

Benefits for Principals

Principals will receive the following benefits:

**Medical and Dental Insurance:** The Board will pay up to full family coverage for both dental and medical insurance for each Principal.

For individuals choosing dental insurance and a high deductible health insurance plan: The difference in the premium value of the lowest deductible major medical insurance and dental insurance chosen, less the premium for the high deductible plan with the same individuals covered, will be paid to a Health Savings Account up to maximums set by the IRS.

For individuals choosing a high deductible health insurance plan and no dental insurance, the difference in the plan value of the lowest deductible major medical insurance and dental insurance, less the premium for the high deductible plan with the same individuals covered, will be paid to a Health Savings Account up to maximums set by the IRS.

The School District Clerk will maintain a spreadsheet with the latest premiums and rates. This spreadsheet is available for review upon request.

**Flexible Benefits Plan (IRS Section 125):** The District will establish a flexible benefits plan based on Section 125 of the IRS code to pay eligible, non-reimbursable health and dependent care costs. The plan will be administered by an outside carrier based on mutually agreed upon specifications. Participation in the plan by the principals will be voluntary.

**Professional Leave:** If approved by the Superintendent, professional leave at full salary may be granted to each principal for visitation of other districts, attendance at educational conferences, serving officials, and attendance at professional association conferences. Reasonable expenses will be paid to the principal using such leave, unless expenses are waived by mutual agreement of the principal and the Superintendent. Such waiver shall be in written form signed by both parties. The Board must give prior approval for out-of-state professional leave.

**Life and Disability Insurance:** A life and disability insurance program will be available to

principals. The District will provide a maximum premium currently approved by the Board for all principals included in the group plan. The Superintendent is included in the group plan.

**Sick Leave:** A principal will be granted twenty-five (25) days sick leave upon employment and ten (10) days for each year of service thereafter, for personal illness or disability, personal medical appointments, quarantine, or communicable disease. Unused sick leave will be allowed to accumulate to one hundred sixty (160) days. The full amount of accumulated and current sick leave will be available for use from the starting date of the contract.

**Accumulated Sick Leave Pay for Principals:** Upon termination a professional administrator with less than eight (8) consecutive years of service in the District will be paid a lump-sum payment equal to twenty-five percent (25%) of a day's salary for each day of accumulated sick leave. A professional administrator with eight (8) or more consecutive years of service in the District will be paid a lump-sum payment equal to thirty percent (30%) of a day's salary for each day of accumulated sick leave.

Payment will be made before July 1 of the ensuing fiscal year. Payment will be based on the salary at the time of termination of employment.

In the event of the administrator's death before retirement, this severance allowance will be paid to the administrator's estate. Policy 6415 was embedded into 6412.

**Bereavement and Family Illness:** Up to five (5) days per occurrence will be granted at full salary to each principal, for death in the immediate family. In cases of serious illness in the immediate family, five (5) days per occurrence will be granted at full salary. "Serious illness" is defined as illness generally requiring hospitalization. "Immediate family" is defined as the employee and spouse, and their grandparent, father, mother, sister, brother, daughter, or son and grandchild.

**Personal Leave:** The Superintendent will authorize five (5) days personal leave per school year to each principal, subject to requirements of the job and advance notice of need for such leave. Personal days will not carry over year to year.

Policy History:

Adopted on: June 28, 2004

Revised on: April 28, 2008

Revised on: July 14, 2014

Revised on: March 8, 2021