

Proposed Total Board-Paid Compensation Package for  
Superintendent's Contract

(July 1, 2021 to June 30, 2025)

<i>Year</i>	<i>Salary</i>	<i>TRS Contribution<sup>1</sup> and T.H.I.S. Contribution<sup>2</sup></i>	<i>Health, Vision, and Dental Insurance</i>	<i>Term Life Insurance</i>	<i>Sick and Personal Leave Days</i>	<i>Vacation Days</i>	<i>Vehicle/ Mileage</i>	<i>Disability and AD&amp;D Insurance</i>	<i>Non-Elective 403(b) Contribution</i>
2021-22	\$263,823	TRS - 9.8901% of creditable salary; T.H.I.S. - 0.90%	Family coverage per applicable District plans	Premiums TBD; benefit 2.5 times annual salary	Sick days – same as teacher contract; 3 personal days	20 days annually; option to cash in up to 10 days per year	\$500/month for in-District travel; reimbursement at IRS rate for out-of-District travel	Individual coverage pursuant to applicable District plans	\$9,000
2022-23	Salary increased by average percentage increase provided to teachers per CBA	TRS - 9.8901% of creditable salary; T.H.I.S. - based on percentage determined by TRS	Family coverage per applicable District plans	Premiums TBD; benefit 2.5 times annual salary	Sick days – same as teacher contract; 3 personal days	20 days annually; option to cash in up to 10 days per year	\$500/month for in-District travel; reimbursement at IRS rate for out-of-District travel	Individual coverage pursuant to applicable District plans	\$9,000
2023-24	Salary increased by average percentage increase provided to teachers per CBA	TRS - 9.8901% of creditable salary; T.H.I.S. - based on percentage determined by TRS	Family coverage per applicable District plans	Premiums TBD; benefit 2.5 times annual salary	Sick days – same as teacher contract; 3 personal days	20 days annually; option to cash in up to 10 days per year	\$500/month for in-District travel; reimbursement at IRS rate for out-of-District travel	Individual coverage pursuant to applicable District plans	\$9,000
2024-25	Salary increased by average percentage increase provided to teachers per CBA	TRS - 9.8901% of creditable salary; T.H.I.S. - based on percentage determined by TRS	Family coverage per applicable District plans	Premiums TBD; benefit 2.5 times annual salary	Sick days – same as teacher contract; 3 personal days	20 days annually; option to cash in up to 10 days per year	\$500/month for in-District travel; reimbursement at IRS rate for out-of-District travel	Individual coverage pursuant to applicable District plans	\$9,000

<sup>1</sup> The information reflects the current add-on factor (9.8901% of creditable salary) for Board-paid TRS member contributions. In addition, the Board currently is required to pay an employer contribution to TRS in the amount of 0.58% of the salaries of all teachers and administrators. The required TRS member and employer contributions are not established by the School District, and are subject to change.

<sup>2</sup> The information refers to the Board-paid contribution required of TRS members to the Teachers' Health Insurance Security (T.H.I.S.) Fund. For the 2021-22 school year, the T.H.I.S. Fund contribution for members is 0.90% of salary. In addition, for the 2021-22 school year, the Board is required to pay an employer contribution to the T.H.I.S. Fund in the amount of 0.67% of the salaries of all teachers and administrators. The required TRS member and employer contributions for the T.H.I.S. Fund for later years have not yet been established.