

# Superintendent compensation

This chart looks at eight common aspects of compensation, but there are others: Some districts pay for annual health physicals and contribute to a tax-sheltered annuity. The items on left — vacation, sick days and retirement contributions — are what the Illinois Teacher Retirement System considers official compensation. The system looks at these items when calculating the superintendent's annual payment to the statewide pension plan. The items on right — health and life insurance and reimbursement — are not considered official compensation by the retirement system.

DISTRICT	NUMBER OF SCHOOLS	NAME	2007-08 SALARY	2008-09 SALARY	VACATION DAYS	SICK DAYS	2007-08 TRS CONTRIBUTION
Wheaton-Warrenville CUSD 200	2 high schools, 13 elementary, 4 middle, 1 preschool	Richard Drury	\$200,000	\$200,000	Earns 25 days per year; five can carry over up to 40, which can be cashed in upon retirement	Started with 30 sick days and earns 18 per year	\$22,721.58
Community Consolidated School District 89	1 middle, 4 elementary	John Perdue	\$189,280	\$196,851	Earns 30 per year that do not carry over; 10 days can be cashed in each year — \$7,571 in 2008-09	Started with 77 sick days and earns 12 days per year plus three personal days that become sick days if unused	\$22,983
Glenbard Township High School District 87	4 high schools	Michael Meissen	\$194,750	\$206,279	Earns 25 days per year that do not carry over	Started out with 60 days and earns 25 per year that carry over	\$21,150
Glen Ellyn School District 41	1 junior high, 4 elementary	Ann Riebock	\$218,000	\$224,540	Earns 30 days per year; 10 days can carry over	Earns 15 sick days per year plus two personal days that can carry over to the next year	\$24,013

HEALTH INSURANCE	LIFE INSURANCE	REIMBURSEMENTS
No coverage	Payout is twice annual salary	Auto stipend: \$600 Membership dues: \$2.97
Instead of health coverage, the district pays more than \$6,000 to an IRS tax annuity each year.	Payout is twice his annual salary up to \$300,000	Auto stipend: \$386 per month in 2008-09 Membership dues: \$2,500 in 2008-09
Family medical and dental coverage	Payout is twice annual salary	Auto stipend: \$600 per month Membership dues: \$2,414.56
Family medical and individual dental coverage	Payout is three times annual salary	Superintendent is reimbursed for business travel outside the district

DISTRICT	NUMBER OF SCHOOLS	NAME	2007-08 SALARY	2008-09 SALARY	VACATION DAYS	SICK DAYS	2007-08 TRS CONTRIBUTION
St. Charles Community Unit School District 303	2 high schools, 3 middle schools, 12 elementary	Donald Schlomann	\$225,000	\$225,000	Earns 20 days per year. Up to five days can carry over or be reimbursed.	Started with 50 sick days and earns 15 per year.	\$21,150
Geneva Community Unit School District 304	1 high school, 2 middle, 6 elementary, 1 preschool	Kent Mutchler	\$186,622	\$191,825	Earns 25 days per year; 10 days can carry over up to 35.	Earns 20 sick days per year and four personal days that become sick days if unused.	\$20,587
Batavia Public School District 101	1 high school, 1 middle, 6 elementary	Jack Barshinger	\$192,200	\$201,810	Earns 28 days per year that can carry over up to 40 days; six days can be cashed in at the end of the year — \$4,615 in 2008-09.	Earns 12 sick days per year.	\$24,987
Elgin School District U-46	5 high schools, 8 middle schools, 40 elementary	Jose Torres	N/A Hired in 2008	\$222,000	Earns 25 days per year; 10 days can carry over and 10 can be cashed in each year. All unused days can be cashed in at the end of the term.	Started with 30 sick days and earns 15 per year. Unused sick days can be cashed in at the end of the term for up to \$20,000.	Not available for 2007

