

**Proposed Total Board-Paid Compensation Package
for Norridge School District 80 Superintendent**

Year	Salary	TRS Contribution¹ THIS Contribution²	Health/ Dental/Vision Insurance	Term Life Insurance (Annual Premium)	Sick/ Personal Leave Days	Vacation Days³	Annual Vehicle Allowance for In- district travel
2016-17	\$171,600 (no change from 2015- 16)	\$17,804 \$1,922	\$25,615 (Superintendent and family coverage cost)	\$226.00	15/2	20	\$130.00 (IRS rate for travel outside district)
2017-18 through 2020-21	Not less than \$171,600	\$17,804 (minimum) \$1,922 (minimum)	Premium TBD (Total cost of Superintendent and family coverage cost)	\$226.00	15/2	20	\$130.00 (IRS rate for travel outside district)

¹ The amount reflects the Board-paid contribution required of TRS members to the Teachers' Retirement System (10.3753% of salary). In addition to the stated amount above, the Board is required to pay an employer contribution to TRS in the amount of 0.58% of the salaries of all teachers and administrators, including the Superintendent.

² The amount reflects the Board-paid contribution required of TRS members to the Teachers' Health Insurance Security (THIS) Fund for the 2016-17 school year (1.12% of salary). The required contributions for later years have not yet been established. In addition to the stated amount above, the Board is required to pay an employer contribution to the THIS Fund in the amount of 0.84% of the salaries of all teachers and administrators, including the Superintendent.

³ Up to five (5) unused days may be rolled over to the next school year, to be used by December 31, or redeemed at the Superintendent's per diem rate.

Proposed Total Board-Paid Compensation Package

for Norridge School District 80

Assistant Superintendent for Curriculum and Instruction / Principal

July 1, 2017 through June 30, 2019

Year	Salary ¹	Health/ Dental/Vision Insurance²	AD&D	Term Life Insurance	Sick/ Personal Leave Days	Vacation Days
2017-18	\$142,000	\$9,618 (Same as teacher contract)	As provided to all District employees	Same face value as annual salary	Same as teacher contract	22
2018-19	Not less than \$142,000	Same as 2017-18	As provided to all District employees	Same face value as annual salary	Same as teacher contract	22

¹ The Board is required by law to pay an employer contribution to TRS in the amount of 0.58% of the salaries of all teachers and administrators for the 2016-17 school year. In addition, the Board is required to pay an employer contribution to the T.H.I.S. Fund in the amount of 0.84% of the salaries of all teachers and administrators for the 2016-17 school year. The required TRS employer contributions for later years have not yet been established.

² Under the Contract, the Board shall pay the cost of the Assistant Superintendent/Principal's individual health insurance coverage, and the cost of dental insurance coverage for the Assistant Superintendent/Principal and a dependent. Cost shown is for 2016-17 school year and includes individual vision.