

# FOUR YEAR SALARY ANALYSIS - Geneva School District 304 - Administrators and Teachers

Employee Names Available At <http://www.familytaxpayers.org/salary.php>

## Salary Legend

		>\$100,000	\$90,000-\$99,999	\$70,000-\$89,999	\$50,000-\$69,999	<\$50,000							
Years of Service	POSITION	DEGREE	Total Creditable Earnings				2011 Additional Costs		% Increase			4 Year	4 Year
			2007-08	2008-09	2009-10	2010-11	Retire Bonus	Benefits	2008 to 09	2009 to 10	2010 to 11	% Increase	\$ Increase
25	Administration	PHD	\$210,985	\$218,709	\$218,709	\$218,709		\$21,054	3.66%	0.00%	0.00%	3.66%	\$7,724
32	Administration	Master's	\$146,430	\$151,921	\$151,921	\$151,921		\$21,054	3.75%	0.00%	0.00%	3.75%	\$5,491
40	Driver Education	Master's	\$118,554	\$123,677	\$130,428	\$137,273	\$3,095	\$12,745	4.32%	5.46%	5.25%	15.79%	\$18,719
21	Administration	Master's	\$130,625	\$135,523	\$135,523	\$136,523		\$21,054	3.75%	0.00%	0.74%	4.52%	\$5,898
17	Administration	Master's	\$131,228	\$136,149	\$136,149	\$136,149		\$17,917	3.75%	0.00%	0.00%	3.75%	\$4,921
25	Administration	Master's	\$123,886	\$127,603	\$127,603	\$127,603		\$21,054	3.00%	0.00%	0.00%	3.00%	\$3,717
28	Cabinet Maker/Millworker	Master's	\$112,863	\$117,220	\$123,329	\$126,378	\$3,049	\$12,571	3.86%	5.21%	2.47%	11.97%	\$13,515
31	Administration	Master's	\$93,452	\$118,000	\$121,000	\$125,500		\$8,070	26.27%	2.54%	3.72%	34.29%	\$32,048
3	Administration	Master's		\$90,769	\$121,000	\$125,500		\$21,054		33.31%	3.72%		
26	Algebra	Master's	\$115,179	\$119,776	\$121,540	\$122,156		\$12,571	3.99%	1.47%	0.51%	6.06%	\$6,977
13	Administration	Master's	\$110,775	\$117,429	\$118,929	\$119,929		\$21,054	6.01%	1.28%	0.84%	8.26%	\$9,154
32	World History (Grades 9-12 Only)	Master's	\$116,376	\$119,359	\$119,524	\$119,769		\$12,696	2.56%	0.14%	0.20%	2.92%	\$3,393
34	Learning Behavior Specialist I	Master's	\$109,945	\$114,892	\$121,242	\$118,728	\$3,095	\$6,484	4.50%	5.53%	-2.07%	7.99%	\$8,783
26	Physical Education	Master's	\$88,572	\$90,852	\$96,761	\$117,351		\$12,571	2.57%	6.50%	21.28%	32.49%	\$28,779
33	Administration	Master's	\$112,629	\$116,853	\$116,853	\$116,853		\$21,054	3.75%	0.00%	0.00%	3.75%	\$4,224
24	Administration	Master's	\$108,577	\$111,074	\$111,074	\$111,074		\$8,070	2.30%	0.00%	0.00%	2.30%	\$2,497
31	Physics (Grades 9-12 Only)	Master's	\$100,882	\$104,648	\$110,926	\$110,927	\$3,095	\$6,484	3.73%	6.00%	0.00%	9.96%	\$10,045
31	Consumer Education	Master's	\$100,882	\$104,648	\$110,926	\$110,927	\$3,095	\$12,571	3.73%	6.00%	0.00%	9.96%	\$10,045
43	Biological Sciences (Middle Grades Only)	Master's	\$100,882	\$104,648	\$110,926	\$110,927	\$3,095	\$6,484	3.73%	6.00%	0.00%	9.96%	\$10,045
34	Librarian/Media Specialist	Master's	\$100,882	\$104,648	\$110,926	\$110,927	\$3,095	\$12,571	3.73%	6.00%	0.00%	9.96%	\$10,045
30	Language Arts (Grades 1-8 Only)	Master's	\$100,912	\$104,648	\$110,956	\$110,927	\$3,095	\$12,571	3.70%	6.03%	-0.03%	9.92%	\$10,015
35	Elementary Self Contained (K-5 Only)	Master's	\$106,101	\$104,648	\$110,926	\$110,927		\$4,826	-1.37%	6.00%	0.00%	4.55%	\$4,826
32	Learning Behavior Specialist I	Master's	\$100,435	\$104,286	\$110,551	\$110,301	\$3,049	\$6,484	3.83%	6.01%	-0.23%	9.82%	\$9,866
25	Librarian/Media Specialist	Master's	\$104,309	\$108,700	\$109,550	\$109,550		\$5,241				5.02%	\$5,241
26	Elementary Self Contained (K-5 Only)	Master's	\$102,054	\$105,876	\$108,621	\$109,076			3.75%	2.59%	0.42%	6.88%	\$7,022
25	Elementary Self Contained (K-5 Only)	Master's	\$100,149	\$104,159	\$110,466	\$108,811	\$2,960	\$6,484	4.00%	6.06%	-1.50%	8.65%	\$8,662
23	Physical Education	Master's	\$96,165	\$101,187	\$105,613	\$108,153		\$6,484	5.22%	4.37%	2.41%	12.47%	\$11,988
	Elementary Self Contained (K-5 Only)					\$107,911							
26	Language Arts (Grades 1-8 Only)	Master's	\$98,710	\$102,464	\$105,014	\$107,645		\$12,571	3.80%	2.49%	2.51%	9.05%	\$8,935
27	Elementary Self Contained (K-5 Only)	Master's	\$102,324	\$106,190	\$108,005	\$107,521		\$12,745	3.78%	1.71%	-0.45%	5.08%	\$5,197
25	Learning Behavior Specialist I	Master's	\$102,251	\$107,032	\$107,127	\$106,585		\$6,337	4.68%	0.09%	-0.51%	4.24%	\$4,334
25	Computer Literacy/Technology	Master's	\$95,109	\$98,927	\$103,586	\$106,421		\$12,745	4.01%	4.71%	2.74%	11.89%	\$11,312
23	General Social Studies (Middle Grades Only)	Master's	\$102,931	\$104,086	\$103,694	\$105,969		\$12,571	1.12%	-0.38%	2.19%	2.95%	\$3,038
23	General Science	Master's	\$91,675	\$96,250	\$98,595	\$105,706		\$14,031	4.99%	2.44%	7.21%	15.31%	\$14,031
29	U.S. History (Grades 9-12 Only)	Master's	\$99,526	\$104,165	\$104,993	\$105,493		\$5,967	4.66%	0.79%	0.48%	6.00%	\$5,967
26	Elementary Self Contained (K-5 Only)	Master's	\$100,882	\$104,648	\$105,293	\$105,493		\$6,865	3.73%	0.62%	0.19%	4.57%	\$4,611
31	Elementary Self Contained (K-5 Only)	Master's	\$100,882	\$104,648	\$105,018	\$105,493		\$6,484	3.73%	0.35%	0.45%	4.57%	\$4,611
32	Librarian/Media Specialist	Master's	\$100,882	\$104,648	\$104,993	\$105,493		\$6,484	3.73%	0.33%	0.48%	4.57%	\$4,611
32	Psychology (Grades 9-12 Only)	Master's	\$100,912	\$104,648	\$104,993	\$105,493		\$12,571	3.70%	0.33%	0.48%	4.54%	\$4,581
30	Physical Education	Master's	\$100,912	\$104,648	\$104,993	\$105,493		\$12,571	3.70%	0.33%	0.48%	4.54%	\$4,581
29	Computer Literacy/Technology	Master's	\$101,062	\$104,678	\$104,993	\$105,493		\$12,571	3.58%	0.30%	0.48%	4.38%	\$4,431
32	Elementary Self Contained (K-5 Only)	Master's	\$101,132	\$104,648	\$105,043	\$105,493		\$12,745	3.48%	0.38%	0.43%	4.31%	\$4,361
30	Art	Master's	\$101,252	\$104,678	\$104,993	\$105,493		\$12,745	3.38%	0.30%	0.48%	4.19%	\$4,241
31	Instrumental Music	Master's	\$101,382	\$104,648	\$104,993	\$105,493		\$6,484	3.22%	0.33%	0.48%	4.05%	\$4,111

