



WEST CHICAGO ELEMENTARY SCHOOLS

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Board of Education

TO: Board of Education
FROM: Sarah Burnett, Director of Human Resources
DATE: January 23, 2025
RE: Administrator Benefits Package

This memo is:

- Information only.
- Information with a recommendation, and a request for Board approval by vote.

Date by which a Board decision is needed: February 6, 2025

Previous memos on this topic can be found:

- in previous Board packet(s) dated.
- or attached to this memo

Basic Information:
West Chicago Elementary School District 33 currently offers a benefits package for administrators that has been revised for the 25-26 school year to remain competitive with other districts, be more clear, and standardize our benefits for administrators.
Background/Historical Context:
Currently the West Chicago Elementary School District 33 Administrator Benefits Package offers: <ul style="list-style-type: none">- TRS and IMRF paid in full- Insurance options for current administrators equal to those of certified staff- 20 vacation days per year that roll over into sick days for the next school year- Up to 5 unused vacation days as of June 30th can be rolled over and used as vacation days between July 1st through August 31st.- 14 sick days- 3 personal days- Life insurance equal to the value of the administrator’s base salary- \$500 towards professional dues/memberships- A retirement stipend of \$700 for each year of full time administrative service in District 33- No existing language on insurance options after retirement In order to remain compliant with legal and TRS guidelines, as well as remain competitive with other districts, the district is proposing to make the following revisions: <ul style="list-style-type: none">- Vacation days become use it or lose it, except 5 unused vacation days as of June 30th can be cashed in and will be paid at the administrator’s per diem.- Vacation rollover days to be used between July 1st through August 31st are eliminated- A retirement stipend of \$700 for each year of full time service in District 33- Added language allowing administrators to remain on district insurance when they retire, up until the age of 65 when they are eligible for Medicare. Administrators will be required to pay the full insurance premium. The full revised Administrator Benefits Package can be found here .

Previous decisions, actions, or parameters that relate to this topic or issue:

N/A

Recommendations:

The District Administration recommends to approve the [revised Administrator Benefits Package](#).