

BOARD MINUTES

EXECUTIVE MEETING 6:00 PM
Regular Meeting of the Board

November 12, 2012

7:00 P.M.

WELCOME – Board members in attendance: Michael Biesecker, Jane Faggetti, Phil Foster, Bruce Guernsey, Bill Noland, Debbie Smith, Shane Steimel

PLEDGE OF ALLEGIANCE **PRAYER**

MINUTES OF THE OCTOBER 8, 2012 MEETING

The Chair will entertain a motion to approve the minutes of the October 8, 2012 regular board meeting.

Board motion: So Moved

Motion: Bruce Guernsey Second: Bill Noland (discussion) Vote: 7-0

EXECUTIVE SESSION

The Chair will entertain a motion that nothing other than the advertised agenda was discussed at the Executive Session held on November 12, 2012 prior to the regular board meeting.

Board motion: So Moved

Motion: Mike Biesecker Second: Phil Foster (discussion) Vote: 7-0

REPORTS

- Schools' A-F Status: Tricia Reed – All three schools are awarded a letter grade "A" from the Indiana Department of Education

LINE OF CREDIT

I recommend the Board approve the \$2,000,000 Line of Credit Bid for 2013 from the State Bank of Lizton as advertised. The Bid came in with an interest rate of 3.99%.

Board motion: So Moved

Motion: Debbie Smith Second: Bill Noland (discussion) Vote: 7-0

NON-CERTIFIED RETIREMENT BENEFITS

I recommend the Board approve the Non-Certified Retirement Benefit Schedules as presented. All current employee's retirement benefits will be frozen as of January 1, 2013. Annuity will continue as is.

Board motion: So Moved

Motion: Mike Biesecker Second: Bruce Guernsey (discussion) Vote: 7-0

NON-RESIDENT TRANSFER REQUESTS:

I recommend the Board approve the continued enrollment of Brayton Gibson – grade 8, and Destiny Gibson – grade 7 at Western Boone.

Board motion: So Moved

Motion: Debbie Smith Second: Shane Steimel (discussion) Vote: 7-0

DONATION

I recommend the Board accept the \$100 donation to the Granville Wells Elementary School from Robert & Janet Freshour.

Board motion: So Moved

Motion: Debbie Smith Second: Bruce Guernsey (discussion) Vote: 7-0

PERSONNEL

All employment recommendations are pending completed satisfactory criminal background history reports.

Retirement:

Lorraine Ebaugh, Granville Wells Head Cook, effective December 31, 2012

FMLA:

Kimberly Carlson, Granville Wells Teacher – from appx. December 10, 2012 and returning appx. February 28, 2013 for personal medical needs

Jackie Eadie, Granville Wells Instructional Asst – effective November 6th, 2012 and returning in 3-5 weeks.

Termination of Employment:

Jeff Horlacher, Instructional Assistant in the special education department at Western Boone High School effective October 11, 2012.

Employment:

Elizabeth Mercer, Instructional Assistant in the special education department at Western Boone High School effective October 17, 2012.

Athletics:

Western Boone:

Kyle Drown – 8th Grade Boys Assistant Basketball Coach

Tiffany Washam – Jr High Assistant Swim Coach

Todd Clark – Jr High Head Girls Softball Volunteer Coach

Gary Burns – Jr High Assistant Girls Softball Volunteer Coach

Robert Williams – Varsity Assistant Softball Coach

Granville Wells:

Bruce Grossman – 6th Grade Girls Volunteer Basketball Coach

Randy Coffman – 6th Grade Girls Volunteer Assistant Basketball Coach

Max Wilkinson – 5th Grade Girls Volunteer Basketball Coach

Jamie Brewer – 5th Grade Girls Volunteer Assistant Basketball Coach

Mark Florey – 5th Grade Girls Volunteer Assistant Basketball Coach

Thorntown:

Brandon Burtner – 6th Grade Boys Volunteer Basketball Coach

Todd Smith – 6th Grade Boys Volunteer Basketball Coach

Chuck Ford – 5th Grade Boys Volunteer Assistant Basketball Coach

Board motion: So Moved

Motion: Mike Biesecker Second: Bill Noland (discussion) Vote: 7-0

CLAIMS

The Business Manager will be available to answer questions regarding claim items.

