

MEMO

FROM: Adam Andrzejewski, CEO/Founder of OpenTheBooks.com
DATE: September 4, 2018
RE: Summary of Superintendent's Employment Contract – Troy Paraday

DISTRICT: Calumet City School District #155
HIRE DATE: 1/1/2005
INITIAL SALARY: \$105,000
CURRENT AGE: Approximately 56 years old (graduated Herscher High School in 1980).

Current Contract: April 18, 2013 date signed – October 31, 2018 date terminated

Contract Title: Retirement agreement

Term: 5 years

Note: Contract received via Illinois Freedom of Information Act (FOIA) on 8/23/2018

SALARY SCHEDULE: (contract section: A1)

Initial salary increases by 6 percent per year for five years

13/14 \$245,000

14/15 \$259,700

15/16 \$275,282

16/17 \$291,798

17/18 \$309,306

TOTAL COST: \$1,381,086

WORK YEAR DEFINITION: 230 days (contract section: C4)

Therefore, current daily rate: \$1,345 (\$309,306 / 230 days)

EMPLOYER PAYS EMPLOYEE PORTION OF TRS (9%) / TRS Health (1.24%) / Federal Medicare (1.45% to \$120,000 then 2.35%) (contract section: A2)

Based on the above salary schedule, we calculated:

TOTAL COST: \$161,587

CAR EXPENSES: \$500 per month (contract section: C2)

TOTAL COST: \$30,000

INSURANCE BENEFITS: Major medical insurance, dental and vision insurance, long-term disability insurance, and term life insurance. According to district documents, the cost is \$1,815 per month (disability insurance is extra and no estimate of cost given). (Contract section: C3)

TOTAL COST: \$108,900

EMPLOYER PAID RETIREMENT ANNUITY: 10 percent of salary pay (contract section: C7)

TOTAL COST: \$138,111

PERFORMANCE STIPEND: \$4,000 per year (contract section: C8)

TOTAL COST: \$20,000

PAID TIME OFF (PTO): 59 days PTO each year, accumulation uncapped (contract section C4). Calculated as follows: Vacation (30 days), sick (14 days per regular union contract), holiday (12 state holidays), and personal days off (3 days per regular union contract).

ACCUMULATED PTO: 567 days (per FOIA disclosure)

TOTAL ESTIMATED COST: 567 days X \$1,345 = \$762,615

POST RETIREMENT SEVERENCE: one month of full pay after five years and accumulation of 1/10th of a month for each year thereafter (contract section 9b)

TOTAL COST: \$49,395

POST RETIREMENT HEALTH, MAJOR MEDICAL, VISION, & DENTAL: (contract section 9c)

TOTAL ESTIMATED COST: \$217,800

(estimated 10 years until age 65 at the current rate of \$1,815 per month)

TOTAL COST OVER THE LIFE OF CONTRACT: \$2,975,669

DISCLOSURE:

Our auditors at OpenTheBooks.com calculations are based on district production of superintendent's contracts, online posting of union agreements, and disclosures from the Illinois Teachers' Retirement System (TRS). We estimate that our calculations are accurate within a margin of +-5%. Furthermore, our estimate does not account for the employer portion of TRS payments, or for the disability insurance plan chosen by the superintendent.