

**MINUTES**  
**PERSONNEL COMMITTEE**

Tuesday January 2, 2018

5:00 P.M.

Superintendent's Conference Room

The meeting of the Personnel Subcommittee of the Board of Education, Ridgewood Community High School 234, Cook County, Norridge, Illinois, was held on Tuesday, January 2, 2018 at Ridgewood High School, 7500 W. Montrose Avenue, Norridge, IL. The meeting agenda was approved by the Board of Education at its Regular Meeting of December 22, 2017. Notice of the meeting was properly posted. Present were Subcommittee members Michael Straughn, Paul Draniczarek and Tony Caringella. Also present was Asst. Superintendent Tom Parrillo.

I. Opening of Meeting

1. Call to Order

Mr. Parrillo called the meeting to order at 5:02 pm.

2. The Pledge to the Flag was dispensed.

3. Majority of a quorum was present.

II. Comments from the Public

There were no comments from the public.

III. Executive Session

The committee members did not convene to Executive Session.

Discussion was held on Board/Administrative items to negotiate.

a. Comparisons- Beginning Teacher Salaries and Average Teacher salaries

Mr. Parrillo showed the committee two comparisons of average teacher salaries of public school districts in Cook, DuPage and Lake County as well as beginning teacher salaries for the same schools (approximately 75 high school districts).

The committee also discussed options for salary increases using a salary schedule as well as alternative compensation models. After considering what other Districts have done to move away from a traditional salary schedule the committee discussed the importance of both medical insurance and salary implications on the District.

b. Health Insurance

The committee discussed options from 2015, historical usage data and premiums paid by the District. The committee is interested in the data that will be presented on January 10<sup>th</sup> related to individual usage and any recommendations from NIHIP as to how to save employees and the District money.

IV. Other matters that may properly come before the subcommittee

1. Negotiation Dates

The committee discussed dates for planning meetings for the future.

V. Adjourn

The meeting adjourned at 6:25 p.m.

Respectfully Submitted,

Thomas Parrillo  
Assistant Superintendent/CSBO

Approved:

\_\_\_\_\_  
Paul Draniczarek

\_\_\_\_\_  
Michael Straughn

\_\_\_\_\_  
Tony Caringella