

To: Dr. Charles Johns
Board of Education
From: Brad Swanson
Date: March 13, 2023
Re: 3020 Procedures - Administrative Personnel

Recommendation:

It is recommended by the Superintendent's Policy Committee that the Board approve 3020 Procedures - Administrative Personnel at the March 20, 2023, Board meeting.

Please review and discuss the following new Board of Education policy.

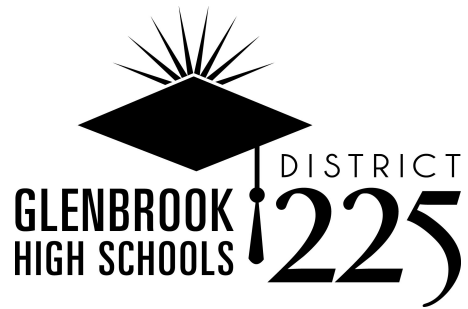
3020 Procedures - Administrative Personnel

Revision - The recommended revision to these procedures is to add Section C - Base Salary Compensation. The additional language outlines in greater detail how an administrative salary structure is determined as it relates to a factor of the base salary placement of an administrator on the teacher's salary schedule.

Background:

The district has established a Policy and Procedures Review Process that leads to revisions of current or adoptions of new policies and procedures. Much of this work involves the Superintendent Policy Committee, which consists of two Board Members, the Superintendent, the Associate Superintendent, and the Executive Director of Human Resources. In addition, the Assistant Superintendent for Administrative Services facilitates it.

The review process is supported by two primary resources - ongoing discussions with legal counsel and the use of the Policy Reference Education Subscription Service (PRESS) as provided by the Illinois Association of School Boards (IASB). The district's legal counsel is directly involved with reviewing recommended revisions and creating new policies. In addition, PRESS provides ongoing guidance on policy and procedure subjects, suggested language, and state and federal law updates. District policies and procedures are identified for review based on legal counsel or PRESS recommendations, present district circumstances or discussions, or a three-year timeline.



The review process consists of but is not limited to, the following steps.

1. Superintendent identifies the prioritization of policies and procedures to be reviewed.
2. The Policy Committee and legal counsel conduct an initial read and review.
3. District stakeholders are identified to participate as an ad hoc committee as needed and conduct an initial read and review.
4. Suggested revisions are offered on working documents.
5. Legal educational sessions and additional reviews are conducted as needed.
6. Updates and reviews are facilitated with the leadership of the GEA, GESSA, and GESPA as appropriate.
7. Updates and reviews are facilitated with standing administrative committees or teams such as building Instructional Leadership Teams, the Building Administrative Teams, Instructional and Operational Councils, and Cabinet.
8. Feedback from all stakeholder reviews is communicated to the Policy Committee.
9. Review cycles and discussions are repeated as necessary to establish a comprehensive process that provides voice and understanding for all relevant stakeholders, association leadership, administration, and the Policy Committee.
10. The Policy Committee recommends revised policies and procedures to the Board of Education for a First Read.
11. Additional discussions or reviews may occur based on board member or community feedback.
12. The Policy Committee recommends revised policies and procedures to the Board of Education for a Second Read and Approval.

Procedures for Implementing Board Policy: Administrative Personnel

Section A - Fringe Benefits

1. All administrators, during the term of their employment, shall be accorded the following fringe benefits at district expense:
 - a. Family health and dental insurance;
 - b. Two times the individual's annual base salary, up to a maximum of \$500,000 in basic life insurance, and up to two times the administrator's annual salary in accidental death and dismemberment insurance, up to a maximum of \$500,000;
 - c. Partial or full reimbursement for membership in professional organizations as approved by the administrator's supervisor;
 - d. Professional leave at full reimbursement as outlined in Board Policy and Procedures 6040 as approved by the administrator's supervisor;
 - e. Personal leave of 2 days per school year for urgent personal or family matters that require the administrator's presence during the school day and are of such nature that they are impossible to transact at a later time, such as on the weekend, after school hours, or during vacation periods.

Personal leave may be accumulated from year to year up to a maximum of 5 days. At no time may an administrator be credited with more than 5 personal leave days. Any days, in excess of 5 will be transferred to sick leave.

Upon termination/retirement, all unused accumulated personal days will be reported to the **Illinois Municipal Retirement Fund** or Teacher Retirement System ~~for service credit upon the administrator's retirement.~~

Application for personal leave with pay shall be submitted by the administrator to their supervisor. The application shall be made at least one week before taking said leave, if possible.

In the event of an emergency, notice shall be provided as soon as possible. A statement setting forth the nature of the emergency shall be submitted in writing immediately upon return to school.