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		>\$100,000	\$90,000-\$99,999	\$70,000-\$89,999	\$50,000-\$69,999	<\$50,000							
		Total Creditable Earnings				2011 Additional Costs		% Increase			4 Year	4 Year	
Years of Service	POSITION	DEGREE	2007-08	2008-09	2009-10	2010-11	Retire Bonus	Benefits	2008 to 09	2009 to 10	2010 to 11	% Increase	\$ Increase
35	Learning Behavior Specialist I	Master's	\$101,570	\$104,748	\$106,048	\$105,493		\$6,484	3.13%	1.24%	-0.52%	3.86%	\$3,923
25	Elementary Self Contained (K-5 Only)	Master's	\$98,345	\$102,184	\$102,212	\$104,993		\$12,745	3.90%	0.03%	2.72%	6.76%	\$6,648
30	Elementary Self Contained (K-5 Only)	Master's	\$100,882	\$104,698	\$104,993	\$104,993	\$6,300	\$6,865	3.78%	0.28%	0.00%	4.08%	\$4,111
28	Vocal Music	Master's	\$100,882	\$104,648	\$104,993	\$104,993		\$549	3.73%	0.33%	0.00%	4.08%	\$4,111
41	Geometry (Grades 9-12 Only)	Master's	\$100,912	\$104,648	\$104,993	\$104,993	\$6,300	\$6,484	3.70%	0.33%	0.00%	4.04%	\$4,081
29	Geometry (Grades 9-12 Only)	Master's	\$103,639	\$104,678	\$104,993	\$104,993	\$6,300	\$6,484	1.00%	0.30%	0.00%	1.31%	\$1,354
25	Librarian/Media Specialist	Master's	\$95,329	\$99,376	\$100,406	\$103,441		\$573	4.25%	1.04%	3.02%	8.51%	\$8,112
24	Physical Education	Master's	\$105,841	\$99,177	\$100,566	\$103,441		\$621	-6.30%	1.40%	2.86%	-2.27%	-\$2,400
28	Vocal Music	Master's	\$97,805	\$102,395	\$102,656	\$103,155		\$6,460	4.69%	0.25%	0.49%	5.47%	\$5,350
14	Administration	Dr	\$98,632	\$102,331	\$102,331	\$102,331	\$2,463	\$8,070	3.75%	0.00%	0.00%	3.75%	\$3,699
32	General Science	Master's	\$91,401	\$93,889	\$96,386	\$101,518		\$12,546	2.72%	2.66%	5.32%	11.07%	\$10,117
23	Chemistry (Grades 9-12 Only)	Master's	\$78,099	\$94,833	\$97,461	\$100,406		\$12,546	21.43%	2.77%	3.02%	28.56%	\$22,307
23	Elementary Self Contained (K-5 Only)	Master's	\$90,827	\$94,833	\$97,461	\$100,406		\$6,865	4.41%	2.77%	3.02%	10.55%	\$9,579
26	Elementary Self Contained (K-5 Only)	Master's	\$90,436	\$94,423	\$96,404	\$99,936		\$12,546	4.41%	2.10%	3.66%	10.50%	\$9,500
22	Librarian/Media Specialist	Master's	\$88,524	\$94,529	\$95,640	\$98,922		\$6,411	6.78%	1.18%	3.43%	11.75%	\$10,398
22	Elementary Self Contained (K-5 Only)	Master's	\$89,392	\$92,606	\$95,140	\$98,922		\$6,460	3.60%	2.74%	3.98%	10.66%	\$9,530
22	General Social Studies (Middle Grades Only)	Master's	\$91,307	\$92,581	\$95,260	\$98,922		\$12,721	1.40%	2.89%	3.84%	8.34%	\$7,615
22	Elementary Self Contained (K-5 Only)	Master's	\$88,524	\$92,599	\$98,360	\$98,135	\$2,738	\$12,721	4.60%	6.22%	-0.23%	10.86%	\$9,611
26	Elementary Self Contained (K-5 Only)	Master's	\$86,851	\$91,260	\$93,664	\$97,944		\$12,546	5.08%	2.63%	4.57%	12.77%	\$11,093
27	Learning Behavior Specialist I	Master's	\$91,027	\$93,765	\$97,353	\$97,410			3.01%	3.83%	0.06%	7.01%	\$6,383
43	Elementary Self Contained (K-5 Only)	Master's	\$93,985	\$97,740	\$98,036	\$96,983	\$5,721	\$12,546	4.00%	0.30%	-1.07%	3.19%	\$2,998
32	Learning Behavior Specialist I	Master's	\$88,714	\$91,718	\$96,899	\$96,670	\$2,553	\$6,460	3.39%	5.65%	-0.24%	8.97%	\$7,956
12	Administration	Master's	\$84,800	\$93,000	\$95,000	\$96,000	\$2,407	\$17,917	9.67%	2.15%	1.05%	13.21%	\$11,200
25	Guidance Counselor	Master's	\$92,952	\$95,437	\$99,550	\$95,805	\$2,673	\$6,460	2.67%	4.31%	-3.76%	3.07%	\$2,853
23	Early Childhood (Self-Contained Pre-K)	Master's	\$72,802	\$80,397	\$82,362	\$94,944		\$6,460	10.43%	2.44%	15.28%	30.41%	\$22,142
23	Language Arts (Grades 1-8 Only)	Master's	\$84,028	\$88,235	\$90,163	\$94,944			5.01%	2.19%	5.30%	12.99%	\$10,916
33	Psychologist	Master's	\$84,971	\$88,235	\$91,051	\$94,944		\$6,460	3.84%	3.19%	4.28%	11.74%	\$9,973
20	Elementary Self Contained (K-5 Only)	Master's				\$94,944		\$909					
18	General Social Studies (Middle Grades Only)	Master's	\$85,884	\$90,450	\$92,777	\$94,536		\$12,721	5.32%	2.57%	1.90%	10.07%	\$8,652
21	Administration	Master's		\$92,500	\$93,500	\$94,500	\$2,274	\$21,054		1.08%	1.07%		
	Basic General Math		\$83,553	\$87,698	\$88,895	\$93,662		\$6,411	4.96%	1.36%	5.36%	12.10%	\$10,109
21	Elementary Self Contained (K-5 Only)	Master's				\$93,662							
16	General Social Studies (Middle Grades Only)	Master's	\$83,926	\$88,753	\$89,771	\$93,243		\$6,289	5.75%	1.15%	3.87%	11.10%	\$9,317
24	Learning Behavior Specialist I	Master's	\$81,983	\$86,170	\$88,505	\$92,742		\$12,721	5.11%	2.71%	4.79%	13.12%	\$10,759
18	Administration	Master's	\$88,500	\$92,737	\$92,737	\$92,737	\$2,232	\$17,917	4.79%	0.00%	0.00%	4.79%	\$4,237
21	Basic and/or General Math	Master's	\$81,983	\$86,170	\$88,535	\$92,492		\$6,460	5.11%	2.74%	4.47%	12.82%	\$10,509
20	Language Arts (Grades 1-8 Only)	Master's	\$81,983	\$86,140	\$88,505	\$92,492		\$12,721	5.07%	2.75%	4.50%	12.82%	\$10,509
16	Elementary Self-Contained (K-3 Only)	Master's	\$82,728	\$86,190	\$89,005	\$92,492		\$6,840	4.18%	3.27%	3.92%	11.80%	\$9,764
13	Social Worker	Master's	\$84,743	\$86,140	\$89,130	\$92,492		\$12,546	1.65%	3.47%	3.77%	9.14%	\$7,749
33	General Science	Master's	\$86,219	\$87,309	\$90,895	\$92,492		\$885	1.26%	4.11%	1.76%	7.28%	\$6,273
21	Guidance Counselor	Master's	\$87,874	\$90,500	\$92,287	\$92,492		\$6,840	2.99%	1.97%	0.22%	5.26%	\$4,618
17	Administration	Master's	\$73,186	\$92,512	\$91,000	\$92,000	\$2,214	\$19,917	26.41%	-1.63%	1.10%	25.71%	\$18,814
22	English (Grades 9-12 Only)	Master's	\$79,997	\$84,916	\$93,436	\$91,990		\$549	6.15%	10.03%	-1.55%	14.99%	\$11,993
20	Elementary Self Contained (K-5 Only)	Master's	\$82,721	\$87,572	\$89,420	\$91,975		\$6,460	5.86%	2.11%	2.86%	11.19%	\$9,254