HEALTH INSURANCE	LIFE INSURANCE	REIMBURSEMENTS
Medical and dental coverage, and the board pays the premiums.	Payout is \$250,000	Auto stipend: \$7,200 per year Membership dues: \$150
Family medical and dental coverage, and the board pays the premiums.	Payout is twice annual salary	District provides a leased car: \$7,136 in 2008-09 Membership dues: \$9,708 in 2008-09
Family medical and dental coverage, and the board pays the premiums. It also pays up to \$3,500 per year for "wellness costs," such as gym membership.	Payout is \$600,000	Travel allowance: \$2,500 per year Membership dues: \$2,943 in 2008-09
Family medical and dental coverage, and the board pays the premiums.	Payout is twice annual salary	Auto stipend: \$650 per month Moving expenses: Up to \$6,000 and \$1,500 per month for four months of temporary housing Membership dues: \$8,802 in 2008-09

DISTRICT	NUMBER OF SCHOOLS	NAME	2007-08 SALARY	2008-09 SALARY	VACATION DAYS	SICK DAYS	2007-08 TRS CONTRIBUTION
Berwyn North School District 98	3 elementary, 1 middle school	John Belmont	\$158,000	\$165,900	Earns 25 days per year; 10 days can carry over to the next year.	Earns 15 sick days per year and three personal days each year	\$16,393
Berwyn South School District 100	6 elementary, 2 middle schools	Stanley Fields	Not available — hired in 2008	\$155,000	Earns 20 days per year, 10 of which can carry over.	Earns 12 days per year.	Not available for 2007-08
Brookfield-LaGrange Park School District 95	1 elementary, 1 middle school	Thomas Hurburt	\$146,247	\$159,354	Earns 25 days per year that do not carry over; six days can be cashed in each year — \$4,249 in 2008-09	Earns 12 sick days per year	\$13,747
J. Sterling Morton High School District 201	2 high schools, 1 freshman school	Clyde Senters (interim superintendent)		\$1,000 per day	N/A	N/A	N/A

HEALTH INSURANCE	LIFE INSURANCE	REIMBURSEMENTS
Family medical coverage, and premiums are covered. It also pays up to \$2,000 for out-of-pocket medical and dental costs not covered by the plan.	Payout is \$150,000	Auto stipend: \$1,800 per year Stipend for education courses: up to \$500 per year
Family medical and dental coverage.	Payout is \$150,000	Travel stipend: \$100 per month
Family medical and dental coverage, and premiums are covered.	Payout is twice the annual salary	Travel reimbursement: \$1,055 in 2008-09 Membership dues: \$1,115 in 2008-09
N/A	N/A	N/A

DISTRICT	NUMBER OF SCHOOLS	NAME	2007-08 SALARY	2008-09 SALARY	VACATION DAYS	SICK DAYS	2007-08 TRS CONTRIBUTION
Elementary School District 102	1 kindergarten, 4 elementary, 1 junior high school	Mark Van Clay * No longer in position	\$204,376	\$212,551	Earns 25 days per year. Up to 10 days can be cashed in at the end of each year — \$8,175 in 2008-09	Earns 15 sick days per year.	\$23,008
La Grange Highlands School District 106	1 elementary, 1 middle school	Arleen Armanetti	\$183,009	\$193,074	Earns 20 days per year that carry over to the next year.	Earns 15 sick days per year plus three personal days that become sick days if unused.	\$18,988
La Grange School District 105	4 elementary, 1 middle school	Glenn Schlichting	\$160,680	\$167,429	Earns 25 days per year that do not carry over; five can be cashed in each year — \$3,207	Earns 15 sick days per year.	\$16,671
Lyons Township High School District 204	1 high school (2 campuses)	Dennis Kelly * No longer in position	\$223,992	\$235,192	Earns 25 per year; 20 can carry over up to 40 days.	Started with 75 sick days and earns 15 per year that can carry over up to 180 days. Also earns three personal days per year.	\$29,132

