



CENTRAL UNIT SCHOOL DISTRICT 301
SALARY STUDY PROPOSAL
June 12, 2025

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PROPOSAL LETTER

June 12, 2025

Dr. Griff Powell and Dr. Kyle Schumacher, Interim Superintendents
Central Unit School District 301
275 South Street
Burlington, IL 60109
Via Email: griff.powell@central301.net and kyle.schumacher@central301.net

Dear Dr. Powell and Dr. Schumacher,

Thank you for the opportunity to present Educational Leadership Solutions as the firm to serve your district by completing a comprehensive salary study analysis. On behalf of all three EdLS Partners, I am excited to share the parameters for completing this study.

Educational Leadership Solutions is a firm that uses research-based practices and data-driven processes, combined with our education-based experiences to match your desired outcomes. As such, this analysis will provide the best available data and reports with tables and visuals that will enable you to make decisions and recommendations based on data from your district, data from districts similar to Central USD 301 (*Lookalike Peers*), and districts that are part of the Large Unit District Association (LUDA).

In addition to the inclusion of specific positions and related information that you would like to be included in the salary study, the information in this proposal includes background information about EdLS data analysis services, general information regarding the proposed project, bios for the EdLS Partners, costs for completing this study, our satisfaction statement, and several current and past EdLS projects that have been completed or are ongoing.

While I attempted to provide enough information for you to finalize your decision to move forward with this proposed salary study, please don't hesitate to contact me if you have questions or if you need additional information. I would enjoy the opportunity to answer questions about the contents of this proposal or to discuss further ideas for meeting your expected outcomes.

Respectfully submitted,

A handwritten signature in black ink that reads 'Don White'.

Don White, Ph.D.
EdLS Partner



EDLS DATA ANALYSIS SERVICES

Educational Leadership Solutions is a company that focuses on using data to make decisions. Whether a school district is looking to employ a new leader, developing a strategic plan, analyzing data for student achievement and finance purposes, offering mentoring of new school administrators or coaching teacher evaluators, Educational Leadership Solutions can assist in making data-driven decisions that are in the best interest of your students, employees, parents, and community.

When completing a search for a new administrator, Educational Leadership Solutions uses data as the core for analyzing which candidate fits best with what the district wants in a new leader. The school board, district employees and school district public are surveyed to determine what qualities are important for their new leaders. Educational Leadership Solutions then uses an exclusive data-driven process to determine the candidates that best fit the criteria supplied by the persons participating in the surveys.

An additional service Educational Leadership Solutions offers to clients is strategic planning. The strategic planning process also uses an exclusive data analysis to help the school district develop a strategic plan. Educational Leadership Solutions believes Strategic Planning is most effective when a representative group of stakeholders are committed to being a part of the process. Our firm will work with district leaders to determine/develop this group who will then review the district's current Mission, Vision, Values and Goals. Based on the review, our consultants will work with the stakeholders to update or develop the district's Mission, Vision and Values, identify the district's current reality in key areas such as Academics/Achievement, Finances, Facilities, Technology, etc., using data that currently exists or developing measures to assist in assessing the district's current reality in key areas. Once the current reality has been determined, a SWOT process is utilized to begin to develop goals, ultimately resulting in a new strategic plan for the district that can be utilized for the next three years.

Educational Leadership Solutions additionally offers data analysis for student academic achievement, school finances, and peer comparison purposes. While the data analysis can be customized, typical support includes analysis of historical student achievement results, student growth analyses on local assessments, and comparative analysis on state achievement tests such as the Illinois Assessment of Readiness (IAR). In addition, Educational Leadership Solutions can assist with comprehensive analyses of district and school level data to determine how your district compares to regional, county, and similar peer groups on data from the Illinois Report Card or the district's preferred data set, assuming the data set is readily available.

