



DISTRICT 211 ADMINISTRATOR COMPENSATION AND BENEFIT PACKAGE

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I. Compensation

The Board of Education will annually review salary adjustments. The Board will take into account, among other factors, comparable salaries in similar districts, teacher salary structure, position. Annual salary adjustments will be made effective July 1. Administrators may receive an annual Board-established base salary increase as well as potential performance awards. Salary increases may also be reviewed based on base salary adjustments, salary fund balance, salary position relative to other employees in the group and position relative to the range of pay for the group.

Administrators who are new to a position will be assigned a starting salary by the superintendent, subject to Board approval, based upon experience and other factors.

The employee will pay all TRS member contributions including THIS contribution or all IMRF contributions depending on their position.

II. Leaves

A. Sick Leave

Each twelve-month administrator shall be entitled to 16 days (ten-month, 14 days) leave for personal illness, mental or behavioral health complications, disabilities, quarantine at home and serious illness in the immediate household, with full pay during each contract year, the administrator being eligible for such leave after beginning the contract year. If an administrator does not use the full amount of the annual leave allowed, the amount unused shall accumulate from year to year up to a total of 380 days, but up to a maximum or 240 for retirement in accordance with the Illinois Retirement Municipal Fund. This amount shall be available for use in addition to the annual leave allowed each year.

B. Personal Leave

Each administrator shall be entitled to four days of personal leave during each contract year to deal with matters that cannot be completed during non-school days or hours. No more than two personal days may be taken during any three consecutive work days. Such leave shall not be available on days immediately prior to or after school holidays, and shall not be available during the first or last week that school is in attendance, provided that personal leave may be used during the first week of school to transport children to an institute of higher learning. Unused personal leave shall accumulate as sick leave. Exceptions to personal leave usage are made by the Superintendent.

C. Bereavement Leave

Up to five days of paid leave shall be allowed for each incident of death in the immediate family, miscarriage, stillbirth and for other reasons as defined in the Family Bereavement Leave Act. Immediate family shall include parents, stepparents, spouse, domestic partner, brothers, sisters, children, stepchildren, grandparents, grandchildren, parents-in-law, brothers-in-law, sisters-in-law, and legal guardians of either the employee or the

days. One day of paid leave for each incident of death shall be allowed for aunt, uncle, niece or nephew. The administrator shall notify the supervisor as soon as possible to implement the use of bereavement leave. Employees may provide written rationale and request bereavement leave for individuals not listed above or for an additional day(s) of leave in extenuating circumstances for any of the non-immediate family members listed above. Granting of such leave will be at the discretion of the Superintendent.

All employees who have worked at least 1,000 hours with the District during the prior 12-month period may receive an additional 5 days of unpaid leave for the death of an immediate family member or for reasons as specified by the Family Bereavement Leave

E. Disability Accommodations

employee seeks an accommodation due to a medical condition, they should contact Human Resources.

F. Extended Sick Leave

Administrators shall be entitled to additional paid leave beyond sick leave up to one calendar year in case of serious illness or disability (medical condition) which a physician confirms to be disabling for a minimum of fourteen

III. Insurance

A. Health Insurance and Wellness and Prevention Screening (Effective January 1, 2025)

The district will offer comprehensive medical insurance for all administrators. Varied levels of payments for insurance coverage based on plan benefits and premium equivalent rates will be offered. Family health insurance plans will include the employee and eligible dependents.

The Board will pay for family or individual insurance premiums for administrators who participate in the annual wellness program screening and select one of most efficient District insurance plans which currently include: HMO-BA and HSA plans. The identified most effective insurance plans are subject to change periodically. Administrators who choose a plan other than the plans designated as the most effective insurance plans will be responsible to pay the full employee premium for family or individual through payroll deduction. Administrators who elect a plan other than the designated most efficient plans are eligible for any available wellness credits to be applied directly to their insurance premium costs if they complete the requirements to earn those credits.

Dependen

a Domestic Partner must complete and file with the District an affidavit of Domestic Partnership. Administrators shall contact the Director of Insurance and Group Benefits to determine eligibility for coverage.

Employees enrolling in family coverage plans are eligible for their spouse/domestic partner to participate in the District sponsored wellness screening annually.

Employees who are eligible for health insurance benefits and elect by January 1 of each \$1,000 annually. This amount will be pro-rated accordingly for employees electing not to have er dates in the calendar year. This amount

Flexible Spending Accounts (FSA) are provided to employees eligible for health insurance coverage through the District.

The Board will provide flu shots on a voluntary basis, if flu vaccine is available at a reasonable cost.

Any required TB test

B. Dental Insurance

Administrators will receive single or family dental insurance at no cost.

C. Vision Care Plan

The Board will provide single or family coverage vision care at no expense for all administrators enrolled in

operation of school-owned vehicles shall be carried for property damage and public liability for each individual and for each accident.

IV. Fringe Benefits

A. 403(b)/457(b) Matching Funds

Administrators -sheltered annuity plan
at any time during their employment. The Board shall annually provide up to \$2,000 of matching 403(b) or 457(b) funds per administrator.

B. Vacation Days

H. Published Articles in Professional Journal

Administrators who have an article published in a pre-approved professional journal will receive a \$2,000 stipend with a maximum of one stipend per year.

I. Leadership Development Stipend

Administrators who are selected b

compensation limitation will be paid in one lump sum as a post-retirement severance payment within twelve months after the date of retirement.

4. An administrator will receive a yearly contribution of three thousand dollars toward the cost of health insurance until eligible for Medicare. Payment will be spread over their last four years prior to retirement so long as the annual earnings do not exceed the 6% limitation set forth in paragraph B. Any amount of the incentive that exceeds the 6% per year limitation in paragraph B will be paid in one lump sum as a post-retirement severance payment within twelve (12) months after the date of retirement. Except as allowed in this document, retired administrators are not eligible for health insurance benefits through District 211.

5. Retired administrators the
administrator has a spouse/domestic partner currently employed by the District who has elected and pays for family coverage. The retiree must move from the District health insurance plan once the spouse retires or the retiree is Medicare

As much of the amount above as is possible without exceeding the six percent limitation shall be paid by the end of June of each year before retirement. The longevity retirement benefit shall be spread over the last four years prior to retirement, so long as annual earnings do not exceed six percent per year as defined in paragraph B. Any amount that exceeds the six percent limitation will be paid in one lump sum as a post-retirement severance payment within twelve months after the date of retirement.

9. The District will not, under any circumstances, be responsible for any employee penalties or costs associated with retirement benefits granted in this agreement.
10. If an administrator _____ by this document is required to extend their retirement date due to an extraordinary circumstance not within their control (e.g. the disability, death of a spouse, or

V. Other

A.