The chair will entertain a motion to accept claims as presented.

Board motion: So Moved

Motion: Debbie Smith Second: Bill Noland (discussion) Vote: 7-0

COMPARISON REPORT

INFORMATION:

- Early Release February 25, 2013-March 1, 2013 for Teacher Professional Development.
- Garrett Whitely, Veterans Day Presenter at Western Boone Jr-Sr High School gave his thanks to the school and students for all the respect and appreciation.

DOCUMENT SIGNING

ADJOURNMENT

Board motion: So Moved

Motion: Bruce Guernsey Second: Shane Steimel (discussion) Vote: 7-0

Indiana PL 221 "A-F" Model

The Indiana Department of Education recently released the 2011 School Letter Grades using the new A-F Model. The revised A-F Model is a more comprehensive formula for measuring and reporting school performance, factoring student performance and growth into each school's rating. The new A-F Model takes the place of the Annual Yearly Progress requirements of No Child Left Behind as well as the former grading system implemented for PL 221.

At the elementary and middle school (junior high) levels, schools are evaluated based on student achievement and student growth, the formula for which is explained in the pages that follow. At the high school level, schools are measured by student achievement and growth, as well as graduation rate, and college and career readiness (CCR). The following pages provide further explanation on how these formulas were used to determine our schools' final letter grades.

Elementary & Middle School (E/MS)

Calculating English/Language Arts and Math Grades

- Elementary and Middle School Performance and Improvement:
Schools receive *preliminary* English/Language Arts (ELA) and Math scores based on the percentage of their students that passed ISTEP+, IMAST and ISTAR.

Percent Passing	Point Equivalent
90.0-100%	4.00
85.0-89.9%	3.50
80.0-84.9%	3.00
75.0-74.9%	2.50
70.0-74.9%	2.00
65.0-69.9%	1.50
60.0-64.9%	1.00
0.00-59.9%	0.00

- Elementary/Middle School Growth:

A school's score may be raised or lowered based on student academic growth:

1) The *preliminary* score may be raised if a significant percentage of their lowest performing students on ISTEP+ (the bottom 25%) show **high growth**.

ELA = 42.5% Math = 44.9%

2) The *preliminary* score may be raised if a significant percentage of their remaining students on ISTEP+ (the top 75%) show **high growth**.

ELA = 36.2% Math = 39.2%

3) The *preliminary* score may be lowered if a significant percentage of all students on ISTEP+ (100%) show **low growth**.

ELA = 39.8% Math = 42.4%

- E/MS Participation:

A school's score shall be lowered if less than **95%** of their lowest performing students on ISTEP+ (the bottom 25%) participate in the required assessments.

A school's score shall be lowered if less than **95%** of their remaining students on ISTEP+ (the top 75%) **PLUS** students taking ISTAR and IMAST participate on the required assessments.

Determining a Final Grade for an Elementary/Middle School:

Add the ELA grade to the Math grade and divide by two for a FINAL Grade.

Based on the grading formulas outlined above, Western Boone earned the following scores for each of its three schools:

Granville Wells

	English/Lang. Arts	Math
ISTEP+ Passing Percentage	87.2% = 3.5	88% = 3.5

Bonuses/Deductions:

Top 75% High Growth Bonus	+1	+1
Category Totals:	4.5	4.5

English/Math Average:

4.5

Final Grade

4.0 = A

Thornstown

	English/Lang. Arts	Math
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ISTEP + Passing Percentage	83.4% =	3.0	84.8% =	3.0
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Bonuses/Deductions:

Top 75% High Growth Bonus	+1			
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Bottom 25% High Growth Bonus	+1			
Category Totals:	5.0			3.0

English/Math Average	4.0			
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Final Grade	4.0 = A			
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High School (HS) "A-F" Model

Overview of Performance and Improvement

High schools receive **weighted** points in four areas:

1. English 10 ECA (30%)*
2. Algebra I ECA (30%)*
3. Graduation Rate (30%)
4. College & Career Readiness (10%)*

1 & 2. Calculating English10 and Algebra I ECA Scores

Schools receive a *preliminary* score based on the percentage of their students in the 10th grade cohort that passed the ECA or ISTAR.