Educational Leadership Solutions supports superintendents and district level administrators in the development of data systems that are aligned to the district's strategic plan. This is a logical next step after completing a new strategic plan or whenever the district is seeking to implement strategic data-driven decision making. This EdLS service focuses on the use of systems and research-based best practices that lead to aligned, purposeful leadership in response to student achievement and strategic plan goals, while remaining sensitive to the capacity and holistic needs of students and employees. This service can include the administration of a survey to help the district determine its data climate with a goal of moving the district forward on the continuum of data adverse to data driven.

Educational Leadership Solutions also provides comprehensive salary comparisons by position so that the district can determine regional salary offers that are competitive while being sensitive to local parameters. These services can also include providing assistance with the selection of regional and state-wide peers that is customized to match the district's desired comparisons.



PROPOSAL OVERVIEW

EdLS will complete a comprehensive analysis of salary and benefits data for the districts and positions outlined herein.

Internal Positions Analysis

In addition to the information provided below, the final report will include an analysis of district positions by position title for the available data. This internal analysis of positions can assist the district with determining current spans of compensation for like positions.

The analysis will include three sets of districts: 1) Lookalike Peers, 2) LUDA Districts, and 3) Geographic Peers.

Lookalikes Peers

Source: 2023-2024 Illinois Report Card

The following criteria were used to select the *Lookalike Peers*.

- Illinois School District, and
- District Type = Unit, and
- District Enrollment = 4,000 to 6,000 (District 301 FY24 = 4,888), and
- Total Per Pupil Expenditure = \$10,000 to \$19,000 (District 301 FY24 = \$14,355), and
- Instructional Expenditure Per Student = \$6,000 to \$11,000 (District 301 FY24 = \$7,0837), and
- District Low Income % = 10% to 25% (District 301 FY24 = 17.7%)

	School Enrollment	Total Per-Pupil Expenditures - Subtotal	Instructional Expenditure per Pupil	Low Income %
Ball Chatham CUSD 5	4,557	\$11,215	\$7,284	23.9
Batavia USD 101	5,019	\$18,085	\$10,898	19.9
Central CUSD 301	4,888	\$14,355	\$7,083	17.7
Dunlap CUSD 323	4,732	\$11,059	\$6,679	16.5
Lake Zurich CUSD 95	5,702	\$17,581	\$10,546	20.5
Triad CUSD 2	4,016	\$11,047	\$6,034	18.4
Grand Total	4,819	\$13,890	\$8,087	19.5

	School Enrollment	Total Per-Pupil Expenditures	Instructional Expenditure per Pupil	Low Income %
Alton CUSD 11	5,656	\$15,707	\$8,787	54.1
Aurora East USD 131	12,182	\$19,035	\$11,041	70.0
Aurora West USD 129	10,895	\$17,699	\$10,523	50.0
Ball Chatham CUSD 5	4,557	\$11,215	\$7,284	23.9
Barrington CUSD 220	8,131	\$20,896	\$12,842	21.2
Batavia USD 101	5,019	\$18,085	\$10,898	19.9
Belvidere CUSD 100	7,314	\$14,971	\$9,897	
Bloomington SD 87	4,617	\$16,830	\$9,417	64.3
Central CUSD 301	4,888	\$14,355	\$7,083	17.7
Champaign CUSD 4	10,481	\$17,466	\$10,733	44.5
CUSD 308	16,825	\$15,156	\$9,109	30.0
Danville CCSD 118	4,735	\$21,959	\$10,481	85.2
Decatur SD 61	7,527	\$18,117	\$8,528	65.2
DeKalb CUSD 428	6,569	\$18,847	\$9,732	67.5
Dunlap CUSD 323	4,732	\$11,059	\$6,679	16.5
East Alton SD 13	708	\$15,686	\$8,889	46.4
Edwardsville CUSD 7	7,117	\$13,590	\$6,514	23.3
Elmhurst SD 205	8,218	\$18,844	\$11,683	16.9
Freeport SD 145	3,628	\$19,940	\$10,051	63.6
Galesburg CUSD 205	3,859	\$13,497	\$7,889	71.9
Geneva CUSD 304	5,018	\$18,470	\$10,479	4.8
Harlem UD 122	6,248	\$16,676	\$11,157	
Harvard CUSD 50	2,515	\$17,206	\$9,214	44.4
Huntley CSD 158	8,391	\$14,646	\$8,873	20.0
Indian Prairie CUSD 204	25,716	\$16,316	\$9,949	20.6
Jacksonville SD 117	3,113	\$15,896	\$8,805	
Kaneland CUSD 302	3,745	\$19,062	\$10,130	17.8
Lake Zurich CUSD 95	5,702	\$17,581	\$10,546	20.5
Mahomet-Seymour CUSD 3	3,411	\$11,172	\$7,421	22.6
Marion CUSD 2	3,462	\$12,992	\$6,753	56.6
McLean County USD 5	12,193	\$14,060	\$8,634	38.5
Moline-Coal Valley CUSD 40	7,260	\$14,578	\$8,858	61.2
Naperville CUSD 203	15,864	\$19,257	\$11,406	18.2
North Chicago SD 187	3,496	\$21,866	\$12,219	92.7
Peoria SD 150	12,811	\$15,868	\$9,153	77.9
Plainfield SD 202	24,867	\$14,126	\$8,741	35.5
Quincy SD 172	6,116	\$13,314	\$7,420	
Rock Island SD 41	6,109	\$14,456	\$9,284	60.1
Rockford SD 205	28,094	\$16,867	\$10,793	
Round Lake CUSD 116	6,345	\$20,110	\$11,448	83.3
SD U-46	34,077	\$17,287	\$10,465	47.0
Springfield SD 186	12,980	\$22,630	\$11,760	62.9
St Charles CUSD 303	11,886	\$17,613	\$11,491	19.5

