

Kildeer Countryside CCSD 96 PTO Coordinating Council
Resolution No: 2005 - R – 2

A RESOLUTION ESTABLISHING A COMPENSATION POLICY

Article 1
Purpose

The purpose of compensation policy is to establish a uniform policy for Kildeer Countryside CCSD 96 PTO Coordinating Council and its subordinate organizations (Willow Grove PTO, Country Meadows School PTO, Ivy Hall School PTO, Kildeer Countryside School PTO, Prairie School PTO, Twin Groves Middle School PTO, and Woodlawn Middle School PTO). This policy is intended to supplement but not replace any applicable state and federal laws governing compensation policies applicable to nonprofit and charitable organizations.

Article II
Definitions

1. Compensated Person – any member of the PTO’s who receives direct or indirect compensation, as defined below, is a compensated person.
2. Compensation – All forms of income from working, including salary or wages; deferred compensation, retirement benefits, whether in the form of qualified or non-qualified employee plan; fringe benefits (i.e. personal vehicle, meals, lodging, personal and family educational benefits, low interest loans, payment of personal travel, entertainment, or other expenses, athletic or country club membership, and personal use of your property); bonuses; and gifts or favors that are not insubstantial.
3. PTO - Kildeer Countryside CCSD 96 PTO Coordinating Council and its subordinate organizations (Willow Grove PTO, Country Meadows School PTO, Ivy Hall School PTO, Kildeer Countryside School PTO, Prairie School PTO, Twin Groves Middle School PTO, and Woodlawn Middle School PTO).

Article III
Procedures

1. PTO Compensation
Any member of the PTO shall only receive direct/indirect compensation, fringe benefits, in the form of a thank you luncheon or breakfast.
2. Outside Organization Compensation
Any member of the PTO shall disclose all direct and/or indirect compensation arrangements with any organization, in which the PTO has entered into an agreement.
3. Compensation Arrangements
All compensation arrangements must be approved by the PTO boards in writing including the date and terms of approval in advance of payment.

Kildeer Countryside CCSD 96 PTO Coordinating Council
Resolution No: 2005 - R - 2

Article IV
Effective Date

This resolution shall be in full force and effect after its passage and approval.

Passed this ____ day of _____, 2005.

Ayes: _____

Nays: _____

Absent: _____

Approved this _____ day of _____, 2005.