

**Northern Illinois Special Recreation Association (NISRA) Total Compensation Posting Fiscal Year 2026/27 (May 1 - April 30)**

Pursuant to Public Act 97-0609, the following information is being provided for budget year beginning May 1. "Total Compensation" is defined as payment to the employee by the employer for salary, health insurance, a housing allowance, a vehicle allowance, a clothing allowance, bonuses, loans, vacation days granted and sick days granted.

Budget approved by the Board of Directors on February 18, 2026 as part of the Fiscal Year 2026-27 Budget development process.

Performance merit based salary increases are determined and annually awarded at the start of the fiscal year on May 1.

**"Total Compensation Package" for each employee that is equal to or in excess of \$150,000 per year**

Name	Position	Annual Salary	Health/Dental Insurance	Other Compensation	Total Annual Compensation	Annual Earned Paid Vacation Days	Annual Earned Paid Sick Days
Heidi Jenkins	Executive Director	\$ 125,000	\$33,143	\$7,250	\$165,393	20	12

**"Total Compensation Package" for each employee that is equal to or in excess of \$75,000 per year**

Name	Position	Annual Salary	Health/Dental Insurance	Other Compensation	Total Annual Compensation	Annual Earned Paid Vacation Days	Annual Earned Paid Sick Days
Rebecca Moore	Superintendent Of Recreation	\$ 89,750	\$ 31,199	\$ 50	\$ 120,999	20	12
Dana Seehafer	Senior Mgr of Operations	\$ 95,333	\$ 31,199	\$ 50	\$ 126,582	25	12
Emily Todd	Senior Mgr of Support Staff	\$ 83,461	\$ 33,143	\$ 50	\$ 116,654	25	12
Patty Panas	Senior Manager of Human Resources	\$ 90,110	\$ 11,084	\$ 50	\$ 101,244	20	12
Jamie Lee	Manager of Fund Development	\$ 70,040	\$ 22,691	\$ 50	\$ 92,781	20	12
Trisha Seng	Manager of Adult Day & Veterans Pro.	\$ 64,797	\$ 33,143	\$ 50	\$ 97,990	20	12
Mia Ross	Manager of Inclusion	\$ 64,372	\$ 33,143	\$ 50	\$ 97,565	20	12
Mackenzie Dombrowski	Manager of Cultural Arts/Spec Events	\$ 59,124	\$ 32,469	\$ 50	\$ 91,643	20	12
Jennifer Wiley	Office Services Coordinator	\$ 60,796	\$ 31,199	\$ 50	\$ 92,045	20	12
Sue Just	Business Support Coordinator	\$ 60,796	\$ 22,691	\$ 50	\$ 83,537	20	12

**Notes:**

- As per Board policy, any employee with 20 years of service earning 25 vacation days per year may request reimbursement for up to 5 accumulated vacation days per year. Pay out is optional and occurs the end of the fiscal year.
- Indicated in the "Other Compensation" column include: In lieu of an agency provided vehicle, the Executive Director receives a monthly vehicle allowance; Staff are typically provided with an annual \$50 clothing allowance; Full Time Staff declining health insurance from employer will receive a monthly \$100 shared savings payment.
- As per Board policy, employees who use less than 3 sick days in the calendar year, may request to be reimbursed for the difference of three days and the number of days used. Pay out to qualified employees is made in the last pay period of the calendar year.