	School Enrollment	Total Per-Pupil Expenditures	Instructional Expenditure per Pupil	Low Income %
Sterling CUSD 5	3,123	\$13,768	\$7,912	56.0
Sycamore CUSD 427	3,591	\$15,162	\$9,040	26.7
Triad CUSD 2	4,016	\$11,047	\$6,034	18.4
Urbana SD 116	4,241	\$17,991	\$10,843	74.3
Valley View CUSD 365U	14,846	\$20,404	\$11,964	60.4
Wauconda CUSD 118	4,083	\$18,756	\$9,606	37.4
Waukegan CUSD 60	13,430	\$23,498	\$10,983	72.9
Woodstock CUSD 200	6,110	\$14,500	\$9,176	45.6
Yorkville CUSD 115	7,432	\$14,082	\$7,720	27.2
Grand Total	8,614	\$16,619	\$9,545	44.2

Geographic Peers

Source: Peers provided by the District.

	School Enrollment	Total Per-Pupil Expenditures	Instructional Expenditure per Pupil	Low Income %
Aurora East USD 131	12,182	\$19,035	\$11,041	70.0
Aurora West USD 129	10,895	\$17,699	\$10,523	50.0
Batavia USD 101	5,019	\$18,085	\$10,898	19.9
Central CUSD 301	4,888	\$14,355	\$7,083	17.7
CUSD 300	20,656	\$15,865	\$9,173	46.3
DeKalb CUSD 428	6,569	\$18,847	\$9,732	67.5
Geneva CUSD 304	5,018	\$18,470	\$10,479	4.8
Genoa Kingston CUSD 424	1,486	\$14,619	\$7,843	45.2
Kaneland CUSD 302	3,745	\$19,062	\$10,130	17.8
SD U-46	34,077	\$17,287	\$10,465	47.0
St Charles CUSD 303	11,886	\$17,613	\$11,491	19.5
Sycamore CUSD 427	3,591	\$15,162	\$9,040	26.7
Yorkville CUSD 115	7,432	\$14,082	\$7,720	27.2
Grand Total	9,803	\$16,937	\$9,663	35.4

Salary Study Positions

The following list of positions are included in the available data from the State Board of Education and will be included in the salary study analysis.