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		Total Creditable Earnings				2011 Additional Costs		% Increase			4 Year	4 Year	
Years of Service	POSITION	DEGREE	2007-08	2008-09	2009-10	2010-11	Retire Bonus	Benefits	2008 to 09	2009 to 10	2010 to 11	% Increase	\$ Increase
19	Instrumental Music	Master's	\$80,755	\$86,235	\$88,208	\$91,576		\$12,696	6.79%	2.29%	3.82%	13.40%	\$10,821
11	Administration	Master's	\$73,290	\$77,238	\$85,380	\$91,000	\$2,190	\$21,054	5.39%	10.54%	6.58%	24.16%	\$17,710
23	Elementary Self Contained (K-5 Only)	Master's	\$79,987	\$84,181	\$86,898	\$90,353		\$6,840	5.24%	3.23%	3.98%	12.96%	\$10,366
21	English (Grades 9-12 Only)	Master's	\$75,688	\$79,137	\$88,391	\$90,117		\$597	4.56%	11.69%	1.95%	19.06%	\$14,429
21	Art	Master's	\$68,610	\$72,800	\$78,458	\$90,103		\$12,721	6.11%	7.77%	14.84%	31.33%	\$21,493
20	Physical Education	Master's	\$79,987	\$83,879	\$86,398	\$90,103		\$597	4.87%	3.00%	4.29%	12.65%	\$10,116
20	Guidance Counselor	Master's	\$86,509	\$91,191	\$94,491	\$88,752		\$12,721	5.41%	3.62%	-6.07%	2.59%	\$2,243
23	Learning Behavior Specialist I	Master's	\$68,356	\$76,425	\$85,799	\$88,635		\$597	11.80%	12.27%	3.31%	29.67%	\$20,279
17	English (Grades 9-12 Only)	Master's	\$74,340	\$76,385	\$78,708	\$88,172		\$13,832	2.75%	3.04%	12.02%	18.61%	\$13,832
18	Learning Behavior Specialist I	Master's	\$64,716	\$72,021	\$86,339	\$88,077		\$12,546	11.29%	19.88%	2.01%	36.10%	\$23,361
15	Elementary Self Contained (K-5 Only)	Master's	\$78,222	\$82,913	\$85,434	\$87,827		\$12,546	6.00%	3.04%	2.80%	12.28%	\$9,605
18	Basic and/or General Math	Master's				\$87,827		\$6,313					
19	Psychologist	Master's	\$79,894	\$80,736	\$84,778	\$87,777		\$7,883	1.05%	5.01%	3.54%	9.87%	\$7,883
16	Chemistry (Grades 9-12 Only)	Master's	\$65,999	\$69,645	\$74,851	\$87,481		\$597	5.52%	7.48%	16.87%	32.55%	\$21,482
20	Elementary Self Contained (K-5 Only)	Master's	\$67,851	\$82,802	\$84,837	\$87,273		\$6,840	22.04%	2.46%	2.87%	28.62%	\$19,422
27	Learning Behavior Specialist I	Master's	\$81,820	\$87,196	\$87,364	\$87,084		\$6,460	6.57%	0.19%	-0.32%	6.43%	\$5,264
17	Physical Education	Master's	\$77,508	\$81,600	\$83,529	\$86,690		\$6,313	5.28%	2.36%	3.78%	11.85%	\$9,182
13	Instrumental Music	Master's	\$58,741	\$65,942	\$74,029	\$86,505		\$12,522	12.26%	12.26%	16.85%	47.27%	\$27,764
19	English (Grades 9-12 Only)	Master's	\$60,174	\$71,678	\$83,689	\$86,154		\$12,721	19.12%	16.76%	2.95%	43.17%	\$25,980
12	Physical Science (Middle Grades Only)	Master's	\$64,334	\$70,022	\$82,983	\$85,676		\$597	8.84%	18.51%	3.25%	33.17%	\$21,342
18	Technology Specialist	Master's	\$80,963	\$85,647	\$84,282	\$85,510		\$4,547	5.79%	-1.59%	1.46%	5.62%	\$4,547
15	Administration	Master's	\$82,000	\$85,075	\$85,075	\$85,075	\$2,047	\$6,715	3.75%	0.00%	0.00%	3.75%	\$3,075
18	Learning Behavior Specialist I	Master's	\$73,077	\$76,685	\$78,758	\$84,272		\$6,694	4.94%	2.70%	7.00%	15.32%	\$11,195
19	Elementary Self Contained (K-5 Only)	Master's	\$64,943	\$79,072	\$81,152	\$84,082		\$6,313	21.76%	2.63%	3.61%	29.47%	\$19,139
17	Basic and/or General Math	Master's	\$79,135	\$78,525	\$80,420	\$83,429		\$12,721	-0.77%	2.41%	3.74%	5.43%	\$4,294
22	Biology (Grades 9-12 Only)	Master's	\$98,953	\$103,405	\$106,102	\$83,429		\$12,721	4.50%	2.61%	-21.37%	-15.69%	-\$15,524
18	Elementary Self Contained (K-5 Only)	Master's	\$64,148	\$79,072	\$80,372	\$83,302		\$12,545	23.26%	1.64%	3.65%	29.86%	\$19,154
18	Learning Behavior Specialist I	Master's	\$74,285	\$78,243	\$80,372	\$83,302		\$12,721	5.33%	2.72%	3.65%	12.14%	\$9,017
18	Elementary Self Contained (K-5 Only)	Master's	\$74,310	\$78,060	\$80,397	\$83,302		\$12,721	5.05%	2.99%	3.61%	12.10%	\$8,992
19	Elementary Self Contained (K-5 Only)	Master's	\$75,099	\$78,243	\$80,372	\$83,302		\$8,203	4.19%	2.72%	3.65%	10.92%	\$8,203
13	Algebra	Master's	\$73,592	\$76,801	\$79,128	\$83,241		\$9,649	4.36%	3.03%	5.20%	13.11%	\$9,649
16	Language Arts (Grades 1-8 Only)	Master's	\$77,822	\$79,669	\$81,138	\$82,474			2.37%	1.84%	1.65%	5.98%	\$4,652
15	Vocal Music	Master's	\$74,237	\$77,571	\$82,045	\$82,045	\$2,205	\$12,141	4.49%	5.77%	0.00%	10.52%	\$7,808
12	Spanish	Master's	\$64,629	\$71,006	\$82,331	\$81,747		\$6,435	9.87%	15.95%	-0.71%	26.49%	\$17,118
13	Physical Education	Master's	\$73,951	\$77,540	\$79,576	\$81,669		\$7,718	4.85%	2.63%	2.63%	10.44%	\$7,718
15	English (Grades 9-12 Only)	Master's	\$71,182	\$77,320	\$79,291	\$81,616		\$12,672	8.62%	2.55%	2.93%	14.66%	\$10,434
23	Biological Sciences (Middle Grades Only)	Master's	\$72,477	\$76,385	\$78,458	\$81,444		\$909	5.39%	2.71%	3.81%	12.37%	\$8,967
11	Basic and/or General Math	Master's	\$61,056	\$64,419	\$79,086	\$81,342		\$12,696	5.51%	22.77%	2.85%	33.23%	\$20,286
18	Algebra	Master's	\$74,222	\$77,528	\$79,488	\$81,151		\$12,721	4.45%	2.53%	2.09%	9.34%	\$6,929
17	Physical Education	Master's	\$85,183	\$87,780	\$87,758	\$81,151		\$597	3.05%	-0.03%	-7.53%	-4.73%	-\$4,032
17	Elementary Self Contained (K-5 Only)	Master's	\$72,477	\$76,385	\$80,968	\$80,968		\$8,491	5.39%	6.00%	0.00%	11.72%	\$8,491
15	English (Grades 9-12 Only)	Master's	\$64,551	\$71,193	\$79,129	\$80,966		\$6,289	10.29%	11.15%	2.32%	25.43%	\$16,415
14	Elementary Self Contained (K-5 Only)	Master's	\$64,371	\$77,489	\$79,798	\$80,880		\$16,509	20.38%	2.98%	1.36%	25.65%	\$16,509
10	Biology (Grades 9-12 Only)	Master's	\$60,329	\$63,483	\$64,801	\$80,829		\$6,289	5.23%	2.08%	24.73%	33.98%	\$20,500

# FOUR YEAR SALARY ANALYSIS - Geneva School District 304 - Administrators and Teachers

Employee Names Available At <http://www.familytaxpayers.org/salary.php>

## Salary Legend

		>\$100,000	\$90,000-\$99,999	\$70,000-\$89,999	\$50,000-\$69,999	<\$50,000							
		Total Creditable Earnings				2011 Additional Costs		% Increase			4 Year	4 Year	
Years of Service	POSITION	DEGREE	2007-08	2008-09	2009-10	2010-11	Retire Bonus	Benefits	2008 to 09	2009 to 10	2010 to 11	% Increase	\$ Increase
9	Instrumental Music	Master's	\$66,816	\$71,242	\$72,679	\$80,774		\$12,721	6.62%	2.02%	11.14%	20.89%	\$13,958
17	Physical Education	BA	\$77,752	\$76,932	\$79,062	\$80,430		\$6,289	-1.05%	2.77%	1.73%	3.44%	\$2,678
13	Student Dean	Master's	\$72,978	\$80,112	\$80,149	\$80,062			9.78%	0.05%	-0.11%	9.71%	\$7,084
16	Spanish	Master's	\$71,234	\$51,894	\$77,636	\$79,796		\$8,562	-27.15%	49.60%	2.78%	12.02%	\$8,562
9	Biology (Grades 9-12 Only)	Master's	\$60,034	\$65,146	\$66,243	\$79,506		\$6,435	8.52%	1.68%	20.02%	32.43%	\$19,472
15	Elementary Self Contained (K-5 Only)	Master's	\$57,389	\$61,622	\$65,202	\$79,445		\$12,546	7.38%	5.81%	21.84%	38.43%	\$22,056
11	Political Science/Civics (Grades 9-12 Only)	Master's	\$68,587	\$72,361	\$76,536	\$79,425		\$12,696	5.50%	5.77%	3.77%	15.80%	\$10,838
14	Elementary Self Contained (K-5 Only)	Master's	\$72,984	\$75,552	\$77,543	\$79,080		\$597	3.52%	2.64%	1.98%	8.35%	\$6,096
7	Orientation to Family & Consumer Science	Master's	\$52,857	\$60,064	\$64,702	\$79,055		\$6,460	13.63%	7.72%	22.18%	49.56%	\$26,198
16	Art	Master's	\$58,058	\$34,596	\$76,590	\$79,055		\$12,546	-40.41%	121.38%	3.22%	36.17%	\$20,997
17	Elementary Self Contained (K-5 Only)	Master's	\$60,991	\$74,571	\$76,621	\$79,055		\$6,411	22.27%	2.75%	3.18%	29.62%	\$18,064
15	Social Worker	Master's	\$70,712	\$74,571	\$76,590	\$79,055		\$6,460	5.46%	2.71%	3.22%	11.80%	\$8,343
15	Learning Behavior Specialist I	Master's	\$70,892	\$76,549	\$76,930	\$79,055		\$8,163	7.98%	0.50%	2.76%	11.51%	\$8,163
24.5	Speech and Language Impaired	Master's	\$71,262	\$74,671	\$76,890	\$79,055		\$597	4.78%	2.97%	2.82%	10.94%	\$7,793
15	Biology (Grades 9-12 Only)	Master's	\$71,272	\$77,937	\$80,740	\$79,055		\$12,721	9.35%	3.60%	-2.09%	10.92%	\$7,783
16	Elementary Self Contained (K-5 Only)	BA	\$73,125	\$75,350	\$76,840	\$79,055		\$621	3.04%	1.98%	2.88%	8.11%	\$5,930
22	Elementary Self Contained (K-5 Only)	Dr	\$73,395	\$78,828	\$82,769	\$79,055		\$12,721	7.40%	5.00%	-4.49%	7.71%	\$5,660
16	Technology Specialist	Master's	\$75,241	\$79,458	\$77,465	\$79,055		\$6,313	5.60%	-2.51%	2.05%	5.07%	\$3,814
15	Physical Education	Master's	\$61,411	\$74,878	\$76,738	\$78,926		\$12,721	21.93%	2.48%	2.85%	28.52%	\$17,515
13	Elementary Self Contained (K-5 Only)	Master's	\$66,593	\$67,735	\$69,841	\$78,924		\$12,721	1.71%	3.11%	13.01%	18.52%	\$12,331
19	Vocal Music	Master's	\$68,255	\$72,082	\$74,214	\$78,782		\$12,696	5.61%	2.96%	6.16%	15.42%	\$10,527
10	Administration	Master's			\$76,000	\$78,559					3.37%		
13	General Social Studies (Middle Grades Only)	Master's	\$78,018	\$78,528	\$75,629	\$78,548		\$12,522	0.65%	-3.69%	3.86%	0.68%	\$530
14	Basic and/or General Math	Master's	\$55,265	\$65,063	\$76,528	\$78,536		\$6,460	17.73%	17.62%	2.62%	42.11%	\$23,271
14	English (Grades 9-12 Only)	Master's		\$75,030	\$75,550	\$78,414		\$12,696		0.69%	3.79%		
10	General Social Studies (Middle Grades Only)	Master's	\$62,545	\$67,003	\$71,023	\$78,102		\$6,289	7.13%	6.00%	9.97%	24.87%	\$15,557
14	Accounting/Bookkeeping	Master's	\$71,519	\$74,320	\$76,012	\$77,990		\$6,471	3.92%	2.28%	2.60%	9.05%	\$6,471
15	Instrumental Music	Master's	\$72,409	\$74,032	\$75,952	\$77,990		\$12,546	2.24%	2.59%	2.68%	7.71%	\$5,581
17	World History (Grades 9-12 Only)	Master's	\$74,204	\$74,093	\$78,555	\$77,677		\$12,721	-0.15%	6.02%	-1.12%	4.68%	\$3,473
13	Algebra	Master's	\$65,986	\$72,999	\$73,687	\$77,543		\$12,522	10.63%	0.94%	5.23%	17.51%	\$11,557
21	French	Master's	\$69,864	\$74,097	\$76,137	\$77,452		\$573	6.06%	2.75%	1.73%	10.86%	\$7,588
19	Elementary Self Contained (K-5 Only)	Master's	\$67,925	\$71,987	\$74,653	\$77,144		\$6,435	5.98%	3.70%	3.34%	13.57%	\$9,219
15	Psychologist	Master's	\$42,387	\$43,981	\$74,917	\$77,013		\$6,460	3.76%	70.34%	2.80%	81.69%	\$34,626
5	Nurse	Master's	\$58,396	\$59,959	\$67,979	\$77,013		\$12,546	2.68%	13.38%	13.29%	31.88%	\$18,617
15	Elementary Self Contained (K-5 Only)	Master's	\$70,172	\$73,000	\$74,767	\$77,013		\$12,721	4.03%	2.42%	3.00%	9.75%	\$6,841
8	Guidance Counselor	Master's	\$70,527	\$77,885	\$77,404	\$77,013		\$6,460	10.43%	-0.62%	-0.51%	9.20%	\$6,486
13	Language Arts (Grades 1-8 Only)	Master's	\$70,799	\$72,890	\$75,567	\$77,013		\$6,214	2.95%	3.67%	1.91%	8.78%	\$6,214
10	Student Dean	Master's	\$65,888	\$75,356	\$76,706	\$76,981			14.37%	1.79%	0.36%	16.84%	\$11,093
14	English as a Second Language	Master's	\$69,174	\$71,071	\$72,987	\$76,975		\$6,460	2.74%	2.70%	5.46%	11.28%	\$7,801
12	Speech and Language Impaired	Master's	\$68,303	\$70,977	\$74,017	\$76,676		\$573	3.91%	4.28%	3.59%	12.26%	\$8,373
13	Basic and/or General Math	Master's	\$71,841	\$73,639	\$74,585	\$76,598		\$6,435	2.50%	1.28%	2.70%	6.62%	\$4,757
8	Administration	Master's			\$76,000	\$76,500	\$1,925	\$21,054			0.66%		
13	Physical Science (Middle Grades Only)	Master's	\$72,948	\$76,337	\$74,760	\$76,208		\$12,696	4.65%	-2.07%	1.94%	4.47%	\$3,260
12	Algebra	Master's	\$59,756	\$72,800		\$76,078		\$597	21.83%				

