

## **ADMINISTRATOR BENEFITS: SUPERINTENDENT AND BUSINESS MANAGER**

1. Twelve (12) sick leave days per year, accumulated up to 200 days.
2. Three (3) family illness days per year, accumulative to seven days with any unused family illness days above the maximum 7 leave days to be transferred to accumulated sick leave at the end of the school year.
3. Five (5) bereavement leave days per year.
4. Three (3) personal days per year, any unused personal leave days will be transferred to accumulated sick leave at the end of the school year.
5. Twenty (20) vacation days to be used in the fiscal year July1- June 30. Any unused vacation days shall not be carried forward to the next fiscal year.
6. In each fiscal year, twelve (12) paid holidays are available. These holidays are:

New Years' Eve

New Years' Day

Martin Luther King Day

Winter Break (1 day)

Memorial Day

Independence Day

Labor Day

Fall Break (1 day)

Thanksgiving Day (2 days)

Christmas Eve

Christmas Day

7. Professional Growth Days – professional meetings, workshops, and conferences as approved per school board policy.
8. Health Insurance – 100% paid by the corporation for individual, employee/spouse, employee/dependent, and family plans minus one dollar (\$1.00) per year. If High deductible plan is chosen, corporation contributes \$500/month to HSA account monthly.

9. Vision Insurance – 100% paid by the corporation for individual plan minus one dollar (\$1.00) per year. Family coverage is paid 65% of the cost of coverage.
10. Dental Insurance – 80% of a single plan and 60% of employee/spouse, employee/child, and family plan is paid by the corporation.
11. \$150,000 term life insurance paid at 100% by School Corporation minus one dollar (\$1.00) per year. Additional insurance up to 5x salary is available at employee's expense.
12. Long term disability is paid 100% by School Corporation 55 2/3% of salary until age 65.
13. Yearly payment to a tax sheltered annuity in the amount of \$8,000; plus 1.5% match of base pay.
14. Standard workman's compensation policy is carried on all administrators by the school corporation.
15. The school corporation will pay the 3% contribution to the Teachers Retirement fund in addition to the administrator's salary. If applicable, School Corporation will contribute to the defined benefit pension.
16. Technology Allowance of \$900 will be paid in addition to the Administrator's salary.
17. Travel Allowance. The School Corporation to provide the Superintendent additional compensation in the amount of \$5,000 each year for school related business travel. The contribution will be added to the base salary and paid within the regular pay period installments.
18. Mileage reimbursement. The School Corporation agrees to reimburse the Business Manager for mileage associated with business travel at the standard rate approved by the Internal Revenue Service.