

**Administrator Employee Benefits Summary**  
**Information is effective 8/1/2025 – 7/31/2026 and is subject to change**  
*Please refer to Administrator Compensation Plan for full details and benefits*

- 1. Health Insurance**
  - PPO, HDHP PPO or HMO medical plan available to choose from
  - Single and dependent monthly premiums paid in full by CUSD 95
- 2. Dental Insurance** – Single and dependent monthly premiums paid in full by CUSD 95
- 3. Vision Insurance** – Single and dependent monthly premium paid in full by CUSD95
- 4. Life Insurance** – Term life insurance policy coverage equivalent to two-and-a-half-time annual salary, not to exceed \$250,000.
- 5. Long Term Disability Insurance** – Benefit providing the lesser of 60% basic monthly earnings or \$6,000 per month
- 6. Flexible Spending Plan** – A tax sheltered plan that is available for dependent care and unreimbursed medical expenses. A monthly fee may be associated with participation in the plan.
- 7. Health Savings Account** – A tax sheltered plan that is available for those enrolled in the HDHP. A monthly fee may be associated with participation in the plan.
- 8. AFLAC** – Optional plan at employee's expense
- 9. Guardian Voluntary Term Life & AD&D Insurance** – Supplemental Insurance at employee's expense
- 10. Sick Days** - Unlimited maximum days
  - 15 days per year
- 11. Personal Days**
  - 2 per year
  - Unused personal days convert to sick days following year
- 12. Vacation Days**
  - 20 days per year for 12-month administrators (12 month building administrators that are involved with parent teacher conferences are also granted the Wednesday before Thanksgiving break as a day off)
- 13. Holidays** – Paid Holidays based on school calendar and work year
- 14. Yearly Health Exam** – Maximum \$350 reimbursement annually for physical exam
- 15. Retirement** – Salary enhancement may be available – See Administrator Compensation Plan
  - IMRF – CUSD 95 contributes entire amount
  - TRS – CUSD 95 contributes entire amount
- 16. Tax Sheltered Retirement Investment Plan (403B Plan)** – Employees have the option of participating, through payroll deductions, in a tax sheltered retirement annuity or mutual fund company approved by CUSD 95.
- 17. Tuition Reimbursement** – Up to \$5,000.00 may be approved. See Administrator Compensation Plan
- 18. Reimbursements** – Pre-approved educational conferences, conventions, courses, seminars, and other similar professional growth activities, as may be approved by the Board, in accordance with policies. Proper receipts of approved expenses are required for reimbursement.
- 19. Travel Expenses** –
  - Reimbursement in accordance with Board policy for approved travel expenses
  - Proper receipt of travel expenses is required for reimbursement.
- 20. Liability** – The Board shall insure the Administrator against any loss or liability arising out of any constitutional or civil rights damage claims or suits, or arising out of any claims or suits for death, bodily injury or property damage, providing damages are sought for negligent or wrongful act committed during the scope of employment or under the direction of the Board.