Percent Passing	Point Equivalent
90.0-100%	4.00
85.0-89.9%	3.50
80.0-84.9%	3.00
75.0-74.9%	2.50
70.0-74.9%	2.00
65.0-69.9%	1.50
60.0-64.9%	1.00
0.00-59.9%	0.00

- Score shall be raised if there is at least 10.3% (Eng) or 17.1% (math) **improvement** in the passage rate from the 8th grade ISTEP+, IMAST or ISTAR to the 10th grade ECA or ISTAR.
- Score shall be lowered if there is -0.1% or less (Eng. or math) **improvement** in the passage rate from the 8th grade ISTEP+, IMAST or ISTAR to the 10th grade ECA or ISTAR.
- Score shall be raised if at least 59.3% (Eng.) or 62.8% (math) of students that did not pass the ECA or ISTAR in 10th grade do so by graduation.

3. Calculating a Graduation Rate Score

Schools receive a *preliminary* score based on the percentage of students that graduate within 4 years using the same scale as ECA passing percentage.

4. Calculating a College & Career Readiness Score

Using the same scale as ECA passing percentage, schools receive a score based on the percentage of graduates who receive at least one of the following:

- a passing score (3, 4, or 5) on an AP exam; or
- a passing score (4, 5, 6, or 7) on an IB exam; or
- three (3) verifiable college credits from the Priority Liberal Arts or CTE course lists; or
- an IDOE approved industry certification.

Determining a Final Grade for a High School

Add the final weighted scores together from the four areas for a FINAL Grade.

Combined Jr.High/High School Model

The final grade for a combined jr. high/high school combines the score for 7th and 8th grade population, based on the middle school model, with the final score of the 9th -12th grade population, based on the high school model, proportionate to the student enrollment in the year for which the grade is calculated.

Western Boone Jr./Sr. High School

7th & 8th Grade (Middle School Formula)

	English/ Language Arts	Math
ISTEP + Passing Percentage	80.7%	87.6%
Bonuses/Deductions:	3.0	3.5

Top 75% High Growth Bonus		+1
Category Totals:	3.0	4.5

English/Math Average:	3.75	
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Final Grade **3.75 = A**

9th-12th Grades (High School Formula)

	English/Language Arts	Math
ISTEP ECA Passing Percentage	86.3%	98.1%
Bonuses/Deductions:	3.5	4.0

8 th to 10 th Improvement	-0.5	
ECA Improvement 10 th to Graduation	+0.5	0.5
Category Totals	3.5	4.5

English Total	3.5	x 0.3
Math Total	4.5	x 0.3
Graduation Score	4.0	x 0.3

CCR	4.0	x 0.1
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Final Grade **4.0 = A**

Overall Grade:

	Final Grade	Weight (Based on Student Enrollment Proportions)
Jr. High	3.75	x 0.33 = 1.24
High School	4.0	x 0.67 = 2.68
Final Grade	3.92 = A	

MEMORANDUM

TO: Dr. Judi Hendrix, Superintendent
School Board Members

DATE: November 8, 2012

SUBJECT: Line of Credit for 2013

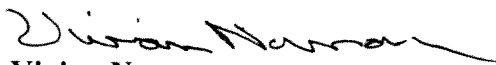
State Bank of Lizton was the only bid submitted for the advertised \$2,000,000 line of credit.

