

DU PAGE ELEMENTARY SCHOOL DISTRICT 13
BOARD OF EDUCATION
Bloomington, Illinois
Regular Meeting May 23, 2022

FOR ACTION

Subject: Approval of the Disbursement of Merit Based Pay

The Board of Education supported a tiered system of salaries for administrators based on comparable compensation for the same or similar roles in several area school districts. The goal for establishing such a system was to avoid outliers in compensation as compared with peers in the area. Those leaders who fell between Tiers 1 and 9 would receive a 1% increase for advancement to the next tier with an additional base increase. For the four administrators that are at Tier 10, they received a base increase with the opportunity to earn up to \$1,500 by the end of the year through the completion of goals related to their professional roles.

In the May 12th Thursday Letter, the Board of Education received evidence of the administrators achieving their goals established for this school year. As a result, I am recommending that each administrator receive the merit based pay increase to be delivered in lump sum on their June 25th payroll disbursement.

Approving the disbursement this evening will allow for the lump sum to be processed in enough time to be accredited to the current fiscal year. The next board meeting date of June 27 would not have afforded this chance.

Recommendation: The Board approve the lump sum disbursement of \$1,500 to each of the four Tier 10 administrators for the successful completion of goals during the 2021-2022 school year, as presented.