- Administrator in a Bilingual Education Program
- Assistant Principal
- Assistant Special Education Director
- Assistant/Associate District Superintendent
- Chief School Business Official
- Dean of Students Admin (admin endorsement held)
- District Superintendent
- General Administrator or General Supervisor
- Head of Gen Ed (Depart chair admin endorsement held)
- Principal
- Resource Teacher Other
- Special Education Director
- Special Education Supervisor
- Supervisor Dean

Position Alignment

Each district has unique titles for administrative positions. The district shared a list of desired positions. The table below shows how the positions will be aligned if the data is available.

There is a second table that lists positions for which data is not available. Given that there are several positions not included in the available data set, the district may choose to seek a separate proposal for completing a survey of *Geographic Peers* to collect data for conducting a more thorough analysis.

Positions with Available Data

The alignment of some of these positions was completed by finding the data for current district employees to determine the ISBE position title for that employee.

District Position Title	ISBE Title
EL Director / Mtss Coordinator	Administrator in a Bilingual Education Program
Elementary Principal	Principal
Middle School Principal	Principal
High School Principal	Principal
Elementary Assistant Principal	Assistant Principal
Middle School Assistant Principal	Assistant Principal
High School Assistant Principal	Assistant Principal
Asst Dir Of Student Srv	Assistant Special Education Director
Executive Director Human Resources	Assistant/Associate District Superintendent
Executive Director Of Curriculum & Assessment	Assistant/Associate District Superintendent
Chief Financial Officer	Chief School Business Official
Curriculum Director	General Administrator or General Supervisor
Director Of Communication	General Administrator or General Supervisor
Director of Grants	General Administrator or General Supervisor
Student Services Coordinator	Resource Teacher Other
State-Approved Director Of Sped	Special Education Director

Positions with No Available Data

EdLS can submit a separate proposal for collecting data for these positions. As discussed with district officials, this can include the creation of a survey that can be sent to *Geographic Districts* using an electronic form created by EdLS. This would be separate from the salary analysis proposed in this proposal.

District Position Title	ISBE Title
Asst Athletics/Activity Director	Data Not Available
Athletic Director	Data Not Available
Clerical Support Staff-Maint	Data Not Available
Curriculum Department Admin Asst.	Data Not Available
Director	Data Not Available
Director Of Buildings & Ground	Data Not Available
Director Of Technology	Data Not Available
Dispatcher/Router	Data Not Available
Facilitator Of Extended Programs/Ss	Data Not Available
Financial Services Admin. Asst.	Data Not Available
Grounds Supervisor	Data Not Available
Hr Generalist- Was Hr Specialist	Data Not Available
Hr Specialist	Data Not Available
Nights Operations Supervisor	Data Not Available
Safety Coordinator	Data Not Available
Shop Manager	Data Not Available
Sis Coordinator	Data Not Available
Student Support Services Admin. Asst.	Data Not Available
Superintendent Admin. Assistant	Data Not Available
Supervisory Director	Data Not Available
Tech Level 2 Support Specialist	Data Not Available
Trans Maint	Data Not Available

Data Analysis Variables

If data is available, the positions with the ISBE Salary Data as the data source will include data for the following variables. The data will be reported as the average per position and variable listed.

- Position
- Base Salary
- Sick Days
- Vacation Days
- District Paid Bonus
- District Paid Annuity
- District Paid Retirement Enhancements
- District Paid Other Benefits

EdLS will also calculate the *Total Compensation* for each position included in the ISBE EIS Salary Data. The total compensation will be calculated in the following manner:

Base Salary +
District Paid Bonus +
District Paid Annuity +
District Paid Retirement Enhancements +
District Paid Other Benefits
= Total Compensation

DISCLAIMERS & STUDY NOTES

- The final report(s) will include detailed charts and tables.
- The final report will be provided in Microsoft PowerPoint and/or Adobe PDF file formats.
- EdLS will provide general recommendations and suggested next steps, but it will be the district's responsibility to prepare final conclusions and recommendations from the reports.
- The most recent available data will be used to complete this salary study.
- The accuracy of the data used to complete this study is dependent on the data submitted by individual school districts (e.g., ISBE data submission).
- If necessary, calculations may need to be completed to normalize some data (e.g., calculating an annual salary when hourly rates are provided and making some level of assumptions when determining the number of workdays/months for some positions).