The State Bank of Lizton's bid is for a fixed rate of 3.99% on a Two Million and 00/100 Dollar (\$2,000,000.00) line of credit. This is a lower fixed rate than the last three years of 4.49%. The 2013 line of credit will have a maturity date of December 31, 2013 and allows for lesser amounts to be borrowed from time to time and also allows for repayments in lesser amounts from time to time until the maturity date with no penalties for early repayments. There are no fees to be charged with the line of credit.

The interest rate would be applied to the daily outstanding balance from the date of any borrowing until the date of repayment with non-taxable interest calculated on a 365-day basis. The interest due on any borrowings will be due at maturity on December 31, 2013.

My recommendation is for the Corporation to accept State Bank of Lizton's 12 month - fixed rate bid of 3.99% for the 2013 line of credit.

Respectfully submitted,



Vivian Norman
Business Manager

WESTERN BOONE COMMUNITY SCHOOL CORPORATION

SUPPORT STAFF BENEFITS – SCHEDULE ONE

JOB CLASSIFICATIONS INCLUDED:

Full-time, year round (365 day) employees: Building Custodian, Central Office – Non Certified Staff, Computer Technician, Maintenance Manager, Maintenance Technician, Registrar, Transportation Technician

HOLIDAYS (following successful completion of Probationary Period)

Eleven (11) paid holidays are granted each year on the following occasions: New Year's Day, Martin Luther King, Jr Day, President's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, the day after Thanksgiving, Christmas Eve, Christmas Day, New Year's Eve.

VACATION (following successful completion of Probationary Period)

Ten (10) days of paid vacation are given to employees with less than ten (10) years of service. Fifteen (15) days of paid vacation will be given to employees with ten (10) or more years of service. First year employees may only use vacation days that they have earned, i.e., 6.67 hours of vacation is earned each month. Vacation days do not accrue.

PERSONAL LEAVE (following successful completion of Probationary Period)

Twelve (12) days of paid personal leave are granted to each employee per year. These days are used at the employee's discretion. All unused accumulated sick days cannot be used without first using the 12 personal days and may only be used for medically approved absence. A medical document from a doctor must be given before accumulated sick days are granted by the superintendent.

RETIREMENT For all persons employed as of December 31, 2012:

Employees with 1 to 14 years of service will receive a payout equal to 80% of their current pay rate for accumulated unused days as of December 31, 2012 up to a maximum one hundred and twenty (120) days based on having ten or more years of continuous service. Employees with 15 or more years of service will receive a payout of 100% of their current pay rate for accumulated unused days as of December 31, 2012 up to a maximum of one hundred and twenty (120) days. This benefit will be frozen effective December 31, 2012 and will be available upon retirement or death.

Upon retirement on and after January 1, 2013, an employee will receive a payout of fifty dollars (\$50.00) per day of unused personal leave for up to 60 days (if employee did not reach 60 days from above retirement benefit) of unused personal leave accumulated after December 31, 2012. Personal leave used on or after January 1, 2013 shall first be deducted from the twelve days accumulated for the current year and thereafter shall be deducted from the days accumulated on or before December 31, 2012.

Upon retirement, employees with ten or more continuous years of service will receive \$100 per year of service accrued on or before December 31, 2012.

RETIREMENT: For all persons employed after December 31, 2012:

Retirement for the purposes of this provision means voluntary termination of employment

- 1) On or after attaining age 55 years with ten continuous years of service to, or
- 2) Twenty years of continuous service

Upon retirement or death, an employee will receive a payout of fifty dollars (\$50.00) per day of accumulated unused personal leave for up to 60 days.

BEREAVEMENT LEAVE (following successful completion of Probationary Period)

Five (5) days of bereavement pay, falling within a seven-day calendar period beginning with the day of the death or the day following such death, are given to an employee grieving the loss of the following family members: spouse, children, sister, brother, mother, father, mother-in-law, father-in-law, grandparents, grandchildren, son-in-law, daughter-in-law, sister-in-law, brother-in-law, stepchildren, or any other member of the family unit living in the same household no matter what the degree of relationship. In case of the death of other family members and/or close friends, bereavement leave of one (1) days is allowed, up to a maximum of two (2) days per year.

