administrator and other Non-Union/IMRF Employees with Administrative Benefits
Compensation and Benefits Summary**

		Supt	Asst Supt	12-Mo Admin	10-Mo Admin	12-Month Non-Union w/Adm Benefits
Terms of Employment						
		12-Mo 260 days	12-Mo 260 days	12-Mo 260 days	10-Mo 192 days	12-Mo 260 days
Length of Contract	· Years 1, 2, 3 – one year contract · Year 4 and beyond – multi-year contract					
Conditions of Employment	Employment Representation - The Administrator represents that he/she is not under contract with any other school district or cooperative for any portion of the term covered by this Contract with the exception of work done in time recess between the last day of employment with District 121 under the Administrator’s contract year and the first day of employment for the next contract year.	✓	✓	✓	✓	✓
Wages and Retirement Contributions						
Wage Increase	At the discretion of the Board based on available funds, the annual salary for each subsequent Contract Year shall be increased by a percentage ranging from 0% to 4% based on the percent of professional development activities and essential job skills that the Administrator accomplishes. The evaluation scale and attendant salary increases are as follows: · 90-100% of activities/essential job skills accomplished, no less than 3.5% and no more than 4% salary increase · 80-89% of activities/essential job skills accomplished, no less than 3% and no more than 3.5% salary increase · 70-79% of activities/essential job skills accomplished, no less than 2.5% and no more than 3% salary increase · 69% or less of planned activities accomplished, 0% increase	✓	✓	✓	✓	✓
TRS	9% paid by the Board (Tier 1 and Tier 2)	✓	✓	✓	✓	NA
Health Insurance Security Fund (THIS)	0.58% paid by the Board	✓	✓			NA
IMRF	7.08% (2020 rate) paid by the Board 7.86% (2021 rate) paid by the Board 5.74% (2022 rate) paid by the Board 3.08% (2023 rate) paid by the Board 3.82% (2024 rate) paid by the Board	NA	NA	NA	NA	✓
Benefits						
Health Insurance	Single medical health insurance, at 100% for any plan provided by a carrier chosen by the District. There will be an additional cost of an amount equivalent of 3% of annual single premium within the Plan chosen by the administrator if the Administrator does not choose to participate in the District’s Wellness Program. If the Administrator selects non-single coverage, the Board will cover non-single medical health insurance up to and including the PPO 750 plan provided by a carrier chosen by the District. If the Administrator chooses PPO 500 coverage, any cost over the corresponding PPO 750 coverage will be the Administrator’s responsibility. There will be an additional cost of an amount equivalent of 3% of annual single premium within the Plan chosen by the Administrator if the Administrator does not choose to participate in the District’s Wellness Program.	✓	✓	✓	✓	✓

