

WESTERN BOONE SCHOOLS BENEFITS FOR CERTIFIED ADMINISTRATIVE PERSONNEL

ARTICLE I: ELIGIBILITY

- A. The school personnel entitled to participate in the Corporation's fringe benefit package for administrators as set forth herein, subject to satisfaction of all other applicable eligibility requirements, are the following (hereafter referred to as "Administrator" or "Administrators"):

Elementary Principals
Elementary Assistant Principals
Jr. Sr. High School Principal
Jr. Sr. High School Assistant Principals
Director of Curriculum and Instruction
Superintendent of Schools

- B. All Administrators will follow the teacher contracted days and vacations with additional required days as per position.
- C. This benefit schedule is in addition to the terms and conditions set forth in the regular Teachers' Master Contract.

ARTICLE II: LEAVES

A. ILLNESS LEAVE

Each Administrator may be absent from work on account of qualifying personal illness, quarantine or family illness for up to thirteen (13) days during the school year without loss of compensation. Unused leave days from prior years' service in this Corporation may accumulate and carry over to the Administrator's contractual days to be used solely for personal illness.

All sick leave accumulated by the Administrator from employment in another Indiana school corporation will be added to the Administrator's account once full-time employment begins.

Sick leave can be used in one-half (1/2) day segments for illness occurring during the school day or for medical or dental appointments whenever it is not practical to arrange for the appointment on non-school time.

B. BEREAVEMENT LEAVE

In the case of death in the Administrator's immediate family, the Administrator is entitled to be absent from work without loss of compensation for up to five (5) days within a seven (7) calendar day period beginning with the day of death or the day after at the Administrator's option. Scheduled leave days shall not extend bereavement leave.

This provision shall not be construed to allow five (5) calendar days for death if two (2) or more deaths arise immediately out of the same occurrence.

As used in this program, "immediate family" shall mean the Administrator's 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, step children, or any other member of the family unit living in the same household as the Administrator regardless of the degree of relationship.

D. JURY DUTY - TRIAL WITNESS LEAVE

Full salary will be paid to any Administrator who must be absent from work in response to a lawful summons for jury service or subpoena for testimony in a court proceeding provided the Administrator shall keep the Superintendent informed of anticipated scheduling and shall turn over or refund to the Corporation the per diem pay, excluding mileage reimbursement, received for services rendered to the court.

E. SABBATICAL AND OTHER LEAVES

Any request by an Administrator for any leave of absence not expressly permitted by this package or by state or federal law will be considered individually upon its merit consistent with the needs and interests of the Corporation. Except for emergency or other unexpected situations, requests for such leave must reach the Superintendent by January 1st of the year in which the leave is to commence. When granted, such leave will be without pay, but the Administrator may continue to participate in all group insurance plans by paying the total premiums during the term of the leave. Sabbatical leaves may not exceed one year in length.

ARTICLE III: INSURANCE BENEFITS

A. HEALTH INSURANCE

The Corporation shall pay the premium cost for all eligible Administrators enrolled in either the single-employee or family group health insurance program.

Administrators in the Corporation who retire at or after age fifty-five (55) will be permitted to remain in the group health insurance program until eligible for Medicare (or death) provided they are responsible for all premiums after retirement in excess of the

amount of the Corporation's contribution to the premium for single-employee plan available for teachers, which the Corporation shall pay.

The Corporation's responsibility for premium contributions will terminate when the retiree becomes eligible for Medicare or dies, whichever occurs first. Arrangements for timely payment of premiums will be made with the Superintendent at the time of retirement.

B. LIFE INSURANCE

Subject to eligibility and compliance with insurer requirements, the Corporation will maintain a program of term life insurance coverage providing death benefits to the Administrator's designated beneficiary in an amount of \$50,000 for assistant principals and Director of Curriculum and Instruction and the amount of \$100,000 for building level principals and the Corporation Superintendent. The plan may also provide dismemberment benefits and double indemnity in case of accidental death. Administrators who choose to participate must pay one dollar per year toward the premium costs with the remainder of the cost to be paid by the Corporation. Subject to stipulations of and approval of the insurance carrier, an administrator who retires from this school corporation will be allowed to remain on the school corporation's group term life plan at the sole cost to the administrator as long as it is an option by the insurance carrier.

C. WORKER'S COMPENSATION

Any lost time due to a work-related injury and compensated for under the Corporation's worker's compensation program shall not be deducted from the Administrator's accumulated sick leave. During the period of time off work the Administrator shall continue to be paid his or her regular salary minus the amount of salary-related benefits received from the worker's compensation carrier.

D. LONG-TERM DISABILITY INSURANCE

The Corporation will maintain a long-term disability insurance plan for eligible and qualifying Administrators providing income protection for sixty-six and two-thirds percent (66 2/3%) of the Administrator's annual earnings, up to a maximum benefit of six thousand dollars (\$6,000) per month. The Social Security Normal Retirement Age (SSNRA), in compliance with ADEA, will be used to determine the duration of benefits. A qualifying period of ninety (90) days is required to receive benefits. Administrators who choose to participate will pay one dollar (\$1.00) per year toward the premium costs with the remainder of the cost of the plan paid by the Corporation.

ARTICLE IV: RETIREMENT SEVERANCE PAY FOR ADMINISTRATORS

- A. Administrators having attained the age of fifty (50) years and having been employed by the Corporation for the ten (10) years immediately preceding retirement from the Corporation shall receive upon retirement from the Corporation a severance payment.

The amount shall be equal to the then-current daily rate for substitute teachers times the number of the Administrator's unused accumulated sick leave days up to a maximum of the Administrator's annual contractual days.

If the Administrator should satisfy the above age and continuous service requirements but die while employed by the Corporation, the retirement severance pay benefits will be paid in a lump sum to the Administrator's 403(b) account or to his estate, at the option of the deceased Administrator's legal representatives.

- B. All such retirement severance pay will be paid in a lump sum to the retiring Administrator's 403(b) account within thirty days after the effective retirement date or date of death, whichever first occurs. This contribution will be subject to all applicable IRS terms and limits. If necessary under IRS rules, any remainder over the annual limits will be paid to the account in subsequent calendar years.
- C. The amount of the Corporation's contribution to each Administrator's 403(b) plan shall be determined annually by the School Board and paid to the plan. Administrators are required to match Corporation contributions to the plan only to the extent of the amount required to be matched by the certified staff. Administrators may contribute additional funds to their plan if they chose. Administrators shall become vested in the plan once employment begins in the Corporation.

ARTICLE V: TEACHER RETIREMENT FUND CONTRIBUTION FOR ADMINISTRATORS

- A. The Corporation will pay the State-required contribution to Indiana State Teacher Retirement Fund for Administrators.