PROFILE OF OUR FIRM'S PARTNERS



Dr. Richard Voltz has 48 years of educational experience, starting out as a high school teacher/coach, high school principal, unit district superintendent and Associate Director of the Illinois Association of School Administrators in charge of professional development and mentoring and coaching of Illinois superintendents. In addition, Dr. Voltz taught educational administration courses at Eastern Illinois University for 17 years as an Adjunct Professor. Dr. Voltz has been a determined advocate for the improvement of services for all students and he has provided professional development on timely topics to thousands of administrators and teachers. He has also been a member of numerous state level committees that have been responsible for the formation of education policy and practices. This extensive experience in the public education arena has resulted in Dr. Voltz being widely respected and known in all areas of Illinois.



Dr. Don White worked as a public-school educator for thirty-three years. His positions included classroom teacher, principal, district office administrator, and superintendent. Prior to entering the field of education, Don served as an Assistant Manager for Walgreen's Drug Stores in Champaign, IL. In addition to serving as a superintendent for nineteen years, Don has been involved in many state and national projects. His work includes serving as a Co-Chair for the Illinois Association of School Administrators (IASA) School for Advanced Leadership. As one of the three lead designers and trainers for the Illinois Leadership and Technology for Change (ITLC) out of Illinois State University, Don provided training for administrators that focused on best practices in school leadership, systems leadership, and data driven decision making. His efforts have resulted in two IASA Exemplary Service to Education Awards and he was recognized by IASA as a 2020 Superintendent of Distinction. Recently retired, Dr. White's focus continues to be providing professional development for all levels of school leadership, serving as a Partner for Educational Leadership Solutions, and working as a consultant with Forecast 5 Analytics.



Dr. Gary Zabilka is a seasoned educator with 42 years of experience as a teacher, assistant principal, principal, and superintendent. He retired from the superintendency of Morton Grove School District 70 (IL) and served as superintendent of Puffer-Hefty School District 69 in Downers Grove (IL), for a combined total of 13 years as a superintendent. He is currently a Field Service Director for the Illinois Association of School Administrators, responsible for coaching and mentoring new superintendents, as well as providing Professional Development in leadership for district administrators. He also taught educational administration courses for Loyola University, specializing in the areas of leadership and school finance. In 2012, Dr. Zabilka was named an Illinois Distinguished Superintendent. He has led or participated in over 50 executive searches. He holds degrees from Western Illinois University, Northern Illinois University, and a Doctorate from Loyola University. As one of the primary mentors of superintendents in the northern part of the state, Dr. Zabilka recognizes those key qualities and characteristics that make superintendents successful in their respective districts and has a deep understanding of administrative structures and district organization.

A complete list of Associates can be viewed on the EdLS Website

<https://edls.info/index.php/associate>



PREVIOUS PROPOSAL AND COSTS INFORMATION

Costs for Completing Salary Study

The cost for completing this salary study will be \$6,900. If EdLS is requested to travel to meet with district representatives as part of this study, additional expenses for travel will be invoiced to the district but will not exceed \$1,500. Virtual meetings will be at no additional cost.

If the district decides to proceed, Dr. Powell, Dr. Schumacher or a district representative should send an email to Dr. Don White (dwhite@edls.info) informing him that the Board of Education has approved EdLS to proceed with the work outlined in this proposal. Dr. White will then send a formal *Letter of Engagement* to the District to initiate the completion of this project.

SATISFACTION STATEMENT

Educational Leadership Solutions is a firm that is committed to excellence, and it is for that reason that we will continue to work for the district until they are satisfied with the outcome of the salary study as outlined in this proposal.