PERFECT ATTENDANCE

Bonus pay in the amount of \$125.00 is given to employees who have used no personal, sick or unpaid days within their year of employment.

HEALTH INSURANCE

The school corporation pays the following amounts for each employee who enrolls in the school corporation's group medical insurance plan: \$3,925 for single coverage, \$7,390 for family coverage. Since the amount the school corporation pays may be less than the entire premium cost, employees enrolled in the health insurance plan must pay the difference between what the school corporation contributes and the actual cost of the insurance premium.

LONG-TERM DISABILITY and ACCIDENTAL DEATH and DISMEMBERMENT INSURANCE

Long-term disability and accidental death and dismemberment insurance are provided at a cost of \$1.00 to the employee.

LIFE INSURANCE

Life insurance coverage in the amount of \$50,000 is provided at a cost of \$1.00 to the employee.

TAX-DEFERRED RETIREMENT SAVINGS 403(b) PLAN

After one year of service, employees are eligible for a tax-deferred annuity (established in lieu of a pension plan), whereby 4.5% of the employee's base-pay is contributed by the school corporation to a 403(b) savings account specifically for that employee. With a minimum personal contribution of \$50.00, the school corporation will contribute an additional amount to each employee's 403(b) savings account as follows: \$200.00 for 1-5 years service, \$400.00 for 6-10 years service, and \$600.00 for 11+ years service. Employees are eligible to make additional contributions to their account up to a maximum of 17% of their base salary. Special rules regarding the use of these savings accounts are available upon request.

11/8/2012

WESTERN BOONE COMMUNITY SCHOOL CORPORATION

SUPPORT STAFF BENEFITS – SCHEDULE TWO

JOB CLASSIFICATIONS INCLUDED:

ECA Bookkeeper, School Secretary, School Nurse, Technology Assistant, Occupational Therapist, Physical Therapist

PERSONAL LEAVE (following successful completion of Probationary Period)

Eight (8) days of paid personal leave are granted to each employee per year. These days are used at the employee's discretion. All unused accumulated sick days cannot be used without first using the 8 days and may only be used for medically approved absence. A medical document from a doctor must be given before accumulated sick days are granted by the superintendent.

RETIREMENT For all personal employed as of December 31, 2012:

Employees with 1 to 14 years of service will receive a payout equal to 80% of their current pay rate for accumulated unused days as of December 31, 2012 up to a maximum ninety (90) days based on having ten or more years of continuous service. Employees with 15 or more years of service will receive a payout of 100% of their current pay rate for accumulated unused days as of December 31, 2012 up to a maximum of ninety (90) days. This benefit will be frozen effective December 31, 2012 and will be available upon retirement or death.

Upon retirement on and after January 1, 2013, an employee will receive a payout of fifty dollars (\$50.00) per day of unused personal leave for up to 60 days (if employee did not reach 60 days from the above retirement benefit) of unused personal leave accumulated after December 31, 2012. Personal leave used on or after January 1, 2013 shall first be deducted from the twelve days accumulated for the current year and thereafter shall be deducted from the days accumulated on or before December 31, 2012.

Upon retirement, employees with ten or more continuous years of service will receive \$100 per year of service accrued on or before December 31, 2012.

RETIREMENT: For all persons employed after December 31, 2012:

Retirement for the purposes of this provision means voluntary termination of employment

- 1) On or after attaining age 55 years with ten continuous years of service to, or
- 2) Twenty years of continuous service

Upon retirement, an employee will receive a payout of fifty (\$50.00) per day of accumulated unused personal leave for up to 60 days.

BEREAVEMENT LEAVE (following successful completion of Probationary Period)

Five (5) days of bereavement pay, falling within a seven-day calendar period beginning with the day of the death or the day following such death, are given to an employee grieving the loss of the following family members: spouse, children, sister, brother, mother, father, mother-in-law, father-in-law, grandparents, grandchildren, son-in-law, daughter-in-law, sister-in-law, brother-in-law, stepchildren, or any other member of the family unit living in the same household no matter what the degree of relationship. In case of the death of other family members and/or close friends, bereavement leave of one (1) days is allowed, up to a maximum of two (2) days per year.