It shall be standard practice that no leaves be taken under this section on the day before or day following any school holiday or vacation. However, the superintendent can make exceptions to this rule in unusual circumstances.

- f. Sick leave of 15 days per year;
- g. Participation in the administrative sick leave bank as provided in Board Policy 6280;
- h. Sabbatical leave as approved by the Board of Education;
- i. Tuition reimbursement in full when courses are approved in advance by the superintendent or designee;
- j. Vacation for personnel as indicated below:

Years of Experience in the District	Vacation Days per Year	
	260-Day Calendar	239-Day Calendar
1st year through 5th year	20 days	18 days
6th year through 10th year	21 days	19 days
11th year through 15th year	22 days	20 days
16th year through 20th year	23 days	21 days
21st year through 25th year	24 days	22 days
26th year and beyond	25 days	23 days
Vacation is earned and accrued on a monthly basis.		

Administrators may apply for vacation by submitting a request at least 10 days prior to the requested vacation time to their immediate supervisor through the process outlined by the Human Resources Department. The administrator’s supervisor will approve or disapprove the request.

At no time may an administrator be credited with more than 40 vacation days and the Board reserves the right to require any employee to use accumulated vacation days in lieu of being present for work. Any days, in excess of 40, will be transferred to personal leave.

- k. District-recognized legal and granted holidays that fall within the administrator’s designated work calendar as provided by Board Policy 3025;
- l. Voluntary termination benefits as provided in Board Policy 6100;
- m. Annual registration of state licensure; and

- n. Attendance at administrative academies, as required for state licensure.

Section C - Base Salary Compensation for Licensed Administrators

Unless otherwise determined by the Board of Education, a licensed administrator’s base salary compensation shall be determined as outlined below.

The base salary compensation for licensed administrators shall be determined based on the individual’s applicable placement on the teacher salary schedule, plus a position-defined factor as indicated in the “Factor” table presented. Additionally, licensed administrators starting in an administrative position prior to July 1, 2020, are eligible to receive a longevity increase to the assigned position’s factor. For those eligible, their position factor will be increased in the amount of 0.01 after the completion of two (2) years in the same position, up to a maximum of 0.05.

An administrator’s initial placement on the salary schedule shall be determined by the Superintendent or designee based on applicable years of experience and academic credentials, upon their appointment to their administrative position.

Position	Factor				
	260-Day Calendar	239-Day Calendar	203-Day Calendar	198-Day Calendar	193-Day Calendar
Associate Superintendent	1.44				
Principal	1.44				
Assistant Superintendent	1.39				
Director	1.34	1.30			
Associate Principal	1.29	1.26			
Assistant Principal	1.24	1.20	1.16		
Assistant Director		1.20			
Instructional Supervisor			1.14	1.11	
Associate Dean			1.14	1.11	
College Counselor					1.07

Each administrator shall be issued an employment agreement that outlines their compensation and assignment prior to the start of the fiscal year.

Section D - Base Salary Compensation for Non-Licensed Administrators

Unless otherwise determined by the Board of Education, a non-licensed administrator’s base salary compensation shall be determined as outlined below.

The base salary compensation for non-licensed administrators shall be determined based on an individual's placement on the non-licensed administrator's salary schedule.

An administrator's initial placement on the salary schedule shall be determined by the Superintendent or designee based on applicable years of experience and academic credentials, upon their appointment to their administrative position.

Each administrator shall be issued an employment agreement that outlines their compensation and assignment prior to the start of the fiscal year.

Section EB - Employees to be Covered Under Administrative Personnel Policy

Individuals who are responsible for leading and overseeing the operations of one or more functional areas of a school or district department, directly supervise and evaluate personnel, responsible for serving as a budget manager for a functional area, responsible for ensuring compliance with local, state, and federal laws, or who are classified as administrative personnel by the Board of Education.

Licensed ~~Administrator~~ ~~Personnel~~:

- All individuals employed in a position requiring an Professional Educator License with an administrative endorsement, as identified on the applicable job description in accordance with Illinois School Code.

Non-Licensed ~~Administrator~~ ~~Personnel~~:

- All individuals employed in a management position that does not require a Professional Educator License with an administrative endorsement, as identified on the applicable job description.

A current list of Licensed and Non-Licensed ~~Administrators~~ ~~Personnel~~ will be maintained by the superintendent or designee.

- Revised: January 28, 1985 (Item #8654)
- Revised: April 14, 1997
- Revised: December 15, 1997
- Revised: August 30, 1999
- Revised: February 28, 2000
- Revised: July 23, 2001
- Revised: January 9, 2006
- Revised: April 27, 2009
- Revised: September 9, 2013
- Revised: December 9, 2019
- Revised: February 28, 2022
- Revised: TBD