

**Arbor Park School District 145
Administrative Compensation In Accordance With PA 96-0434
Fiscal Year 2012**

Staff Member	Education	Contract Term	Salary	Stipends	Health Insurance	Dental Insurance	Life Insurance	Sick Day Payout	Vacation Day Payout	Retirement Benefit	Teachers' Retirement Contributions	Travel / Auto Allowance	Annuity	Coursework
Superintendent Allen Jebens	Baccalaureate Masters CAS	12 Month	\$ 150,011	\$ -	HMO/BA FF	PPO FF	\$ 390	\$ -	\$ -	0.00%	9.4%	\$ -	\$ -	\$ 1,000
Director/Business Operations Patricia Fournier	Baccalaureate Masters	12 Month	\$ 92,563	\$ 5,000	N.S.L.P Admin. PPO E+1	PPO E+1	\$ 390	\$ -	\$ -	0.00%	9.4%	\$ -	\$ -	\$ 1,000
Building Principal And Director/Special Education Gina DioGuardi	Baccalaureate Masters (2)	12 Month	\$ 92,563	\$ 5,000	IDEA / EC Admin HSA E+1	PPO E+1	\$ 390	\$ -	\$ -	0.00%	9.4%	\$ -	\$ -	\$ 1,000
Building Principal Mary Beth Sexton	Baccalaureate Masters	11 Month	\$ 107,333	\$ -	PPO FF	PPO FF	\$ 390	\$ -	\$ -	3.25%	9.4%	\$ -	\$ -	\$ 1,000
Building Principal Andrea Sala	Baccalaureate Masters Doctorate	11 Month	\$ 89,224	\$ 7,000	Curriculum Title Admin Principal Mentor PPO E+1	PPO E+1	\$ 390	\$ -	\$ -	0.00%	9.4%	\$ -	\$ -	\$ 1,000
Building Principal Camille Hogan	Baccalaureate Masters (2)	11 Month	\$ 76,118	\$ -	PPO E	PPO E	\$ 390	\$ -	\$ -	0.00%	9.4%	\$ -	\$ -	\$ 1,000
Assistant Principal Scot Pierce	Baccalaureate Masters	11 Month	\$ 73,809	\$ -	PPO FF	PPO FF	\$ 390	\$ -	\$ -	0.00%	9.4%	\$ -	\$ -	\$ 1,000

NOTES: Administrative base salaries frozen for FY'12 (Excepting retiring administrators and new hires).

Salary - Includes base salary, professional dues, annual bonus earned by all employees except Superintendent in FY'12 as per Collective Bargaining Agreement adopted August 24, 2011.

Principal Mentor Stipend - As recommended by the Illinois State Board of Education.

Life Insurance - Annual premiums for group term life insurance. Premiums unchanged from FY'11.

Sick Day Payout - Unused sick days payable only at separation in accordance with language as established in collective bargaining agreement.

Retirement Benefit - Reflected in base salary where applicable.

Coursework - Reimbursement payable only upon completion of approved coursework.

Administrative Insurance Benefits

2012 Health Premiums		2012 Dental Premiums	
PPO E \$	11,010	PPO E \$	443
PPO E+1 \$	19,328	PPO E+1 \$	945
PPO FF \$	29,500	PPO FF \$	1,443
HSA E \$	9,655	HMO E \$	362
HSA E+1 \$	15,925	HMO E+1 \$	668
HSA FF \$	24,306	HMO FF \$	1,156
HMO E \$	9,093		
HMO E+1 \$	16,868		
HMO FF \$	25,746		
HMOBA E \$	8,184		
HMOBA E+1 \$	15,181		
HMOBA FF \$	23,171		

Administrative contribution rates to be reviewed for April 1, 2012 renewal.

Insurance Benefit Received By All Employee Groups As Per Collective Bargaining Agreement:

2012 Health Premiums		2012 Dental Premiums	
PPO E \$	10,857	PPO E \$	443
PPO E+1 \$	15,090	PPO E+1 \$	803
PPO FF \$	18,197	PPO FF \$	1,010
HSA E \$	9,655	HMO E \$	362
HSA E+1 \$	13,536	HMO E+1 \$	635
HSA FF \$	17,015	HMO FF \$	1,041
HMO E \$	9,093		
HMO E+1 \$	14,856		
HMO FF \$	21,388		
HMOBA E \$	8,184		
HMOBA E+1 \$	14,001		
HMOBA FF \$	21,371		

New contribution rates to take effect with April 1, 2012 renewal.