PERFECT ATTENDANCE

Bonus pay in the amount of \$100.00 is given to employees who have used no personal, sick or unpaid days within their year of employment.

HEALTH INSURANCE

The school corporation pays the following amounts for each employee who enrolls in the school corporation's group medical insurance plan: \$3,925 for single coverage, \$7,390 for family coverage. Since the amount the school corporation pays may be less than the entire premium cost, employees enrolled in the health insurance plan must pay the difference between what the school corporation contributes and the actual cost of the insurance premium.

LONG-TERM DISABILITY and ACCIDENTAL DEATH and DISMEMBERMENT INSURANCE

Long-term disability and accidental death and dismemberment insurance are provided at a cost of \$1.00 to the employee.

LIFE INSURANCE

Life insurance coverage in the amount of \$50,000 is provided at a cost of \$1.00 to the employee.

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TAX-DEFERRED RETIREMENT SAVINGS 403(b) PLAN

After one year of service, employees are eligible for a tax-deferred annuity (established in lieu of a pension plan), whereby 3.75% of the employee's base-pay is contributed by the school corporation to a 403(b) savings account specifically for that employee. With a minimum personal contribution of \$50.00, the school corporation will contribute an additional amount to each employee's 403(b) savings account as follows: \$200.00 for 1-5 years service, \$400.00 for 6-10 years service, and \$600.00 for 11+ years service. Employees are eligible to make additional contributions up to the maximum legal limit. Special rules regarding the use of these savings accounts are available upon request.

10/18/2012

WESTERN BOONE COMMUNITY SCHOOL CORPORATION

SUPPORT STAFF BENEFITS – SCHEDULE THREE

JOB CLASSIFICATIONS INCLUDED:

Food Service Director, Head Cook, Full Time Cook

PERSONAL LEAVE (following successful completion of Probationary Period)

Five (5) days of paid personal leave are granted to each employee per year. These days are used at the employee's discretion. All unused accumulated days cannot be used without first using the 5 days and may only be used for medically approved absence. A medical document from a doctor must be given before accumulated days are granted by the superintendent.

RETIREMENT: For all personal employed as of December 31, 2012:

Employees with 1 to 14 years of service will receive a payout equal to 80% of their current pay rate for accumulated unused days as of December 31, 2012 up to a maximum ninety (90) days based on having ten or more years of continuous service. Employees with 15 or more years of service will receive a payout of 100% of their current pay rate for accumulated unused days as of December 31, 2012 up to a maximum of ninety (90) days. This benefit will be frozen effective December 31, 2012 and will be available upon retirement or death.

Upon retirement, employees with 10 or more continuous years of service will receive \$100 per year of service accrued on or before December 31, 2012.

BEREAVEMENT LEAVE (following successful completion of Probationary Period)

Five (5) days of bereavement pay, falling within a seven-day calendar period beginning with the day of the death or the day following such death, are given to an employee grieving the loss of the following family members: spouse, children, sister, brother, mother, father, mother-in-law, father-in-law, grandparents, grandchildren, son-in-law, daughter-in-law, sister-in-law, brother-in-law, stepchildren, or any other member of the family unit living in the same household no matter what the degree of relationship. In case of the death of other family members and/or close friends, bereavement leave of one (1) days is allowed, up to a maximum of two (2) days per year.

PERFECT ATTENDANCE

Bonus pay in the amount of \$100.00 is given to employees who have used no personal, sick or unpaid days within their year of employment.

HEALTH INSURANCE (Employee must work 33 hours per week to qualify for health insurance benefits)

The school corporation pays the following amounts for each employee who enrolls in the school corporation's group medical insurance plan: \$3,925 for single coverage, \$7,390 for family coverage. Since the amount the school corporation pays may be less than the entire premium cost, employees enrolled in the health insurance plan must pay the difference.

