

## Analysis of Changes in Assistant Superintendents' Contracts from 2002-2008

SIGNERS DURATION	BOARD AGENDA	BOARD MINUTES	WORK DAYS & VACATION	AUTO ALLOWANCE	HEALTH BENEFITS	EXTRAS
<b>2002</b> Signed by Board Pres. Roberts & Interim Super. McHenry. July02-June04	Assist. Super, Human Resources and Interim Assist. Super. Human Resources contracts <u>only</u> on agenda. <b>No other Assist. Super. contracts on agenda.</b>	<b>Nothing in Minutes during time frame that contracts were signed (7/22/02). Apparently no report out of closed session on <u>any</u> contracts. No record of <u>any</u> vote.</b>	Work 12 mos./yr. Get 24 vacation days. Upon separation from district, paid for up to 10 unused, accrued vacation days.	\$150 for in-county travel. Additional reimbursement for out-of-county travel.	Same health benefits as other management staff.	
<b>2004</b> <b>District claims these contracts are missing or weren't executed. DeHart was Bd. President. July04-June06 (Draft)</b>	<b>Contracts on Closed Session agenda 7-28-04 and 8-11-04</b>	<b>Minutes indicate discussion in Closed Session, but no Report Out of Closed Session. <u>No vote</u> recorded.</b>	Same details as 2002, but paid for up to <b>20</b> unused, accrued vacation days.	Same details as 2002, but In-county travel raised to <b>\$300.</b>	<b>Draft specifies Health Benefits to be added to base salary. Shall purchase Health Benefits or waive purchase if covered by outside carrier.</b>	
<b>2006</b> Signed by Board Pres. Gray & Interim Super. Mays. <b>But district claims original signed contracts are missing. Bd. Pres. Gray and Past Pres. DeHart don't recall "Longevity Bonus."</b> (See: EXTRAS) July06-June08	<b>On closed session agenda 5-10-06;</b> Reported out and voted in open session. Approved with changes to contract item #4 (Re: Health Benefits) as recommended by counsel. (7-0 vote)	Open Session vote recorded in the minutes.	Same details as 2004 (Draft).	Same details as 2004 (Draft) but <b>stipend raised to \$350.</b>	May purchase same benefits as other management staff receive. No mention of 2004 Draft provisions - benefits added to base salary or "waive purchase if covered."	<b>1. Longevity bonus: 2.5% after 5 yrs. in district management position. An additional 2.5% after 10 yrs. and every 5 yrs. thereafter. 2. Retirement incentive: Will get the same incentive offered management personnel in 05-06.</b>
<b>2008</b> Signed by Board Pres. Turley & Interim Super. Mays <b>five months prior to previous contract expiration date.</b> Feb08 – June10	<b>On closed session agenda, 1-23-08 Approved in closed session, Reported out as approved. (6-1 vote)</b>	Closed Session vote recorded in the minutes.	<b>1. Works 222 days/yr. with approval can work additional 10 days at per diem. No Vacation. 2. Stipulates each Assist. Super. has accrued 20 vacation days to be paid over 1 or 2 years, at AS's request (instead of upon separation from district).</b>	Same details as 2006, but <b>stipend raised to \$500.</b>	<b>1. May purchase benefits at own expense. May waive purchase if covered by outside carrier. If purchased, cost will be deducted from salary. 2. If district's health care contribution to other staff increases, Assist. Super. Salary to be increased by the same amount.</b>	<b>1. Longevity bonus same as 2006 2. Eligible for same Retirement Incentive as offered on 05-06. 3. State Assoc. Fees to be paid by district</b>