# FOUR YEAR SALARY ANALYSIS - Geneva School District 304 - Administrators and Teachers

Employee Names Available At <http://www.familytaxpayers.org/salary.php>

## Salary Legend

>\$100,000		\$90,000-\$99,999	Total Creditable Earnings				2011 Additional Costs		% Increase			<\$50,000	
Years of Service	POSITION	DEGREE	2007-08	2008-09	2009-10	2010-11	Retire Bonus	Benefits	2008 to 09	2009 to 10	2010 to 11	% Increase	4 Year \$ Increase
11	Earth/Space Science (Grades 9-12 Only)	Master's	\$60,574	\$67,298	\$72,972	\$76,070		\$12,522	11.10%	8.43%	4.25%	25.58%	\$15,496
12	Administration	Master's				\$76,000	\$1,829	\$21,054					
9	Physical Education	Master's	\$69,385	\$77,782	\$80,185	\$75,951		\$12,696	12.10%	3.09%	-5.28%	9.46%	\$6,566
11	Nurse	Master's	\$60,532	\$63,727	\$69,300	\$75,739		\$6,362	5.28%	8.75%	9.29%	25.12%	\$15,207
19	Physical Education	BA	\$68,712	\$71,132	\$73,675	\$75,731		\$6,435	3.52%	3.58%	2.79%	10.22%	\$7,019
15	Elementary Self Contained (K-5 Only)	Master's	\$60,624	\$72,800	\$74,817	\$75,602		\$12,522	20.08%	2.77%	1.05%	24.71%	\$14,978
31	Elementary Self Contained (K-5 Only)	BA	\$69,702	\$72,970	\$73,144	\$75,569		\$6,840	4.69%	0.24%	3.32%	8.42%	\$5,867
33	Learning Behavior Specialist I	BA	\$69,865	\$73,874	\$74,599	\$75,569		\$6,460	5.74%	0.98%	1.30%	8.16%	\$5,704
9	Spanish	Master's	\$56,483	\$60,517	\$63,515	\$75,527		\$12,696	7.14%	4.95%	18.91%	33.72%	\$19,044
12	Elementary Self Contained (K-5 Only)	Master's	\$57,962	\$61,584	\$66,159	\$75,388		\$12,696	6.25%	7.43%	13.95%	30.06%	\$17,426
25	Elementary Self Contained (K-5 Only)	Master's	\$67,311	\$71,321	\$75,335	\$75,335	\$2,102	\$6,435	5.96%	5.63%	0.00%	11.92%	\$8,024
11	World History (Grades 9-12 Only)	Master's	\$53,126	\$64,896	\$77,407	\$75,299		\$12,696	22.15%	19.28%	-2.72%	41.74%	\$22,173
13	Elementary Self Contained (K-5 Only)	Master's	\$69,967	\$72,838	\$74,347	\$75,115		\$504	4.10%	2.07%	1.03%	7.36%	\$5,148
13	Reading Specialist	Master's	\$54,370	\$60,623	\$65,577	\$75,025		\$12,522	11.50%	8.17%	14.41%	37.99%	\$20,655
13	Elementary Self Contained (K-5 Only)	Master's	\$62,109	\$71,121	\$73,037	\$75,025		\$6,460	14.51%	2.69%	2.72%	20.80%	\$12,916
14	Speech and Language Impaired	Master's	\$67,386	\$71,071	\$72,987	\$75,025			5.47%	2.70%	2.79%	11.34%	\$7,639
20	Speech and Language Impaired	Master's	\$68,431	\$71,657	\$73,812	\$75,025		\$597	4.71%	3.01%	1.64%	9.64%	\$6,594
12	Learning Behavior Specialist I	Master's	\$68,717	\$71,271	\$72,002	\$75,025		\$6,840	3.72%	1.03%	4.20%	9.18%	\$6,308
24	Learning Behavior Specialist I	Master's	\$69,271	\$73,422	\$74,767	\$74,767	\$4,486	\$6,435	5.99%	1.83%	0.00%	7.93%	\$5,496
7	Basic and/or General Math	Master's				\$74,544							
6	Consumer Education	Master's	\$50,348	\$55,897	\$62,786	\$74,405		\$6,289	11.02%	12.32%	18.51%	47.78%	\$24,057
11	English (Grades 9-12 Only)	Master's	\$56,696	\$60,945	\$73,546	\$74,200		\$6,435	7.49%	20.68%	0.89%	30.87%	\$17,504
11	Elementary Self Contained (K-5 Only)	Master's	\$66,956	\$69,126	\$71,258	\$74,200		\$6,670	3.24%	3.08%	4.13%	10.82%	\$7,244
12	Learning Behavior Specialist I	Master's	\$56,425	\$64,782	\$74,021	\$74,179		\$573	14.81%	14.26%	0.21%	31.46%	\$17,754
12	Elementary Self Contained (K-5 Only)	Master's	\$68,237	\$69,482	\$70,372	\$73,945		\$12,522	1.82%	1.28%	5.08%	8.36%	\$5,708
31	Instrumental Music	Master's	\$65,043	\$69,141	\$70,619	\$73,418		\$573	6.30%	2.14%	3.96%	12.88%	\$8,375
18	Speech and Language Impaired	Master's	\$64,073	\$67,860	\$69,553	\$73,337		\$12,522	5.91%	2.49%	5.44%	14.46%	\$9,264
12	Language Arts (Grades 1-8 Only)	Master's	\$66,369	\$68,514	\$69,553	\$73,337		\$6,435	3.23%	1.52%	5.44%	10.50%	\$6,968
13	Librarian/Media Specialist	Master's	\$65,672	\$69,383	\$71,999	\$73,087		\$6,435	5.65%	3.77%	1.51%	11.29%	\$7,415
20	Elementary Self Contained (K-5 Only)	Master's	\$65,672	\$69,383	\$71,249	\$73,087		\$6,289	5.65%	2.69%	2.58%	11.29%	\$7,415
13	Elementary Self Contained (K-5 Only)	Master's	\$65,672	\$69,383	\$71,249	\$73,087		\$6,435	5.65%	2.69%	2.58%	11.29%	\$7,415
13	Learning Behavior Specialist I	Master's	\$65,792	\$69,573	\$55,623	\$73,087		\$6,289	5.75%	-20.05%	31.40%	11.09%	\$7,295
13	Algebra	Master's	\$67,565	\$69,030	\$71,309	\$73,087		\$5,522	2.17%	3.30%	2.49%	8.17%	\$5,522
14	Learning Behavior Specialist I	Master's	\$67,673	\$70,192	\$72,859	\$73,087		\$12,696	3.72%	3.80%	0.31%	8.00%	\$5,414
14	Language Arts (Grades 1-8 Only)	Master's	\$68,330	\$69,793	\$71,369	\$73,087		\$12,696	2.14%	2.26%	2.41%	6.96%	\$4,757
22	Early Childhood (Self-Contained Pre-K)	Master's				\$73,087		\$12,696					
11	Health Education	Master's	\$54,581	\$60,247	\$72,356	\$72,872		\$6,435	10.38%	20.10%	0.71%	33.51%	\$18,291
23	Orientation to Family & Consumer Science	Master's	\$58,514	\$62,176	\$63,827	\$72,706		\$6,435	6.26%	2.66%	13.91%	24.25%	\$14,192
8	Language Arts (Grades 1-8 Only)	Master's	\$54,871	\$59,546	\$69,367	\$72,066		\$12,696	8.52%	16.49%	3.89%	31.34%	\$17,195
10	Art	Master's	\$55,444	\$61,097	\$65,827	\$71,740		\$16,296	10.20%	7.74%	8.98%	29.39%	\$16,296
11	Social Worker	Master's	\$60,991	\$64,299	\$66,355	\$71,701		\$6,435	5.42%	3.20%	8.06%	17.56%	\$10,710
11	Elementary Self Contained (K-5 Only)	Master's	\$62,057	\$65,457	\$68,286	\$71,590		\$12,522	5.48%	4.32%	4.84%	15.36%	\$9,533
11	Elementary Self Contained (K-5 Only)	Master's	\$51,351	\$54,583	\$67,896	\$71,200		\$6,435	6.29%	24.39%	4.87%	38.65%	\$19,849
24	U.S. History (Grades 9-12 Only)	BA	\$52,073	\$56,050	\$66,470	\$71,200		\$6,435	7.64%	18.59%	7.12%	36.73%	\$19,127