		Supt	Asst Supt	12-Mo Admin	10-Mo Admin	12-Month Non-Union w/Adm Benefits
Dental and Vision	Individual dental and vision coverage under the Board's group dental and vision insurance policies.	Family	✓	✓	✓	✓
Term Life Insurance	Life insurance benefit equal to that provided under the CBA covering teachers in the School District for each year under this Contract.	✓ 2X Salary	✓	✓	✓	✓
Liability Insurance	Liability insurance as provided to other administrative staff, which may include, but need not be limited to, liability insurance provided in 105 ILCS 5/10-22.3.	✓	✓	✓	✓	✓
Sick Days	The Administrator shall be granted paid sick leave as defined in Section 24-6 of the School Code, in the same amount as the normal allotment provided the teachers/classified staff in the CBA.	✓	✓	✓	✓	✓
Personal Days	The Administrator shall be granted paid personal leave as defined in Section 24-6 of the School Code, in the same amount as the normal allotment provided the teachers/classified staff in the CBA.	✓	✓	✓	✓	✓
Vacation Days	Entitled to paid vacation of 20 working days during the Contract Year. Vacation must be taken as reference in the CBA.	✓	✓	✓		✓
Holidays	The Administrator shall be entitled to all legal school holidays as provided for the staff in the CBA.	✓	✓	✓	✓	✓
Professional Organizational Dues	The Administrator shall be granted reimbursement for all dues and membership fees to a reasonable number of professional organizations as it pertains to the Administrator's position.	✓	✓	✓	✓	✓
Professional Meeting Attendance	The Administrator is expected to attend appropriate professional meetings at the local and state levels and, subject to prior Board approval, at the national level. All reasonable expenses incurred shall be paid by the board in accordance with the District's travel expense reimbursement policy, if applicable, and applicable law.	✓	✓	✓	✓	✓
Tuition Reimbursement	The Administrator shall be granted tuition reimbursement, in the same amount as the normal allotment provided the staff in the CBA.	✓	✓	✓	✓	✓
Reimbursement of Business Expenses	The Board shall reimburse the Administrator in accordance with District procedures for reasonable monthly expenses incurred in the performance of the Administrator's duties. The Administrator shall provide Itemization for all expenses incurred.	✓	✓	✓	✓	✓
Cell Phone	By virtue of the Administrator's job duties, to be immediately reachable by District administrators and staff outside normal work hours, the Board will provide the Administrator with a monthly stipend in the amount of \$40.00 for the use of his own personal cell phone for District-related business. The Board shall make such provision and payments for a business purpose and not for purposes of compensation of the Administrator, however, the Administrator may use the phone for both District and personal business in accordance with IRS guidelines.	\$75.00 per month	✓	✓	✓	✓
Automobile Travel Allowance	The Board will provide the Administrator with \$__ in lieu of in-district transportation in accordance with the Board's travel expense reimbursement policy, if applicable, and applicable law.	\$4,200	\$1,800			
Retirement Incentives and Eligibility	The Administrator shall be granted the same benefits regarding retirement incentives as the benefits provided the teachers in the CBA provided the Administrator has met the same eligibility criteria and timelines required of the teachers in the CBA.	✓	✓	✓	✓	✓

Other Benefits	The Administrator shall be allowed other such privileges, leaves, and fringe benefits as are commonly extended to other administrative personnel, except as other specific in their individual contract.	✓	✓	✓	✓	✓
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		Supt	Asst Supt	12-Mo Admin	10-Mo Admin	12-Month Non-Union w/Adm Benefits
Doctoral Degree	<p>Starting with the 2019-2020 school year, the Administrator may apply for either option (a) or option (b) below. No Administrator may receive both options a) and b):</p> <p>(a) Reimbursement of tuition costs for up to \$10,000 for a maximum of two (2) consecutive years if the Administrator first enrolls during the term of this multi-year Contract in a Doctoral program that has been pre-approved in writing by the Superintendent and achieves successful coursework and grades of A's and B's, as determined by the Superintendent. Upon completion and award of the Doctoral degree, an additional reimbursement of tuition costs of up to \$10,000 will be awarded for a total maximum reimbursement of any Administrator of \$30,000. If the Administrator does not maintain employment in the District for a period of three (3) years following completion of the Doctoral degree, or the Administrator does not successfully complete the program and receive the degree within six(6) years of enrollment, the Administrator shall repay the District the entire sum of all reimbursements received under this paragraph. Such repayment shall be made within thirty (30) days or shall enter into a repayment agreement with the District satisfactory to the District. To receive reimbursement under this paragraph, the Administrator must satisfy the District's substantiation requirements. It is understood that this program is voluntary and that the District is not requiring the Administrator to enroll in a Doctoral program. Further, nothing herein shall act as a guarantee of employment beyond the term of this Contract. Finally, the repayment obligation set forth herein shall survive termination of this Contract.</p> <p>(b) A \$5,000 salary increase effective in the first fiscal year following the attainment of a Doctoral degree in educational career related program. To be eligible to receive this benefit, the Administrator must be currently employed and already have completed his/her coursework and received their Doctoral degree.</p>		✓	✓	✓	NA
Evaluation						
Evaluation	The Administrator shall annually meet with his or her supervisor, or designee, to discuss and evaluate performance, goals, working relationship, rapport and understanding in accordance with the evaluation plan established by the District.	✓	✓	✓	✓	✓
Performance Goals and Indicators	Performance Goals and Indicators are referenced in paragraph D.3. and/or Appendix A (attached to contract)	Appendix A	Appendix A	D.3.	D.3.	NA