



Community High School District 99

2011-12 Administrative Salary Compensation Report

Pursuant to Section 10-20.46 of the Illinois School Code

Administrator	Name	Base Salary	Bonus	Pension Contribution TRS	Retirement Benefits paid	Health & Dental Insurance	Life Insurance	Sick & Vacation Day Buy-Outs	Retirement Annuity	Other forms of Compensation (Key below)
Superintendent	Dr. Mark McDonald	\$183,855	NYD	\$19,076	0	\$12,886	\$649	0	0	1,3,4,5,6,7
Assistant Superintendent for Student Learning	Dr. Judith Minor	\$145,000	0	\$15,044	0	\$23,924	\$256	0	0	2,3,4,5,6
Assistant Superintendent for Human Resources	Dr. Lisa L. Smith	\$140,670	0	\$14,595	0	\$20,226	\$248	0	0	2,3,4,5,6
Director of Special Education	Mr. Evan Whitehead	\$113,250	0	\$11,750	0	\$14,753	\$200	0	0	2,3,4,5,6
Principal	Mr. Steve Bild	\$140,910	0	\$15,948	\$12,805	\$23,924	\$249	0	0	3,4,5,6
Principal	Mr. Scott Kasik	\$142,000	0	\$14,733	\$	\$23,924	\$251	0	0	3,4,5,6
Associate Principal	Ms. Georgia Hash	\$116,838	0	\$12,122	0	\$17,464	\$206	0	0	3,4,5,6
Associate Principal	Mr. Charles Hiscock	\$116,276	0	\$12,064	0	\$23,924	\$205	0	0	3,4,5,6
Associate Principal	Mr. Edward Schwartz	\$124,392	0	\$12,906	0	\$23,924	\$220	0	0	3,4,5,6
Associate Principal	Mr. Peter Theis	\$122,957	0	\$12,757		\$23,924	\$217	0	0	3,4,5,6
Associate Principal	Ms. Gina Ziccardi	\$116,425	0	\$12,079	0	\$16,317	\$206	0	0	3,4,5,6
Assistant Principal	Dr. Sherri DeVore-Benitez	\$104,589	0	\$10,851	0	\$23,492	\$185	0	0	3,4,5,6

Administrator	Name	Base Salary	Bonus	Pension Contribution TRS	Retirement Benefits paid	Health & Dental Insurance	Life Insurance	Sick & Vacation Day Buy-Outs	Retirement Annuity	Other forms of Compensation (Key below)
Assistant Principal	Dr. Kenneth Sorensen	\$113,069	0	\$11,731	0	\$23,924	\$200	0	0	3,4,5,6
Assistant Principal	Mr. Vincent Walsh-Rock	\$114,455	0	\$11,875	0	\$23,924	\$202	0	0	3,4,5,6
Director of Student Activities	Mr. John Aldworth	\$104,000	0	\$10,790	0	\$23,924	\$184	0	0	3,4,5,6
Athletic Director	Mr. Randall Konstans	\$113,463	0	\$11,772	0	\$23,924	\$200	0	0	3,4,5,6
Athletic Director	Ms. Denise Kavanaugh	\$113,463	0	\$11,772	0	\$23,924	\$200	0	0	3,4,5,6

Other Forms of Compensation

Key

1. Travel stipend- \$250 monthly
2. Travel stipend- \$57.50 monthly
3. Disability insurance (.0024 percent of credible earnings)
4. Professional Dues (One National and one State organization)
5. District cell phone or cell phone reimbursement option
6. While D99 administrators do not have a vacation or sick day buy out option, unused vacation days must be paid out upon termination of employment.
7. Eligible for performance bonus in an amount up to \$15,000

TRS-Teacher Retirement System

NYD-Not Yet Determined

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Additional Administrators (IL administrative certification not required)

Administrator	Name	Base Salary	Bonus	Pension Contribution IMRF	Retirement Benefits paid	Health & Dental Insurance	Life Insurance	Sick & Vacation Day Buy-Outs	Retirement Annuity	Other forms of Compensation (Key below)
Controller	Mr. Mark Staehlin	\$177,476	0	0	0	\$23,924	\$284	0	0	1,2,3,4,5
Director of Physical Plant and Operations	Mr. Martin Schack	\$147,845	0	0	\$24,402	\$8,767	\$237	0	0	1,2,3,4,5
Director of Buildings and Grounds	Mr. Allen Bitterman	\$90,896	0	0	0	\$23,924	\$145	0	0	2,3,4,5
Director of Buildings and Grounds	Mr. James Kolodziej	\$97,129	0	0	0	\$17,464	\$155	0	0	2,3,4,5
Director of Technology & Info.Services	Mr. Rod Russeau	\$146,629	0	0	0	\$23,924	\$235	0	0	1,2,3,4,5
Technology Supervisor	Mr. Greg Belina	\$97,483	0	0	0	\$23,924	\$156	0	0	1,2,3,4,5

