

Proposed Total Board-Paid Compensation Package for
Superintendent's Contract

(August 1, 2020 to June 30, 2023)

<i>Year</i>	<i>Salary</i>	<i>TRS Contribution¹</i> <i>T.H.I.S. Contribution²</i>	<i>Health/Dental Insurance</i>	<i>Term Life Insurance (Face Value)</i>	<i>Sick / Personal / Bereavement Leave Days</i>	<i>Vacation Days</i>	<i>Vehicle Expense Reimb.</i>	<i>Professional Organization Dues</i>
8/1/2020 – 6/30/2021	\$165,000 prorated (\$151,038.46)	TRS - 9.8901% of salary; T.H.I.S. - based on percentage determined by TRS	100% of premium	\$250,000	20 sick days; 2 personal days; 5 bereavement days	20	\$300 per month	Up to three organizations or as otherwise approved by the Board
2021-22	\$165,000	TRS - 9.8901% of salary; T.H.I.S. - based on percentage determined by TRS	100% of premium	\$250,000	20 sick days; 2 personal days; 5 bereavement days	20	\$300 per month	Up to three organizations or as otherwise approved by the Board
2022-23	Increase based on performance, not less than 1% or greater than 4%	TRS - 9.8901% of salary; T.H.I.S. - based on percentage determined by TRS	100% of premium	\$250,000	20 sick days; 2 personal days; 5 bereavement days	20	\$300 per month	Up to three organizations or as otherwise approved by the Board

¹ The information reflects the current add-on factor (9.8901% of salary) for Board-paid TRS member contributions. In addition, the Board currently is required to pay an employer contribution to TRS in the amount of 0.58% of the salaries of all teachers and administrators. The required TRS member and employer contributions are not established by the School District, and are subject to change.

² The information refers to the Board-paid contribution required of TRS members to the Teachers' Health Insurance Security (T.H.I.S.) Fund. For the 2020-21 school year, the T.H.I.S. Fund contribution for members is 1.24% of salary. In addition, for the 2020-21 school year, the Board is required to pay an employer contribution to the T.H.I.S. Fund in the amount of 0.92% of the salaries of all teachers and administrators. The required TRS member and employer contributions for the T.H.I.S. Fund for later years have not yet been established.