LONG-TERM DISABILITY and ACCIDENTAL DEATH and DISMEMBERMENT INSURANCE

Long-term disability and accidental death and dismemberment insurance are provided at a cost of \$1.00 to the employee.

LIFE INSURANCE

Life insurance coverage in the amount of \$50,000 is provided at a cost of \$1.00 to the employee.

TAX-DEFERRED RETIREMENT SAVINGS 403(b) PLAN

After one year of service, employees are eligible for a tax-deferred annuity (established in lieu of a pension plan), whereby 3% of the employee's base-pay is contributed by the school corporation to a 403(b) savings account specifically for that employee. With a minimum personal contribution of \$50.00, the school corporation will contribute an additional amount to each employee's 403(b) savings account as follows: \$200.00 for 1-5 years service, \$400.00 for 6-10 years service, and \$600.00 for 11+ years service. Employees are eligible to make additional contributions up to the maximum legal limit. Special rules regarding the use of these savings accounts are available upon request.

WESTERN BOONE COMMUNITY SCHOOL CORPORATION
SUPPORT STAFF BENEFITS – SCHEDULE FOUR

JOB CLASSIFICATIONS INCLUDED:

Instruction Assistants – full time

PERSONAL LEAVE (following successful completion of Probationary Period)

Five (5) days of paid personal leave are granted to each employee per year. These days are used at the employee's discretion. All unused accumulated days cannot be used without first using the 4 days and may only be used for medically approved absence. A medical document from a doctor must be given before accumulated days are granted by the superintendent.

RETIREMENT: For all persons employed as of December 31, 2012:

Employees with 1 to 14 years of service will receive a payout equal to 80% of their current pay rate for accumulated unused days as of December 31, 2012 up to a maximum thirty (30) days based on having ten or more years of continuous service. Employees with 15 or more years of service will receive a payout of 100% of their current pay rate for accumulated unused days as of December 31, 2012 up to a maximum of thirty (30) days. This benefit will be frozen effective December 31, 2012 and will be available upon retirement or death.

Upon retirement, employees with 10 or more continuous years of service will receive \$100 per year of service accrued as of December 31, 2012.

TAX-DEFERRED RETIREMENT SAVINGS 403(b) PLAN

After one year of service, employees are eligible for a tax-deferred annuity (established in lieu of a pension plan), whereby 3% of the employee's base pay is contributed by the school corporation to a 403(b) savings account specifically for that employee. Employees are eligible to make additional contributions to their account up to the maximum legal limit. Special rules regarding the use of these savings accounts are available upon request

10/18/2012

WESTERN BOONE COMMUNITY SCHOOL CORPORATION

SUPPORT STAFF BENEFITS – SCHEDULE FIVE

JOB CLASSIFICATIONS INCLUDED:

Corporation School Bus Driver – Full Time

BEREAVEMENT LEAVE (following successful completion of the Probationary Period)

Five (5) days of bereavement pay, falling within a seven-day calendar period beginning with the day of the death or the day following such death, are given to an employee grieving the loss of the following family members: spouse, children, sister, brother, mother, father, mother-in-law, father-in-law, grandparents, grandchildren, son-in-law, daughter-in-law, sister-in-law, brother-in-law, stepchildren, or any other member of the family unit living in the same household no matter what the degree of relationship. In case of the death of other family members and/or close friends, bereavement leave of one (1) days is allowed, up to a maximum of two (2) days per year.

PERFECT ATTENDANCE

Bonus pay in the amount of \$100.00 is given to employees who have used no personal, sick or unpaid days within their year of employment.

LONG-TERM DISABILITY and ACCIDENTAL DEATH and DISMEMBERMENT INSURANCE

Long-term disability and accidental death and dismemberment insurance are provided at a cost of \$1.00 to the employee.

LIFE INSURANCE

Life insurance coverage in the amount of \$50,000 is provided at a cost of \$1.00 to the employee.