Other Forms of Compensation

Key

1. Travel stipend - - \$50-\$67.50 monthly
2. Disability insurance (.0024 percent of credible earnings)
3. Professional Dues (One National and one State organization)
4. District cell phone or cell phone reimbursement option
5. While D99 administrators do not have a vacation or sick day buy out option, unused vacation days must be paid out upon termination of employment

IMRF-Illinois Municipal Retirement Fund

Community High School District 99

2011-12 Salary Compensation Report

Pursuant to Section 10-20.46 of the Illinois School Code

HIGH SCHOOL DEPARTMENT CHAIRS AND DEANS REQUIRED TO HOLD ADMINISTRATIVE CERTIFICATES

Position	Name	Base Salary	Bonus	Pension Contribution TRS	Retirement Benefits paid	Health & Dental Insurance	Life Insurance Annual	Sick & Vacation Day Buy-Outs	Retirement Annuity	Other forms of Compensation (Inclusive of department chair, dean and other activity stipends)*
Department Chair	Linda Augustyn	\$115,789	0	0	\$14,806	\$7,697	\$96	0	0	\$16,809
Department Chair	Mike Heinz	\$100,316	0	0	0	\$11,367	\$96	0	0	\$8,264
Department Chair	Chris Esposito	\$85,514	0	0	0	\$10,277	\$96	0	0	\$8,752
Department Chair	Karen Eder	\$85,237	0	0	0	\$7,452	\$96	0	0	\$8,752
Dean	Kelly Campbell	\$73,313	0	0	0	\$912	\$96	0	0	\$9,827
Dean	Sheldon Davis	\$79,968	0	0	0	\$8,846	\$96	0	0	\$12,392
Department Chair	Tara Dellutri	\$86,901	0	0	0	\$10,018	\$96	0	0	\$9,827
Dean	Angela Earwood	\$78,306	0	0	0	\$653	\$96	0	0	\$9,827
Dean	Bryan Heap	\$75,532	0	0	0	\$11,891	\$96	0	0	\$9,827
Department Chair	Jon Heldmann	\$77,751	0	0	0	\$5,211	\$96	0	0	\$9,827
Department Chair	Scott Lange	\$84,405	0	0	0	\$7,452	\$96	0	0	\$9,827
Department Chair	Beth Lee	\$84,960	0	0	0	\$16,546	\$96	0	0	\$7,317
Department Chair (interim)	Mark Miranda	\$67,214	0	0	0	\$10,018	\$96	0	0	\$6,806
Dean	Deb Michael	\$103,311	0	0	0	\$7,452	\$96	0	0	\$9,827
Department Chair	Jill Rose	\$78,306	0	0	0	\$11,367	\$96	0	0	\$8,112
Department Chair	Valerie Moses-Shaw	\$100,816	0	0	0	\$7,207	\$96	0	0	\$9,283

Position	Name	Base Salary	Bonus	Board Paid Pension Contribution To TRS	Retirement Benefits paid	Health & Dental Insurance	Life Insurance Annual	Sick & Vacation Day Buy-Outs	Retirement Annuity	Other forms of Compensation (Inclusive of department chair, dean and other activity stipends)*
Department Chair	Mindy Null	\$111,864	0	0	0	\$5,211	\$96	0	0	\$16,642
Department Chair	Courtney White	\$96,605	0	0	0	\$5,211	\$96	0	0	\$9,283
Department Chair	Ann Sassano	\$115,789	0	0	0	\$16,546	\$96	0	0	\$10,151
Department Chair	Janice Schwarze	\$112,295	0	0	0	\$7,956	\$96	0	0	\$10,151
Department Chair	Rebecca Scott	\$87,732	0	0	0	\$0	\$96	0	0	\$14,146
Department Chair	Paul Stevenson	\$115,789	0	0	0	\$9,708	\$96	0	0	\$20,561
Dean	Rebecca Talavera	\$93,278	0	0	0	\$7,452	\$96	0	0	\$11,229
Department Chair	Brayer Teague	\$111,864	0	0	0	\$10,798	\$96	0	0	\$31,586
Dean	Tim Tilton	\$82,742	0	0	0	\$10,277	\$96	0	0	\$17,577
Department Chair	Glenn Williams	\$105,307	0	0	0	\$10,798	\$96	0	0	\$25,256
Department Chair	Scott Wuggazer	\$76,087	0	0	0	\$912	\$96	0	0	\$10,151

*Additional compensation for extra duties as outlined in the collective bargaining agreement with the Downers Grove Education Association and the D99 Board of Education is available to department chairs and deans. Compensation noted above in the Other Forms of Compensation column reflects anticipated stipends and compensation amounts as of August 24, 2011. The full teacher collective bargaining agreement is posted on the D99 website.

*Disability insurance (.0024 percent of credible earnings)

Administrative duties assumed by High School Department Chairs are part time in nature and vary depending on size of department.

Revised 9/08/11