HEALTH INSURANCE	LIFE INSURANCE	REIMBURSEMENTS
Medical and dental coverage.	\$150,000	Travel allowance: \$400 per month; Membership dues: \$1,000 in 2008-09
Family medical coverage, and the board pays the premiums.	Payout is twice annual salary.	Travel allowance: \$3,600 per year; Membership dues: \$4,000
Family medical and dental coverage, and the board pays the premiums.	Payout is twice annual salary.	Travel allowance: \$3,600 per year; Membership dues: \$4,000
Medical and dental coverage	Payout is twice annual compensation	Auto stipend: \$600 per month

DISTRICT	NUMBER OF SCHOOLS	NAME	2007-08 SALARY	2008-09 SALARY	VACATION DAYS	SICK DAYS	2007-08 TRS CONTRIBUTION
Riverside Brookfield High School District 208	1 high school	Jack Baldermann * No longer in position	\$230,000	\$233,914	Earns 20 days per year; 10 days can carry over up to 20.	Earns 10 sick days per year	\$25,334
Riverside School District 96	4 elementary, 1 junior high school	Jonathan Lamberson	\$224,000	\$242,000	Earns 25 days per year that can carry over for up to six months with board president's approval; five days can be reimbursed each year.	Started with 60 sick days and earns 12 per year that can carry over up to 260 days. \$0 in 2008-2009	\$21,526
Westchester School District 92.5	1 elementary, 1 intermediate, 1 middle school	Jean Sophie	Not available. Hired in 2008		Earns 20 days per year that can carry over with board's permission.	Earns 13 sick days per year that can carry over up to 340 days.	Not available. Hired in 2008

HEALTH INSURANCE	LIFE INSURANCE	REIMBURSEMENTS
Family medical and dental coverage	Payout is three times annual salary	Reimbursed for work-related travel except commuting; Membership dues: \$764 in 2008-09
Family medical and dental coverage, and the board pays the premiums.	Payout is \$500,000	Travel allowance: \$3,500 per year; Car allowance: \$1,000 per year; Membership dues: \$144.00 in 2008-2009
Family medical and dental coverage	Payout is twice annual salary	Auto stipend: \$125 per month

DISTRICT	NUMBER OF SCHOOLS	NAME	2007-08 SALARY	2008-09 SALARY	VACATION DAYS	SICK DAYS	2007-08 TRS CONTRIBUTION
Woodridge School District 68	6 elementary 1 middle school	Jerome Brendel	N/A	\$199,000	Earns 30 days per year that do not carry over; 15 days can be cashed in each year.	Earns 15 per year that can carry over up to 300 days	N/A
Westmont Community Unit School District 201	2 elementary 1 middle school 1 high school	Steven Baule	\$165,540	\$173,817	Earns 20 days per year that do not carry over.	Started with 35 sick days and earns 15 per year. Upon retirement unused days can be cashed in at \$40 per day.	N/A
Maerker School District 60	1 middle school 2 elementary	Catherine Berning	\$153,565	\$188,565	Earns 25 days per year that do not carry over.	Earns 16 sick days per year that can carry over.	\$16,916
Downers Grove Community High School District 99		Mark McDonald	Not available — hired in 2008	\$178,500	Earns 20 days per year; 10 days can carry over.	Earns 15 sick days per year	Not available for 2007
Downers Grove Grade School District 58		Dale Martin	Not available — hired in 2008	\$176,894	Earns 25 days per year that can carry over up to 60, which can be cashed in at the end of the term; 10 days can be cashed in each year — \$0 in 2008-09.	Earns 15 sick days per year	Not available for 2007

HEALTH INSURANCE	LIFE INSURANCE	REIMBURSEMENTS
Family medical and dental coverage, and the board pays the premiums until the superintendent is eligible for Medicare.	Payout is twice annual salary	Auto stipend: Board provides a car for school-related activities and \$600 per year for nonofficial duties.
No coverage	Payout is salary plus \$60,000	Travel stipend: \$3,000 per year
Fully funded family medical coverage; family dental coverage with superintendent paying 10 percent of premium.	Payout is \$300,000	Auto stipend: \$150 per month Membership dues: \$1,718.50 in 2008-09
Family medical and dental coverage	Payout is twice annual salary	Auto stipend: \$250 per month Membership dues: \$1,593 in 2008-09
Family medical and dental coverage	Payout is \$200,000	Auto stipend: \$6,000 per year Membership dues: \$704 in 2008-09

