

## Park Ridge - Niles School District 64

[Back to D64 Home Page](#)

search 

comments

[Home](#) > [Staff Payroll](#)

- [Property Tax Levy Process](#)
- [Operating Fund Balance Policy](#)
- [Student Fees](#)
- [ISBE Profile](#)
- [Staff Payroll](#)
- [Employee Health Benefits](#)
- [Staff and Administration](#)
- [Class Size Guidelines](#)

[Frequently Asked Questions](#)

### Staff Payroll

Staff payroll is by far the District's largest expense, accounting for about two-thirds of annual expenditures. It includes: salaries; wages; stipends; and, employer FICA, Medicare and retirement contributions. The District's compensation objectives are to: offer competitive salaries; recognize educational attainment and training, experience, and performance; and, balance payroll expenses with available financial resources. As befits this critical expenditure, the process of setting salaries is complex, with active involvement of the Board of Education, District administrators, and leaders of the staffs' organized bargaining units.

Given the significant resources devoted to compensation, the community has a number of issues and concerns. Here are some typical community questions:

- "Who determines how much teachers and other staff are paid? How are compensation decisions made in District 64?"
- "How are teacher and administrator salaries growing compared to inflation?"
- "Are teachers compensated for after-school activities?"

An individual teacher's compensation in District 64 is structured like most other public school labor agreements. Gross pay includes salary and any stipend that an individual may receive. The District's total payroll expense for all employees also includes: employer FICA contributions for staff not covered by the Teacher's Retirement System (TRS); Medicare contributions for all staff; TRS contributions; Illinois Municipal Retirement Fund (IMRF) contributions (for non-teaching staff); payments to the Illinois Unemployment Insurance Fund; and, the costs of worker's compensation insurance. It does not include employee-paid deductions, such as health plan premiums, teacher retirement system contributions, other normal payroll deductions, or education and training reimbursements.

As you can see below, total payroll expenses have been growing more slowly than the overall growth in the District's total expenses. In fact, total payroll growth of 2.4% actually is below the inflation rate of 2.5% over the same period.

Fiscal Year <sup>(1)</sup> (\$ Millions)	2002	2003	2004	2005	2006	CAGR <sup>(2)</sup>
<b>Total Payroll <sup>(4)</sup></b>	\$27.8	\$28.6	\$29.9	\$30.1	\$30.6	2.4%
<b>- as % of Total Expenses</b>	66%	65%	66%	64%	65%	
<b>Total Expenses <sup>(3)</sup></b>	\$42.0	\$43.8	\$45.4	\$47.1	\$47.2	3.0%

(1) July 1 through June 30

(2) Compound Annual Growth Rate

(3) All Funds

(4) Includes Salary and Stipends For All Employees

As to be expected for a public school district, the bulk of compensation is paid to teachers. Total compensation is shown below.

<b>Fiscal Year <sup>(1)</sup></b> <b>(\$ Millions)</b>	<b>2002</b>	<b>2003</b>	<b>2004</b>	<b>2005</b>	<b>2006</b>	<b>CAGR<sup>(2)</sup></b>
<b>Teachers <sup>(3)</sup></b>	\$20.6	\$21.1	\$22.2	\$21.9	\$22.3	2.1%
<b>- % of Total</b>	74%	74%	74%	73%	73%	
<b>Administrators <sup>(4)</sup></b>	\$2.2	\$2.3	\$2.4	\$2.6	\$2.6	3.9%
<b>- % of Total</b>	8%	8%	8%	9%	9%	
<b>Other Staff</b>	\$5.0	\$5.1	\$5.2	\$5.6	\$5.7	3.2%
<b>- % of Total</b>	18%	18%	18%	18%	19%	

(1) July 1 through June 30

(2) Compound Annual Growth Rate

(3) Includes all full-time and part time teachers included in the TRS system, excluding Administrators

(4) Includes senior District Administrators, Principals, and Assistant Principals

The local educational market heavily influences compensation for teachers. The Board assesses a set of neighboring institutions, referred to as the North Cook 40, as an important input into setting these salaries. [Click here for further details.](#) Teacher salaries reflect years of experience. Salary can be increased when a teacher receives graduate school credits, participates in professional development programs, and demonstrates willingness to seek increased responsibilities. [Click here for examples.](#) An individual teacher's salary is determined from the Professional Compensation schedule. The salary schedule is designed to acknowledge and motivate increasing levels of teaching experience, educational attainment, and responsibilities. [Click here for further details.](#) Some teachers earn additional compensation for extracurricular activities, such as sponsoring student councils, leading teacher teams, writing curriculum, or advising a club or school team. [Click here for further details.](#)

The local educational market also heavily influences compensation for administrators, principals, and assistant principals. As with teachers, the Board assesses a set of neighboring institutions, referred to as the North Cook 40, as an important input into setting these salaries. Salaries are targeted to be within 10% of the median salary for each position. [Click here for further details.](#)

The Board of Education negotiates salaries with two units: the Park Ridge Education Association (PREA) representing teachers, and the Park Ridge Teacher Assistants' Association (PRTAA). The Board also meets to discuss salary and benefits with a council representing maintenance and custodians, and a council representing secretarial staff. [Click here for further details.](#)

The contract with the PREA tends to set the pattern for the other units. [Click here for the current teacher's contract.](#) Preparations for these negotiations begin in January of the negotiation year with data collection activities conducted by both groups. A Board subcommittee and the PREA leadership set the parameters for negotiation in late winter. This group begins substantive discussions shortly thereafter with the intent of finalizing negotiations before the end of the school year. A similar process is followed for the other bargaining unit. [Click here for the current teacher's assistant contract.](#)

Salary information is available on several Web sites, such as the Illinois State Board of Education (ISBE) and privately sponsored sites. The ISBE data is based on audited information reported directly by individual school districts. A drawback is that this data usually lags a year behind. Another source on the Web is a site called [thechampion.org](http://thechampion.org). This site, however, has several major inaccuracies and drawbacks. First, it does not explain salary movements due to increased education attainment, extracurricular work, or promotions. It also does not analyze staff movement such as new hires, retirements, separations, and changes in status from part-time to full-time, for example. And finally, the database reflects only part of the District's payroll. Fuller and more accurate judgments of overall salary policy and decisions can be gleaned by evaluating the growth (as reported at the start of this chapter) in the major staff groups: teachers, administrators and principals, and the remainder of the staff.

The Board of Education's primary objective is to provide high quality education to students by attracting and retaining qualified staff with competitive salaries and compensation programs. The District's salary policies recognize teaching experience, education attainment, and responsibilities. In short, the Board seeks to recognize and motivate dedicated educators.

For further discussion and information, please visit:

- **Teacher Salary Examples**
- **Teacher Salary Schedule**
- **Stipend Schedule**
- **Applying Salary Data from Other Districts**
- **Negotiations with Bargaining Units**
- **Park Ridge Education Association Contract (pdf)**
- **Park Ridge Teachers' Assistant Association Contract (2mb pdf)**
- **Assessment of TheChampion.org Salary Data**
- **Glossary**
- **Additional Web Sites**