# FOUR YEAR SALARY ANALYSIS - Geneva School District 304 - Administrators and Teachers

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## Salary Legend

		>\$100,000	\$90,000-\$99,999	\$70,000-\$89,999	\$50,000-\$69,999	<\$50,000							
Years of Service	POSITION	DEGREE	Total Creditable Earnings				2011 Additional Costs		% Increase			4 Year	4 Year
			2007-08	2008-09	2009-10	2010-11	Retire Bonus	Benefits	2008 to 09	2009 to 10	2010 to 11	% Increase	\$ Increase
12	Guidance Counselor	Master's	\$54,716	\$68,293	\$57,647	\$71,200		\$6,435	24.81%	-15.59%	23.51%	30.13%	\$16,484
19	Instrumental Music	Master's	\$62,513	\$66,126	\$67,896	\$71,200		\$573	5.78%	2.68%	4.87%	13.90%	\$8,687
18	Elementary Self Contained (K-5 Only)	Master's	\$64,401	\$66,176	\$68,196	\$71,200		\$6,799	2.76%	3.05%	4.40%	10.56%	\$6,799
12	Early Childhood (Self-Contained Pre-K)	Master's		\$58,928	\$64,640	\$71,200		\$12,696		9.69%	10.15%		
10	Elementary Self Contained (K-5 Only)	BA		\$63,022	\$64,702	\$71,200				2.67%	10.04%		
6	Health Education	Master's	\$56,421	\$62,908	\$67,234	\$70,236		\$6,435	11.50%	6.88%	4.47%	24.49%	\$13,815
10	Elementary Self Contained (K-5 Only)	Master's	\$52,657	\$64,556	\$66,709	\$69,751		\$17,094	22.60%	3.34%	4.56%	32.46%	\$17,094
8	Elementary Self Contained (K-5 Only)	Master's	\$61,568	\$66,453	\$67,446	\$69,492		\$12,696	7.93%	1.49%	3.03%	12.87%	\$7,924
6	Political Science/Civics (Grades 9-12 Only)	Master's		\$51,597	\$61,967	\$69,387		\$6,265		20.10%	11.97%		
11	Art	Master's	\$60,966	\$61,872	\$66,338	\$69,368		\$6,435	1.49%	7.22%	4.57%	13.78%	\$8,402
19	English as a Second Language	Master's	\$56,644	\$66,504	\$68,464	\$69,361		\$12,522	17.41%	2.95%	1.31%	22.45%	\$12,717
23	Learning Behavior Specialist I	Master's	\$57,344	\$65,181	\$66,775	\$69,361		\$573	13.67%	2.45%	3.87%	20.96%	\$12,017
9	Social Worker	Master's	\$62,818	\$64,656	\$66,554	\$69,361		\$6,543	2.93%	2.94%	4.22%	10.42%	\$6,543
16	General Social Studies (Middle Grades Only)	Master's	\$66,704	\$68,030	\$67,212	\$69,336		\$12,696	1.99%	-1.20%	3.16%	3.95%	\$2,632
10	Spanish	Master's	\$52,108	\$66,404	\$61,643	\$68,832		\$12,696	27.44%	-7.17%	11.66%	32.09%	\$16,724
11	Algebra	Master's		\$31,951	\$65,800	\$68,623		\$12,696		105.94%	4.29%		
9	Instrumental Music	Master's	\$54,611	\$65,458	\$65,017	\$67,954		\$6,289	19.86%	-0.67%	4.52%	24.43%	\$13,343
13	Vocal Music	Master's	\$64,963	\$70,694	\$73,631	\$67,625		\$573	8.82%	4.15%	-8.16%	4.10%	\$2,662
6	Physical Education	Master's	\$55,442	\$61,371	\$61,058	\$67,618		\$6,816	10.69%	-0.51%	10.74%	21.96%	\$12,176
9	Language Arts (Grades 1-8 Only)	Master's	\$47,463	\$55,337	\$65,412	\$67,570		\$20,107	16.59%	18.21%	3.30%	42.36%	\$20,107
9	Elementary Self Contained (K-5 Only)	Master's	\$51,701	\$62,847	\$64,702	\$67,570		\$12,696	21.56%	2.95%	4.43%	30.69%	\$15,869
9	General Social Studies (Middle Grades Only)	Master's	\$53,328	\$55,632	\$66,886	\$67,570		\$12,522	4.32%	20.23%	1.02%	26.71%	\$14,242
8	Social Worker	Master's	\$54,995	\$63,206	\$69,259	\$67,570		\$12,575	14.93%	9.58%	-2.44%	22.87%	\$12,575
16	English (Grades 9-12 Only)	Master's	\$59,506	\$68,087	\$65,481	\$67,570		\$6,435	14.42%	-3.83%	3.19%	13.55%	\$8,064
9	Physical Education	Master's	\$60,994	\$66,443	\$68,389	\$67,506		\$6,435	8.93%	2.93%	-1.29%	10.68%	\$6,512
7	Elementary Self Contained (K-5 Only)	Master's	\$46,507	\$49,582	\$54,187	\$67,246		\$12,696	6.61%	9.29%	24.10%	44.59%	\$20,739
7	Elementary Self Contained (K-5 Only)	Master's	\$48,250	\$50,800	\$57,128	\$67,246		\$12,696	5.28%	12.46%	17.71%	39.37%	\$18,996
5	Language Arts (Grades 1-8 Only)	Master's	\$48,395	\$53,164	\$63,125	\$67,175		\$6,289	9.85%	18.74%	6.42%	38.81%	\$18,780
12	Vocal Music	Master's	\$53,920	\$57,245	\$67,657	\$67,125		\$6,435	6.17%	18.19%	-0.79%	24.49%	\$13,205
7	Learning Behavior Specialist I	Master's	\$50,670	\$69,549	\$65,973	\$66,075		\$597	37.26%	-5.14%	0.15%	30.40%	\$15,405
14	Learning Behavior Specialist I	Master's	\$48,588	\$55,849	\$61,100	\$65,987			14.94%	9.40%	8.00%	35.81%	\$17,399
8	Elementary Self Contained (K-5 Only)	Master's	\$47,940	\$51,190	\$54,659	\$65,825		\$12,696	6.78%	6.78%	20.43%	37.31%	\$17,885
8	Elementary Self Contained (K-5 Only)	Master's	\$48,886	\$53,337	\$63,161	\$65,825		\$573	9.10%	18.42%	4.22%	34.65%	\$16,939
8	Learning Behavior Specialist I	Master's	\$53,108	\$56,083	\$64,058	\$65,825		\$6,289	5.60%	14.22%	2.76%	23.95%	\$12,717
16	Librarian/Media Specialist	Master's	\$58,617	\$62,403	\$63,161	\$65,825		\$6,484	6.46%	1.21%	4.22%	12.30%	\$7,208
15	Elementary Self Contained (K-5 Only)	Master's	\$59,078	\$63,642	\$63,686	\$65,825		\$6,747	7.73%	0.07%	3.36%	11.42%	\$6,747
18	Learning Behavior Specialist I	Master's	\$51,156	\$57,224	\$63,137	\$65,800	\$6,300	\$12,745	11.86%	10.33%	4.22%	28.63%	\$14,644
11	English (Grades 9-12 Only)	Master's	\$50,608	\$58,216	\$64,949	\$65,357		\$12,522	15.03%	11.57%	0.63%	29.14%	\$14,749
9	Physiology (Grades 9-12 Only)	Master's	\$46,779	\$62,273	\$62,139	\$65,263		\$6,289	33.12%	-0.22%	5.03%	39.51%	\$18,484
7	Psychologist	Master's		\$64,019	\$53,256	\$64,983		\$12,696		-16.81%	22.02%		
7	Elementary Self Contained (K-5 Only)	Master's	\$46,757	\$52,674	\$54,009	\$64,515		\$6,435	12.65%	2.53%	19.45%	37.98%	\$17,758
18	Elementary Self Contained (K-5 Only)	Master's	\$50,597	\$60,741	\$61,901	\$64,515		\$573	20.05%	1.91%	4.22%	27.51%	\$13,918
12	Elementary Self Contained (K-5 Only)	Master's	\$55,014	\$58,412	\$59,976	\$64,497		\$6,435	6.18%	2.68%	7.54%	17.24%	\$9,483
7	World History (Grades 9-12 Only)	Master's	\$51,588	\$60,257	\$62,198	\$64,160		\$12,572	16.80%	3.22%	3.15%	24.37%	\$12,572