DISTRICT	NUMBER OF SCHOOLS	NAME	2007-08 SALARY	2008-09 SALARY	VACATION DAYS	SICK DAYS	2007-08 TRS CONTRIBUTION
Community Consolidated School District 181	2 middle 7 elementary	Robert Sabatino (interim superintendent)	N/A	\$800 per day, 120 day maximum	N/A	N/A	N/A
Hinsdale Township High School District 86	2 high schools	Nicholas Wahl	\$210,000	\$218,400	Earns 20 days per year; five days can carry over to next year. Up to 25 unused days can be cashed in at the end of term.	In July 2007 Wahl received a one-time grant of 50 sick days.	N/A

HEALTH INSURANCE	LIFE INSURANCE	REIMBURSEMENTS
N/A	N/A	Travel allowance: \$500 per year
Family medical and dental coverage, and the board pays the premiums.	Payout is twice the annual salary plus \$60,000	N/A

DISTRICT	NUMBER OF SCHOOLS	NAME	2007-08 SALARY	2008-09 SALARY	VACATION DAYS	SICK DAYS	2007-08 TRS CONTRIBUTION
Lemont High School District 210	1 high school	Sandra Doebert	\$227,169	\$240,799	Earns 20 per year that can carry over without limit. Up to 40 days can be cashed in at the end of the term.	Earns 20 per year	\$25,024
Lemont-Bromberek Combined School District 113A	3 elementary 1 middle school	Tim Ricker	\$174,900	\$174,900	Earns 25 days per year; 10 days can carry over to the next year. Up to 35 unused days can be cashed in at the end of the term.	Earns 12 sick days per year	\$18,146

HEALTH INSURANCE	LIFE INSURANCE	REIMBURSEMENTS
Family medical and dental coverage	Payout is equal to annual salary	District provides a six-passenger vehicle: valued at \$18,286; Car maintenance: \$1,644 in 2008-09 Membership dues: \$3,092 in 2008-09
Family medical and dental coverage, and the board pays the premiums	Payout is \$500,000	Auto stipend: \$400

DISTRICT	NUMBER OF SCHOOLS	NAME	2007-08 SALARY	2008-09 SALARY	VACATION DAYS	SICK DAYS	2007-08 TRS CONTRIBUTION
Villa Park School District 45	2 middle schools 6 elementary	Janice Rosales	N/A — Hired in 2008	\$165,000	Earns 25 days per year; Five days can carry over up to 20.	Started with 90 sick days and earns 12 per year that can carry over up to 340 days.	Not available — hired in 200
Lombard Elementary School District 44	6 elementary 1 middle school	James Blanche	N/A	\$174,501	Earns 30 days per year; 15 days can carry over and five can be cashed in	Earns 14 sick days per year	N/A
Elmhurst Community Unit School District 205	8 elementary 3 middle, 1 preschool, 1 high school	Lynn Krizic	\$182,000	\$195,000	Earns 25 per year; 10 days can carry over. All unused days can be cashed out at the end of the term.	Earns 15 days per year	\$20,048
DuPage High School District 88	2 high schools	Steven Humphrey	\$209,311	\$221,870	Earns 30 days per year that do not carry over; 15 days can be cashed in each year — \$14,128 in 2008-09.	Earns 14 days per year.	\$21,717

HEALTH INSURANCE	LIFE INSURANCE	REIMBURSEMENTS
No coverage	Payout is \$500,000	Board reimburses travel costs
Family medical and dental coverage	Payout is \$200,000	Auto stipend: \$350 per month
Family medical and dental coverage	Payout is \$250,000	Auto stipend: \$6,000 per year Membership dues: \$4,083 in 2008-09
Family medical and dental coverage	Payout is twice annual salary	Auto stipend: \$600 per month