

## **ADMINISTRATIVE BENEFITS**

### **Insurance**

#### Health

A single, employee/spouse, employee/children, or family PPO or HDHP plan is provided to administrative personnel but is reduced by an amount which is 18% of the single participant premium for the coverage.

#### Vision

A single or family vision plan is available to administrative personnel for \$1.00 annually.

#### Dental

A single or family dental plan is available to administrative personnel for \$1.00 annually.

#### Life Insurance

Term life insurance is available to administrative personnel for \$1.00 annually. The amount for each administrator is \$100,000. The superintendent of schools shall be determined by the Board of School Trustees.

#### Long-Term Disability

A disability plan is available to administrative personnel for \$1.00 annually. A newly hired administrator may transfer accumulated sick leave from the last employer (if sufficient days were accumulated with the last employer) to meet the 90-day waiting period for long-term disability insurance. If sufficient transfer days are not available, the Board of School Trustees shall grant the difference in additional days.

### **Leave Days**

#### Sick Leave

Administrative personnel are granted 12 (twelve) sick leave days annually that are accumulative to the length of the administrator's annual contract plus ten (10) additional days. Accumulated sick leave from a previous school corporation/district accredited by the State in which the school corporation/district is located will be transferred to the administrator's accumulative sick leave at a rate of three days per year after the first year until all days are transferred.

#### Personal Leave

Administrative personnel are granted 4 (four) personal leave days per year, which are accumulative as sick leave days if not used within the current contracted period. Personal leave days are not accumulative as personal leave days.

#### Family Illness Leave (as per teacher contract)

#### Jury Duty (as per Indiana law)



Professional Leave/Conference Request (upon approval of Superintendent of Schools)

**Compensation**

Establish by the Board of School Trustees with applicable recommendation for the Superintendent of Schools.

**Administrative 403(b) Contribution**

The Board of School Trustees shall contribute to members of the Administrative Team of Avon Community School Corporation a 403(b) plan. This will become effective January 1, 1995.

The funds contributed by the Board of School Trustees shall be added to the gross compensation for each administrator's contract effecting July 1 of each year. This annuity amount will be included in each administrator's contract addendum annually.

All rules and regulations applicable to the Internal Revenue Service Code and the Tax Deferred Plan of the company selected shall be recognized and be enforced. Withdrawal of fund that were placed in the Tax deferred plan will be done within the guidelines established b the Tax Deferred Plan.

Each member of the administrative team for Avon Community School Corporation shall be eligible for this benefit. Cash compensation in lieu of the board contribution to the tax deferred plan shall not be granted.

**Administrative 401(a) Contribution**

The Board of the School Trustee shall contribute to members of the Administrative Team of Avon Community School Corporation a 401(a) plan. The amount is 5% of the base salary. This will become effective January 1, 2006.

Each member of the Administrative Team for Avon Community School Corporation shall be eligible for this benefit. Cash compensation in lieu of the board contribution to the tax deferred plan shall not be granted.

**Technology Stipend**

A \$1,200 annual technology stipend is provided to each administrator to defray cost of cell phone/data plan.

**Teachers Retirement Fund Contribution**

The Avon Community School Corporation shall contribute to the Indiana State Teacher's Retirement Fund based on the amount specified in the individual's contract.