

# Seymour

## COMMUNITY SCHOOLS



### FRINGE BENEFITS FOR ADMINISTRATIVE PERSONNEL

#### EFFECTIVE 2021-23 SCHOOL YEAR

**Life Insurance:** The School Corporation shall provide a \$75,000 group life insurance policy (with \$150,000 AD&D) for each active administrator. The employee shall pay one dollar (\$1.00) per year.

**Medical Insurance:** The School Corporation shall pay for each active administrator the same % monthly toward the cost of the single or family medical insurance program as it pays for a teacher, as determined by the current Master Contract and as amended by subsequent negotiations. Further, should both a husband and wife, as employees of the School Corporation, be entitled to the medical benefit provided by the School Corporation, no combining of monthly benefits is allowed.

**Dental Insurance:** The School Corporation shall pay all but one dollar (\$1.00) per year toward the cost of the single or family dental insurance program for each active administrator.

**Vision Insurance:** The School Corporation shall pay all but one dollar (\$1.00) per year toward the cost of the single or family vision insurance program for each active administrator.

**Currently Employed or Retired:** Administrators with 25 or more years of administrative service with Seymour Community Schools shall have fully paid (all but \$1) medical, dental and vision insurance (single or family) until qualification for full Medicare.

**LTD:** The School Corporation shall pay all but one dollar (\$1.00) per year toward the cost of the Long Term Disability program for each active administrator.

**Vacation:** The School Corporation shall provide 20 days of paid vacation for each active administrator on a 240 day/school year contract.

**Sick & Personal Leave:** Active administrators are allotted paid sick leave days as follows (determined by the number of contracted days/school year): 185-219 contract days=10 sick leave days and 2 personal leave days; 195-239: 240 or more contract days=12 sick leave days and 3 personal leave days. In addition, active administrators are entitled to transfer up to thirty (30) days per contract year of accumulated sick leave from the most recent employer, unless other written agreement is reached between the administrator and the Board.

**Other Paid Leave Days:** Active administrators are allotted other paid leave days (personal, bereavement, etc.) the same as the current Master Contract, and as amended by subsequent negotiations.

**Administrative Sick Leave Bank:** Enrollment is initiated upon request from an eligible administrator, who shall contribute two (2) days. Use of the Bank is limited to the illness of the individual employee. Should the Bank balance drop below 200 days, each member shall contribute two (2) days per school year until the balance again surpasses 200 days.

**Professional Dues:** The School Corporation shall pay the annual membership dues for a maximum of two professional organizations for each active administrator.

**Residency Incentive:** The School Corporation shall pay up to \$3,000 in moving expenses to any active administrator who moves into the attendance area of Seymour Community Schools within two years of the administrator's initial contract date.

**Master Teacher Stipend:** Administrators can elect to receive the Master Teacher Stipend payments after 7 years of service with Seymour Community Schools.

**VEBA:** For active administrators who were employed prior to 8/1/04, the School Corporation shall contribute 1% of the administrator's annual salary to an individual on-going contribution VEBA account; for active administrators who were employed 8/1/04 and thereafter, the School Corporation shall contribute 1.3% of the administrator's annual salary to an individual on-going contribution VEBA account. The corporation contribution shall be calculated and deposited on a monthly basis. This on-going account shall be separate from the administrator's individual retirement buy-out VEBA account (if applicable). All administrators shall be 100% immediately vested in the on-going VEBA account; all administrators must meet the vesting requirements as identified in Item #18 for the retirement buy-out VEBA account.

**Direct Deposit:** All active administrators shall be enrolled in the Direct Deposit of payroll.

**401(a) Contributions:**

**Service Years:** For administrators that have been employed a minimum of seven (7) years in SCSC with a total of at least 15 years' experience in public school teaching and/or administration, the School Corporation shall pay \$180 for each year of employment in SCSC into a 401(a) account at the end of each contract year.

**Sick Days:** The School Corporation shall pay \$125/day for each unused and accumulated sick leave day in excess of 125 days into a 401(a) account at the end of each contract year.

**Vacation Days:** For administrators on a 240 day/school year contract the School Corporation will pay, into a 401(a) account at the end of each contract year, the administrator's daily rate for each unused vacation day.

**Retiree Insurance:** Retired administrators who were employed a minimum of seven (7) years in SCSC with a total of at least 15 years of experience in public school teaching and/or administration shall qualify to remain in the medical, dental, vision and life (\$50,000 policy with no AD&D coverage) insurance programs of the School Corporation (until eligible for full Medicare) by paying the full premiums in a timely fashion (unless the retiree's coverage is provided under Item #5 of this document).

**Retiree Severance Pay:** Retired administrators who were employed a minimum of seven (7) years in SCSC immediately prior to retirement, with a total of at least 15 years of experience in public school teaching and/or administration and have reached the age of 50 by their last day of service, shall qualify for retirement severance pay in the amount of \$115 for each unused sick and personal leave days at the time of retirement. Retirement severance pay shall be paid to the estate of an administrator who dies prior to retirement if the administrator has met the age and experience criteria defined above.

**Retiree Bridge Benefit:** Retired administrators who were employed a minimum of seven (7) years in SCSC immediately prior to retirement, with a total of at least 15 years of experience in public school teaching and/or administration and have reached the age of 55 by their last day of service, shall qualify for the retirement bridge benefit in the amount of \$6,000 per year for each year between retirement and the age the administrator qualifies for partial Social Security Benefits.

**Payment of Retirement Benefits (Item #17 & #18):** Retirees will receive the payment for retirement benefits as described in Items #17 and #18 annually into a post-separation 403(b) established with the Board's vendor over a maximum period of five (5) years.

**Rehired Administrators:** Retired SCSC or other retired administrators who are subsequently rehired as SCSC administrators:

1. Shall be eligible to participate in the on-going VEBA program as described in Item #13 of this document
2. Shall continue to receive any retirement contributions in which the retiree had vested at the time of the retiree's retirement, until all scheduled contributions have been made
3. Shall not accrue any additional retirement benefits during the rehired period unless required by state or federal law.
4. Shall not be actively contributing to Indiana State Teachers' Retirement Fund, but the Board shall deposit the 3% employee share into a 401(a) annually in July for the prior contract year.

**Legal Counsel:** The Board agrees to provide the Superintendent with legal counsel selected and paid for by the Board and to defend and indemnify and hold the

Superintendent harmless for all claims, demands and judgments arising out of the performance of duties within the Superintendent's scope of employment.

**Other Benefits:** It is further understood that administrative team members are entitled to other benefits agreed to in the current Master Contract, and as amended by subsequent negotiations, unless limited or enhanced by this document.

**School Board:** Members of the Seymour Community Schools Board of Trustees are eligible for the same health insurance benefits listed in this document Items #2, #3 and #4. In addition, Board members are eligible for life insurance coverage in the amount of \$50,000 with the Board member paying \$1.00 per year.