# FOUR YEAR SALARY ANALYSIS - Geneva School District 304 - Administrators and Teachers

Employee Names Available At <http://www.familytaxpayers.org/salary.php>

## Salary Legend

		>\$100,000	\$90,000-\$99,999	\$70,000-\$89,999	\$50,000-\$69,999	<\$50,000							
		Total Creditable Earnings				2011 Additional Costs		% Increase			4 Year	4 Year	
Years of Service	POSITION	DEGREE	2007-08	2008-09	2009-10	2010-11	Retire Bonus	Benefits	2008 to 09	2009 to 10	2010 to 11	% Increase	\$ Increase
15	Elementary Self Contained (K-5 Only)	Master's	\$56,644	\$60,064	\$55,865	\$64,125		\$12,696	6.04%	-6.99%	14.79%	13.21%	\$7,481
16	Elementary Self Contained (K-5 Only)	Master's	\$57,055	\$61,146	\$62,409	\$64,125		\$12,522	7.17%	2.07%	2.75%	12.39%	\$7,070
17	Basic and/or General Math	BA	\$56,992	\$60,306	\$62,550	\$64,063		\$7,071	5.81%	3.72%	2.42%	12.41%	\$7,071
5	Psychologist	Master's	\$58,265	\$61,736	\$63,289	\$63,619			5.96%	2.52%	0.52%	9.19%	\$5,354
11	Physical Education	BA	\$57,846	\$61,619	\$63,597	\$63,361		\$6,435	6.52%	3.21%	-0.37%	9.53%	\$5,515
4	Elementary Self Contained (K-5 Only)	Master's	\$45,037	\$48,704	\$52,684	\$62,923		\$12,141	8.14%	8.17%	19.43%	39.71%	\$17,886
2	Technology Specialist	Master's			\$30,716	\$62,859		\$6,289			104.65%		
9	Elementary Self Contained (K-5 Only)	Master's	\$48,882	\$52,022	\$61,344	\$62,610		\$6,435	6.42%	17.92%	2.06%	28.08%	\$13,728
14	Language Arts (Grades 1-8 Only)	BA	\$47,978	\$52,177	\$60,729	\$62,469		\$12,522	8.75%	16.39%	2.87%	30.20%	\$14,491
6	Basic and/or General Math	Master's	\$48,103	\$50,762	\$60,189	\$62,469		\$12,696	5.53%	18.57%	3.79%	29.87%	\$14,366
11	Chemistry (Grades 9-12 Only)	Master's	\$52,607	\$55,915	\$57,387	\$62,469		\$573	6.29%	2.63%	8.86%	18.75%	\$9,862
7	Social Worker	Master's	\$52,671	\$55,885	\$57,357	\$62,469		\$9,798	6.10%	2.63%	8.91%	18.60%	\$9,798
20	Elementary Self-Contained (K-3 Only)	Master's	\$55,290	\$58,638	\$60,189	\$62,469		\$12,522	6.06%	2.65%	3.79%	12.98%	\$7,179
14	Elementary Self Contained (K-5 Only)	Master's	\$55,315	\$58,638	\$60,189	\$62,469		\$6,289	6.01%	2.65%	3.79%	12.93%	\$7,154
18.5	Learning Behavior Specialist I	Master's	\$55,490	\$58,863	\$60,489	\$62,469		\$12,522	6.08%	2.76%	3.27%	12.58%	\$6,979
14	Algebra	Master's	\$55,515	\$58,638	\$54,898	\$62,469		\$12,696	5.63%	-6.38%	13.79%	12.53%	\$6,954
14	Reading Specialist	Master's				\$62,469							
14	Language Arts (Grades 1-8 Only)	BA	\$55,142	\$58,454	\$59,893	\$62,045		\$6,435	6.01%	2.46%	3.59%	12.52%	\$6,903
12	Clothing & Apparel	BA	\$53,920	\$59,419	\$60,118	\$62,017		\$6,289	10.20%	1.18%	3.16%	15.02%	\$8,097
15	Spanish	Master's	\$54,961	\$55,483	\$60,186	\$61,886		\$12,696	0.95%	8.48%	2.82%	12.60%	\$6,925
9	English (Grades 9-12 Only)	Master's	\$54,927	\$53,734	\$60,018	\$61,320		\$573	-2.17%	11.69%	2.17%	11.64%	\$6,393
9	Elementary Self Contained (K-5 Only)	Master's	\$49,230	\$52,424	\$53,747	\$61,246		\$6,435	6.49%	2.52%	13.95%	24.41%	\$12,016
20	Elementary Self Contained (K-5 Only)	BA	\$55,265	\$58,104	\$59,091	\$61,076		\$504	5.14%	1.70%	3.36%	10.51%	\$5,811
9	Drafting	Master's	\$53,681	\$58,085	\$60,256	\$61,050		\$6,435	8.20%	3.74%	1.32%	13.73%	\$7,369
14	Elementary Self Contained (K-5 Only)	Master's	\$53,607	\$56,953	\$59,146	\$60,856		\$6,289	6.24%	3.85%	2.89%	13.52%	\$7,249
13	Elementary Self Contained (K-5 Only)	Master's	\$53,920	\$57,295	\$58,756	\$60,856		\$6,936	6.26%	2.55%	3.57%	12.86%	\$6,936
13	Learning Behavior Specialist I	Master's	\$54,570	\$57,370	\$59,131	\$60,856		\$573	5.13%	3.07%	2.92%	11.52%	\$6,286
2	Psychologist	Dr			\$55,992	\$60,344		\$12,522			7.77%		
6	Earth/Space Science (Grades 9-12 Only)	Master's	\$52,568	\$56,385	\$61,676	\$60,245		\$6,435	7.26%	9.38%	-2.32%	14.60%	\$7,677
21	Learning Behavior Specialist I	BA	\$55,238	\$57,570	\$58,393	\$60,174		\$12,522	4.22%	1.43%	3.05%	8.94%	\$4,936
28	Vocal Music	BA	\$53,543	\$56,802	\$57,357	\$60,143		\$6,289	6.09%	0.98%	4.86%	12.33%	\$6,600
12	Elementary Self Contained (K-5 Only)	Master's	\$54,398	\$56,525	\$58,047	\$60,065		\$12,696	3.91%	2.69%	3.48%	10.42%	\$5,667
5	Physical Education	Master's	\$46,965	\$53,201	\$55,615	\$60,034		\$6,435	13.28%	4.54%	7.95%	27.83%	\$13,069
7	Basic and/or General Math	Master's	\$46,787	\$54,479	\$54,468	\$59,851		\$12,696	16.44%	-0.02%	9.88%	27.92%	\$13,064
18	Social Worker	Master's	\$69,352	\$73,181	\$75,169	\$59,726		\$6,460	5.52%	2.72%	-20.54%	-13.88%	-\$9,626
7	Physical Science (Middle Grades Only)	Master's	\$46,672	\$56,661	\$58,654	\$59,635		\$12,696	21.40%	3.52%	1.67%	27.77%	\$12,963
8	General Science	Master's	\$44,869	\$54,355	\$59,303	\$59,383		\$6,435	21.14%	9.10%	0.13%	32.35%	\$14,514
13	Elementary Self Contained (K-5 Only)	Master's	\$53,409	\$54,558	\$55,992	\$59,314		\$6,435	2.15%	2.63%	5.93%	11.06%	\$5,905
11	English (Grades 9-12 Only)	Master's	\$53,804	\$60,277	\$60,292	\$59,314		\$6,435	12.03%	0.02%	-1.62%	10.24%	\$5,510
10	Elementary Self Contained (K-5 Only)	Master's			\$57,780	\$59,314		\$12,696			2.65%		
23	Elementary Self Contained (K-5 Only)	BA	\$52,857	\$55,885	\$57,407	\$59,285		\$6,435	5.73%	2.72%	3.27%	12.16%	\$6,428
4	Language Arts (Grades 1-8 Only)	Master's	\$53,312	\$56,744	\$58,572	\$59,285		\$6,435	6.44%	3.22%	1.22%	11.20%	\$5,973
6	Guidance Counselor	Master's	\$48,247	\$53,952	\$58,355	\$59,245		\$6,435	11.82%	8.16%	1.53%	22.80%	\$10,998
9	Algebra	Master's	\$54,738	\$53,945	\$54,107	\$59,100		\$6,435	-1.45%	0.30%	9.23%	7.97%	\$4,362