TAX-DEFERRED RETIREMENT SAVINGS 403(b) PLAN

After one year of service, employees are eligible for a tax-deferred annuity (established in lieu of a pension plan), whereby 3.75% of the employee's base-pay is contributed by the school corporation to a 403(b) savings account specifically for that employee. With a minimum personal contribution of \$50.00, the school corporation will contribute an additional amount to each employee's 403(b) savings account as follows: \$200.00 for 1-5 years service, \$400.00 for 6-10 years service, and \$600.00 for 11+ years service. Employees are eligible to make additional contributions up to the maximum legal limit. Special rules regarding the use of these savings accounts are available upon request.

RETIREMENT: For all persons employed as of December 31, 2012

Upon retirement, employees with 10 or more continuous years of service will receive \$100 per year of service accrued as of December 31, 2012.

11/8/2012

WESTERN BOONE COMMUNITY SCHOOL CORPORATION

SUPPORT STAFF BENEFITS SCHEDULE SIX

JOB CLASSIFICATIONS INCLUDED:

Half-Time Building Custodian

HOLIDAYS (following successful completion of Probationary Period)

Eleven (11) paid holidays are granted each year on the following occasions (prorated to the number of hours worked): New Year's Day, Martin Luther King, Jr Day, President's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, the day after Thanksgiving, Christmas Eve, Christmas Day, New Year's Eve.

VACATION (following successful completion of Probationary Period)

Forty (40) hours of paid vacation are given annually to employees with less than ten (10) years of service. Sixty (60) hours of paid vacation will be given to employees with ten (10) or more years of service. First year employees may only use vacation days that they have earned, i.e., 3.33 hours of vacation is earned each month. Vacation days do not accrue.

PERSONAL LEAVE (following successful completion of Probationary Period)

Forty-eight (48) hours of paid personal leave are granted to each part-time custodial employee per year. These hours are used at the employee's discretion, but can only be taken in four-hour increments. All unused accumulated days cannot be used without first using the 48 hours and may only be used for medically approved absence. A medical document from a doctor must be given before accumulate days are granted by the superintendent.

BEREAVEMENT LEAVE (following successful completion of Probationary Period)

Five (5) days of bereavement pay, falling within a seven-day calendar period beginning with the day of the death or the day following such death, are given to an employee grieving the loss of the following family members: spouse, children, sister, brother, mother, father, mother-in-law, father-in-law, grandparents, grandchildren, son-in-law, daughter-in-law, sister-in-law, brother-in-law, stepchildren, or any other member of the family unit living in the same household no matter what the degree of relationship. In case of the death of other family members and/or close friends, bereavement leave of one (1) days is allowed, up to a maximum of two (2) days per year.

PERFECT ATTENDANCE

Bonus pay in the amount of \$62.50 is given to employees who have used no personal, sick or unpaid days within their year of employment.

TAX-DEFERRED RETIREMENT SAVINGS 403(b) PLAN

After one year of service, employees are eligible for a tax-deferred annuity (established in lieu of a pension plan), whereby 3% of the employee's base-pay is contributed by the school corporation to a 403(b) savings account specifically for that employee. With a minimum personal contribution of \$50.00, the school corporation will contribute an additional amount to each employee's 403(b) savings account as follows: \$100.00 for 1-5 years service, \$200.00 for 6-10 years service, and \$400.00 for 11+ years service. Employees are eligible to make additional contributions to their account up to a maximum legal limit. Special rules regarding the use of these savings accounts are available upon request.

10/18/2012

WESTERN BOONE COMMUNITY SCHOOL CORPORATION

SUPPORT STAFF BENEFITS SCHEDULE SEVEN

JOB CLASSIFICATIONS INCLUDED:

Bus Monitor

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10/18/2012

GENERAL FUND COMPARISON REPORT:

As of the end of October, 2012 the General Fund cash balance is \$1,829,944. In the General Fund as of September 30, 2012, we have had a total expenditure of \$8,637,546 or 73% of the 2012 General Fund Appropriated Budget of \$11,782,150.