

**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)	Non-elective Contributions to Section 403(b) Retirement Plan³	Sick/ Personal Leave Days	Vacation Days⁴	Annual Vehicle Allowance for In- district travel
2017-18	\$171,600 (no change from 2015- 16 or 2016- 17)	\$16,971 \$2,025	\$28,204 (Superintendent and family coverage cost)	\$226.00	\$0	15/2	24	\$130.00 (IRS rate for travel outside district)
2018-19 through 2021-22	Not less than \$171,600	\$16,971 (minimum) \$2,025 (minimum)	Premium TBD (Total cost of Superintendent and family coverage cost)	\$226.00	0% - 4% of base salary, to be determined annually by the Board	15/2	24	\$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 (9.8901% 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 2017-18 school year (1.18% 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 0.88% of the salaries of all teachers and administrators, including the Superintendent.

³ Member-required TRS contributions to be paid by the employee for this category of compensation.

⁴ Up to nine (9) 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.