# FOUR YEAR SALARY ANALYSIS - Geneva School District 304 - Administrators and Teachers

Employee Names Available At <http://www.familytaxpayers.org/salary.php>

## Salary Legend

		>\$100,000	\$90,000-\$99,999	\$70,000-\$89,999	\$50,000-\$69,999	<\$50,000							
		Total Creditable Earnings				2011 Additional Costs		% Increase			4 Year	4 Year	
Years of Service	POSITION	DEGREE	2007-08	2008-09	2009-10	2010-11	Retire Bonus	Benefits	2008 to 09	2009 to 10	2010 to 11	% Increase	\$ Increase
6	Biological Sciences (Middle Grades Only)	Master's	\$48,445	\$52,456	\$53,938	\$59,022		\$12,696	8.28%	2.83%	9.43%	21.83%	\$10,577
9	Radio & TV Broadcasting	Master's				\$58,866							
11	Learning Behavior Specialist I	Master's	\$44,870	\$49,020	\$53,667	\$58,534		\$12,696	9.25%	9.48%	9.07%	30.45%	\$13,664
7	U.S. History (Grades 9-12 Only)	Master's	\$53,757	\$47,221	\$57,150	\$58,387		\$6,435	-12.16%	21.03%	2.16%	8.61%	\$4,630
26	Elementary Self Contained (K-5 Only)	Master's	\$82,180	\$86,121	\$78,176	\$58,194		\$12,546	4.80%	-9.23%	-25.56%	-29.19%	-\$23,986
6	Algebra	Master's	\$44,758	\$47,648	\$52,849	\$58,100		\$12,672	6.46%	10.92%	9.94%	29.81%	\$13,342
18	Learning Behavior Specialist I	BA	\$51,326	\$54,588	\$55,992	\$58,004		\$6,816	6.36%	2.57%	3.59%	13.01%	\$6,678
9	Algebra	Master's	\$48,857	\$52,347	\$53,952	\$57,754		\$6,435	7.14%	3.07%	7.05%	18.21%	\$8,897
19	Elementary Self Contained (K-5 Only)	BA	\$50,076	\$54,583	\$55,992	\$57,754		\$12,141	9.00%	2.58%	3.15%	15.33%	\$7,678
17	Elementary Self-Contained (K-3 Only)	BA	\$53,302	\$54,833	\$55,992	\$57,754		\$4,452	2.87%	2.11%	3.15%	8.35%	\$4,452
8	Reading Specialist	Master's				\$57,754		\$12,696					
7	Elementary Self Contained (K-5 Only)	Master's	\$42,490	\$49,557	\$51,678	\$56,512		\$6,289	16.63%	4.28%	9.35%	33.00%	\$14,022
11	Vocal Music	BA	\$47,270	\$52,857	\$54,934	\$56,394		\$6,289	11.82%	3.93%	2.66%	19.30%	\$9,124
7	Language Arts (Grades 1-8 Only)	Master's	\$47,655	\$50,336	\$50,877	\$56,262		\$573	5.63%	1.07%	10.58%	18.06%	\$8,607
17	English as a Second Language	BA	\$50,076	\$53,262	\$54,659	\$56,262		\$6,435	6.36%	2.62%	2.93%	12.35%	\$6,186
11	Elementary Self Contained (K-5 Only)	Master's	\$50,076	\$53,280	\$54,684	\$56,262		\$573	6.40%	2.64%	2.89%	12.35%	\$6,186
10	Elementary Self Contained (K-5 Only)	Master's	\$50,101	\$52,545	\$54,659	\$56,262		\$573	4.88%	4.02%	2.93%	12.30%	\$6,161
7	General Social Studies (Middle Grades Only)	Master's	\$50,176	\$57,170	\$55,899	\$56,262		\$573	13.94%	-2.22%	0.65%	12.13%	\$6,086
6	Nurse	BA	\$51,766	\$54,569	\$55,806	\$56,262		\$573	5.41%	2.27%	0.82%	8.69%	\$4,496
11	Elementary Self Contained (K-5 Only)	Master's	\$51,364	\$16,728		\$56,262		\$12,624	-67.43%				
10	Child Care & Guidance	Master's			\$54,749	\$56,262		\$12,522			2.76%		
10	Reading Specialist	Master's		\$50,394	\$55,184	\$56,262				9.51%	1.95%		
5	Biology (Grades 9-12 Only)	Master's		\$51,268	\$57,184	\$55,665				11.54%	-2.66%		
5	English (Grades 9-12 Only)	Master's	\$48,615	\$42,132	\$40,748	\$55,604		\$6,989	-13.34%	-3.28%	36.46%	14.38%	\$6,989
5	Physical Education	BA	\$32,688	\$49,287	\$55,054	\$55,168		\$6,265	50.78%	11.70%	0.21%	68.77%	\$22,480
6	General Social Studies (Middle Grades Only)	Master's	\$48,163	\$51,317	\$55,547	\$55,136		\$573	6.55%	8.24%	-0.74%	14.48%	\$6,973
12	Biological Sciences (Middle Grades Only)	BA	\$50,369	\$52,845	\$47,636	\$55,136		\$12,696	4.92%	-9.86%	15.74%	9.46%	\$4,767
9	Learning Behavior Specialist I	Master's	\$42,216	\$48,442	\$53,438	\$54,809		\$6,289	14.75%	10.31%	2.57%	29.83%	\$12,593
9	Elementary Self Contained (K-5 Only)	Master's	\$48,732	\$53,846	\$57,414	\$54,809			10.49%	6.63%	-4.54%	12.47%	\$6,077
9	Elementary Self Contained (K-5 Only)	Master's	\$48,857	\$51,997	\$53,357	\$54,809		\$6,435	6.43%	2.62%	2.72%	12.18%	\$5,952
9	Elementary Self Contained (K-5 Only)	Master's	\$48,857	\$52,247	\$53,357	\$54,809		\$6,289	6.94%	2.12%	2.72%	12.18%	\$5,952
15	Elementary Self Contained (K-5 Only)	BA	\$49,602	\$52,034	\$53,382	\$54,809		\$6,435	4.90%	2.59%	2.67%	10.50%	\$5,207
9	General Science	Master's		\$52,057	\$53,387	\$54,809		\$573		2.55%	2.66%		
9	Elementary Self Contained (K-5 Only)	Master's		\$52,034	\$53,357	\$54,809		\$6,435		2.54%	2.72%		
5	Language Arts (Grades 1-8 Only)	Master's	\$41,537	\$44,453	\$47,805	\$53,793		\$6,435	7.02%	7.54%	12.53%	29.51%	\$12,256
3	General Social Studies (Middle Grades Only)	Master's		\$31,572	\$51,825	\$53,793		\$6,435		64.15%	3.80%		
7	Learning Behavior Specialist I	Master's				\$53,784		\$6,289					
3	Physical Education	BA		\$51,432	\$56,573	\$53,584		\$6,411		10.00%	-5.28%		
12	Elementary Self Contained (K-5 Only)	BA	\$23,254	\$49,607	\$50,903	\$53,394		\$12,522	113.33%	2.61%	4.89%	129.61%	\$30,140
7	Elementary Self Contained (K-5 Only)	Master's	\$45,017	\$47,262	\$52,293	\$53,394		\$6,435	4.99%	10.64%	2.11%	18.61%	\$8,377
9	Art	Master's	\$46,507	\$49,557	\$50,847	\$53,394		\$6,670	6.56%	2.60%	5.01%	14.81%	\$6,887
7	Physical Education	Master's	\$47,258	\$54,007	\$51,152	\$53,394		\$6,484	14.28%	-5.29%	4.38%	12.98%	\$6,136
8	Language Arts (Grades 1-8 Only)	Master's	\$47,435	\$50,852	\$52,087	\$53,394		\$573	7.20%	2.43%	2.51%	12.56%	\$5,959
13	English as a Second Language	BA	\$47,698	\$50,762	\$52,087	\$53,394		\$6,670	6.42%	2.61%	2.51%	11.94%	\$5,696