PAST & CURRENT PROJECTS

Strategic Planning

- Antioch School District 34
- Big Hollow 38
- Butler School District 53
- Crystal Lake 47
- Dunlap Community 323
- East Maine School District 63
- East Prairie School District 73
- Effingham CUSD 40
- Eureka CUSD 140
- Fairview School District 72
- Gavin School District 37
- Gower School District 62
- Grass Lake School District 36
- Grayslake CCSD 46
- Harrison School District 36
- Lansing School District 158
- Lincolnwood School District 74
- Mahomet-Seymour CUSD 3
- McHenry School District 15
- Morris Elementary School District 54
- Niles School District 71
- Niles Township District for Special Education #807
- Oakwood CUSD 76
- Paris Union School District 95
- Sparta CUSD 140
- Sycamore Community 424

Administrator Searches

- Decatur CUSD 61 - Director of Human Resources
- Effingham CUSD 40 - Superintendent
- Fox River Grove 3 - Director of Student Services
- Lake Zurich School District 95 - May Whitney Principal
- Mahomet-Seymour CUSD 3 - Superintendent
- Mokena School District 59 - Superintendent
- Morton Grove 70 Park View School - Principal
- North Shore Special Education District (NSSSED) - Chief School Business Official (CSBO)
- Richland School District 88A - Superintendent
- River Forest School District 90 - Director of Curriculum & Instruction
- River Forest School District 90 - Director of Student Services
- River Forest School District 90 - Roosevelt Middle School Principal
- Rockdale School District 84 - Superintendent
- School Association for Special Education in DuPage County (SASED) - CSBO
- Special Education District of Lake County (SEDOL) - Syc Lash Academy Principal
- Special Education District of Lake County (SEDOL) - Fairhaven School Principal
- St. Clement / Sacred Heart - Principal
- Will County School District 92 - Superintendent
- Winnetka Public School District 36 - Asst. Superintendent for Professional Learning and HR
- Winnetka Public School Nursery - Director

Data Analysis

- Antioch School District 34 - Climate Survey
- Big Hollow 38 - Negotiations Preparation
- Big Hollow 38 - Salary Study
- Butler School District 53 - Community Survey
- Crystal Lake 47 - Community Survey
- DeKalb CUSD 48 - Salary Studies (Certified & Non-Certified)
- DeKalb CUSD 48 - Supplemental Salary Study
- Dunlap Community 323 - Community Survey
- East Maine School District 63 - Community Survey
- Effingham CUSD 40 - Community Survey
- Effingham CUSD 40 - Superintendent Salary Study
- Eureka CUSD 140 - Community Survey
- Gavin School District 37 - Community Perception Survey
- Genoa-Kingston CUSD 424 - Salary Study
- Genoa-Kingston CUSD 424 - Supplemental Salary Study
- Harrison School District 36 - Community Survey
- Lansing 158 - Community Survey
- Libertyville School District 70 - Non-Certified Salary Study
- Lincolnwood School District 74 - Community Survey
- Mahomet-Seymour CUSD 3 - Community Survey
- Mahomet-Seymour CUSD 3 - Superintendent Salary Study
- Niles 71 - Community Survey
- Paris Union School District 95 - Budget Tool
- Paris Union School District 95 - Current Status Survey
- Paris Union School District 95 - Negotiations Preparation
- Paris Union School District 95 - Student Performance Analysis (i-Ready, PARCC/IAR, SAT/PSAT, & AP)
- River Grove 85.5 - Community Perception Survey
- Riverside 96 – Salary Study
- Riverside 96 - Satisfaction, Pride, Cultural Awareness, & Engagement Survey
- Riverside 96 - Student Performance (IAR)
- Sparta CUSD 140 Community Survey

Living the Strategic Plan

- | | |
|---|--------------------------|
| • Big Hollow 38 | • Eureka CUSD 140 |
| • Crystal Lake 47 – Living the Strategic Plan | • Mahomet-Seymour CUSD 3 |
| • Crystal Lake 47 – Living the Strategic Plan with Principals | • Riverside 96 |
| • Dunlap CUSD 323 | • Sparta CUSD 140 |
| • Effingham CUSD 40 | • Sycamore Community 424 |

A complete list of EdLS projects and client testimonial videos can be viewed on the EdLS Website.
<https://edls.info/index.php/testimonials>