# FOUR YEAR SALARY ANALYSIS - Geneva School District 304 - Administrators and Teachers

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## Salary Legend

		\$90,000-\$99,999	\$70,000-\$89,999	\$50,000-\$69,999	<\$50,000									
		Total Creditable Earnings				2011 Additional Costs		% Increase			4 Year		4 Year	
Years of Service	POSITION	DEGREE	2007-08	2008-09	2009-10	2010-11	Retire Bonus	Benefits	2008 to 09	2009 to 10	2010 to 11	% Increase	\$ Increase	
13	Learning Behavior Specialist I	BA	\$47,718	\$51,591	\$53,042	\$53,394		\$12,522	8.12%	2.81%	0.66%	11.89%	\$5,676	
7	Elementary Self Contained (K-5 Only)	Master's	\$48,820	\$49,557	\$50,004	\$53,394		\$573	1.51%	0.90%	6.78%	9.37%	\$4,574	
8	Instrumental Music	Master's	\$51,201			\$53,394		\$6,362						
10	Elementary Self-Contained (K-3 Only)	BA				\$53,394		\$6,289						
2	Psychologist	BA				\$53,394		\$6,265						
7	Algebra	Master's	\$41,642	\$47,077	\$48,726	\$53,107		\$12,522	13.05%	3.50%	8.99%	27.53%	\$11,465	
6	English (Grades 9-12 Only)	BA	\$40,174	\$45,214	\$50,086	\$52,990		\$12,816	12.55%	10.78%	5.80%	31.90%	\$12,816	
3	Physical Education	BA				52918								
6	Learning Behavior Specialist I	Master's	\$46,055	\$49,890	\$51,021	\$52,795		\$6,816	8.33%	2.27%	3.48%	14.63%	\$6,740	
3	Elementary Self Contained (K-5 Only)	BA		\$50,108	\$53,532	\$52,795		\$6,435		6.83%	-1.38%			
6	Elementary Self Contained (K-5 Only)	Master's	\$45,049	\$48,380	\$50,183	\$52,405		\$6,004	7.39%	3.73%	4.43%	16.33%	\$7,356	
6	Sociology (Grades 9-12 Only)	Master's	\$40,652	\$44,688	\$50,373	\$52,265		\$6,435	9.93%	12.72%	3.76%	28.57%	\$11,613	
6	Guidance Counselor	Master's	\$48,601	\$50,785	\$51,520	\$52,015		\$6,435	4.49%	1.45%	0.96%	7.02%	\$3,414	
4	Elementary Self Contained (K-5 Only)	BA		\$48,380	\$49,673	\$52,015		\$6,411		2.67%	4.71%			
6	Learning Behavior Specialist I	Master's		\$20,983	\$49,636	\$52,015		\$573		136.55%	4.79%			
1	Fifth	CAS				\$52,015		\$6,411						
6	Spanish	Master's		\$48,440	\$49,661	\$52,015		\$6,484		2.52%	4.74%			
5	Elementary Self Contained (K-5 Only)	Master's				\$51,842		\$12,498						
5	Librarian/Media Specialist	Master's	\$44,270	\$47,231	\$49,344	\$51,542			6.69%	4.47%	4.45%	16.43%	\$7,272	
6	Art	Master's	\$34,998	\$41,841	\$49,284	\$51,452		\$6,435	19.55%	17.79%	4.40%	47.01%	\$16,454	
5	English (Grades 9-12 Only)	BA	\$43,072	\$53,034	\$49,352	\$51,361		\$8,289	23.13%	-6.94%	4.07%	19.24%	\$8,289	
5	Speech and Language Impaired	Master's	\$44,075	\$47,431	\$48,754	\$51,212			7.61%	2.79%	5.04%	16.19%	\$7,137	
5	Elementary Self Contained (K-5 Only)	Master's	\$39,602	\$41,666	\$48,479	\$50,672		\$6,435	5.21%	16.35%	4.52%	27.95%	\$11,070	
11	Elementary Self Contained (K-5 Only)	BA	\$44,270	\$47,231	\$48,491	\$50,672		\$12,721	6.69%	2.67%	4.50%	14.46%	\$6,402	
13	Elementary Self Contained (K-5 Only)	BA	\$44,270	\$47,518	\$48,491	\$50,672		\$573	7.34%	2.05%	4.50%	14.46%	\$6,402	
4	Elementary Self Contained (K-5 Only)	Master's	\$44,787	\$47,850	\$49,117	\$50,650		\$549	6.84%	2.65%	3.12%	13.09%	\$5,863	
11	Elementary Self-Contained (K-3 Only)	BA	\$43,975	\$46,938	\$47,300	\$49,613		\$6,435	6.74%	0.77%	4.89%	12.82%	\$5,638	
2	Librarian/Media Specialist	Master's			\$47,800	\$49,363		\$6,411			3.27%			
4	Speech and Language Impaired	Master's				\$49,363		\$6,411						
4	Language Arts (Grades 1-8 Only)	Master's			\$47,330	\$49,363		\$6,411			4.30%			
4	General Social Studies (Middle Grades Only)	BA	\$42,831	\$46,210	\$48,420	\$48,433		\$6,265	7.89%	4.78%	0.03%	13.08%	\$5,602	
5	Instrumental Music	BA	\$40,419	\$43,225	\$45,294	\$48,289		\$6,411	6.94%	4.79%	6.61%	19.47%	\$7,870	
6	Elementary Self Contained (K-5 Only)	BA		\$41,882	\$43,454	\$48,089		\$12,672		3.75%	10.67%			
2	Speech and Language Impaired	Master's			\$46,174	\$48,089		\$12,498			4.15%			
3	Sociology (Grades 9-12 Only)	Master's				\$48,089								
9	Elementary Self Contained (K-5 Only)	BA	\$41,115	\$43,945	\$45,880	\$47,627		\$12,672	6.88%	4.40%	3.81%	15.84%	\$6,512	
8	Elementary Self Contained (K-5 Only)	BA			\$45,075	\$47,327					5.00%			
4	Elementary Self Contained (K-5 Only)	BA	\$41,115	\$43,945	\$45,125	\$46,847		\$6,411	6.88%	2.69%	3.82%	13.94%	\$5,732	
8	Language Arts (Grades 1-8 Only)	BA	\$41,860	\$44,804	\$45,490	\$46,847		\$12,498	7.03%	1.53%	2.98%	11.91%	\$4,987	
9	Language Arts (Grades 1-8 Only)	BA		\$44,537	\$45,525	\$46,847		\$6,265		2.22%	2.90%			
3	Speech and Language Impaired	Master's				\$46,847		\$6,411						
3	English (Grades 9-12 Only)	BA		\$41,378	\$48,573	\$46,758		\$6,265		17.39%	-3.74%			
6	Language Arts (Grades 1-8 Only)	Master's	\$43,903	\$48,501	\$53,297	\$46,524		\$6,435	10.47%	9.89%	-12.71%	5.97%	\$2,621	
6	Art	BA	\$42,540	\$43,645	\$44,670	\$46,174		\$6,265	2.60%	2.35%	3.37%	8.54%	\$3,634	

# FOUR YEAR SALARY ANALYSIS - Geneva School District 304 - Administrators and Teachers

Employee Names Available At <http://www.familytaxpayers.org/salary.php>

## Salary Legend

		>\$100,000	\$90,000-\$99,999	\$70,000-\$89,999	\$50,000-\$69,999	<\$50,000							
		Total Creditable Earnings				2011 Additional Costs		% Increase			4 Year	4 Year	
Years of Service	POSITION	DEGREE	2007-08	2008-09	2009-10	2010-11	Retire Bonus	Benefits	2008 to 09	2009 to 10	2010 to 11	% Increase	\$ Increase
7	French	BA	\$32,554	\$42,901	\$36,154	\$46,027		\$6,792	31.78%	-15.73%	27.31%	41.39%	\$13,473
1	Elementary Self-Contained (K-3 Only)	Master's				\$45,637		\$6,265					
5	Social Worker	Master's	\$44,002	\$50,478	\$57,713	\$45,355		\$12,696	14.72%	14.33%	-21.41%	3.08%	\$1,353
4	Elementary Self Contained (K-5 Only)	BA	\$38,874	\$41,706	\$43,309	\$45,325		\$6,265	7.29%	3.84%	4.65%	16.59%	\$6,451
2	Instrumental Music	BA			\$42,037	\$45,112		\$6,411			7.31%		
9	Elementary Self Contained (K-5 Only)	Master's	\$50,139	\$53,262	\$54,659	\$45,072		\$6,435	6.23%	2.62%	-17.54%	-10.11%	-\$5,067
5	Early Childhood (Self-Contained Pre-K)	BA	\$38,409	\$42,032	\$37,913	\$44,458		\$6,049	9.43%	-9.80%	17.26%	15.75%	\$6,049
5	Language Arts (Grades 1-8 Only)	BA		\$46,027	\$39,581	\$44,458		\$12,498		-14.00%	12.32%		
13	English (Grades 9-12 Only)	Master's	\$76,889	\$82,049	\$84,086	\$43,847		\$480	6.71%	2.48%	-47.85%	-42.97%	-\$33,042
8	Guidance Counselor	Master's		\$55,164	\$46,832	\$43,659		\$12,696		-15.10%	-6.77%		
5	Elementary Self Contained (K-5 Only)	BA	\$38,184	\$40,937	\$42,056	\$43,310		\$6,411	7.21%	2.73%	2.98%	13.42%	\$5,126
7	Learning Behavior Specialist I	BA		\$41,692	\$42,061	\$43,310		\$549		0.89%	2.97%		
2	Language Arts (Grades 1-8 Only)	BA				\$42,771		\$6,411					
1	Art	BA				\$41,737		\$6,792					
3	Spanish	BA				\$41,102		\$6,411					
6	Art	Master's	\$39,480	\$48,769	\$50,026	\$40,980		\$12,316	23.53%	2.58%	-18.08%	3.80%	\$1,500
	Computer Literacy Technology					\$40,211		\$6,265					
5	Learning Behavior Specialist I	BA			\$43,074	\$40,118		\$6,460			-6.86%		
3	Learning Behavior Specialist I	BA				\$40,041		\$549					
3	Elementary Self-Contained (K-3 Only)	BA				\$40,041		\$6,411					
1	Learning Behavior Specialist I	BA				\$39,007		\$12,498					
1	Learning Behavior Specialist I	BA				\$39,007		\$6,265					
1	Basic and/or General Math	BA				\$39,007		\$6,411					
17	Elementary Self Contained (K-5 Only)	Master's	\$64,734	\$75,011	\$51,624	\$38,647			15.88%	-31.18%	-25.14%	-40.30%	-\$26,087
8	Physical Science (Middle Grades Only)	Master's	\$53,146	\$53,292	\$38,686	\$36,057		\$6,289	0.27%	-27.41%	-6.79%	-32.15%	-\$17,089
10	Elementary Self Contained (K-5 Only)	BA		\$35,825	\$37,527	\$33,785		\$861		4.75%	-9.97%		
7	Spanish - Part Time	Master's	\$47,470	\$50,509	\$51,446	\$29,929		\$12,696	6.40%	1.86%	-41.82%	-36.95%	-\$17,541

Every administrator receives \$500 per year for annual physical exam & a district paid life insurance policy

Dr. Mutchler receives reimbursement for all travel expenses including a District paid vehicle

Dr. Mutchler receives a \$25,000 yearly contribution to his retirement plus a \$5,000 annual annuity

All administrators receive contributions to their pension benefits on a yearly basis

District contributes @1% of a teachers salary toward their pension plan on a yearly basis.

Teachers contribute 9% of their yearly compensation to their pension.

Source: Family Taxpayers Network, Illinois Salary Reports & Various FIOA requests of the Geneva School District

According to the ISBE, the annual salary data reported to them is the same as the "total creditable earnings" reported to the Teachers Retirement System. It includes, among other things, extra-duty pay (coaching, clubs, etc.), board-paid retirement contributions, vacation and sick day buyouts, bonuses, and other compensation that the Teachers Retirement System includes in total creditable earnings. This salary data does not include the cost of employer-paid health insurance. Individual school district contracts should be consulted for details.

GenevaTaxFACTS has done it's best to report accurate information using a variety of printed sources. We are not responsible for errors due to the misreporting by others