

Mississinewa Community Schools Administrative Fringe Benefit Schedule Central Office Administrators

1. INSURANCE

Any Mississinewa Administrator hired before January 1, 2019 may select a health related benefit package of:

- a. **"Single plan"** compensated by the School Board at a rate of 99% of the total per plan annual premium cost.
- b. **"Family plan"** compensated by the School Board at a rate of 98% of the total per plan annual premium cost.

The School Board percentage may be reduced at one additional percentage point annually until it reaches a percentage the School Board deems affordable and fair to experienced and competent administrators. The percentage may only be reduced at the administrator's contract negotiation period. (Normally on an annual basis.)

All NEW administrators hired after December 31, 2018 may select a health related benefit package of:

- a. **"Single plan"** compensated by the School Board at a rate of 99% of the total insurance related cost per plan not to exceed \$28,000.00 annual premium CAP per individual. The School Board may review the premium CAP on an annual basis.
- b. **"Family plan"** compensated by the School Board at a rate of 98% of the total insurance related cost per plan not to exceed \$28,000.00 annual premium CAP per individual. The School Board may review the premium CAP on an annual basis.

The School Board percentage may be reduced at one additional percentage point annually until it reaches a percentage the School Board deems affordable and fair to experienced and competent administrators. The percentage may only be reduced at the administrator's contract negotiation period. (Normally on an annual basis.)

Insurance programs include health, dental, vision, dependent life, and long term disability. Life insurance will be provided at \$50,000 AD & D. Life insurance will be provided at \$100,000 AD & D for the Superintendent and Assistant Superintendent. All other employees on the administrative salary schedule will be provided life insurance at \$50,000 AD & D.

2. SICK LEAVE

Administrators will receive four (4) personal and eleven (11) paid sick leave days annually. These days are credited to the administrators each July 1, and they are for the period from July 1 through June 30. Unused sick leave may accumulate to a total of 160 days. The Board will buy unused sick leave days above one hundred fifty (150) day accumulation at the rate of fifty dollars (\$50.00) per day at the end of the school year. The money shall be deposited into the administrator's VEBA account by June 30 of each year.

3. SABBATICAL LEAVE

See attachment. This is not applicable to administrative personnel without educational administrative certification.

4. VACATION LEAVE

Paid vacation days for central office personnel will be as follows:

Superintendent	1 st through 4 th years -	15 days
	5 th through 9 th years -	20 days
	10 th year and longer -	25 days
Assistant Superintendent	1 st through 4 th years -	15 days
	5 th year and longer -	20 days
Director of Business Affairs	1 st through 4 th years -	15 days
	5 th year and longer -	20 days

These days are credited each July 1, and are for the period from July 1 through June 30. The number of years in the above schedule is based on the number of years the administrator has been in the central office. Unused vacation leave may accumulate. Unused vacation leave will not be paid after retirement date or after termination of employment.

5. SEVERANCE

Severance benefits for persons leaving from an administrative post will be as per the severance schedule in the current teacher master contract or 1.75% of the administrative base pay at the time of severance for each year served as an administrator in the Mississinewa Community School Corporation, whichever is greater.

6. PHYSICAL EXAM

The Board will provide a physical examination at the location of their discretion for the superintendent and assistant superintendent.

7. MILEAGE REIMBURSEMENT

Mileage reimbursement is allowed in an amount equal to that allowed by the I.R.S.

8. MULTI-YEAR CONTRACT

Multi-year contracts may be granted; however, not to a specific administrative assignment or to a specific location. Contract extensions will be considered each spring.

9 SEVERANCE INCENTIVE

Severance incentive shall be granted in accordance with the terms of the current teacher master

contract if the applicant has less than ten (10) years administrative experience. An employee with a minimum of ten (10) years' experience in an administrative capacity at Mississinewa is eligible to receive severance incentive benefits per the severance incentive schedule in the current teacher master contract utilizing the administrative base salary regardless of the position held at the time severance is elected.

The Board will permit an administrator that severs employment after reaching the age of fifty-five (55) to continue participation in the Corporation's group health, life, dental, and vision plans until such administrator is eligible for Medicare. The entire cost of any coverage chosen is the responsibility of the severing administrator. (See exception noted in following paragraph)

10. STATE RETIREMENT CONTRIBUTIONS

The Board will pay at its expense the employee's 3% contribution to the Indiana State Teachers' Retirement Fund or the Public Employees' Retirement Fund, whichever is applicable.

11. ANNUITY

The Board will match an annuity contribution by an administrator according to the following schedule:

6th through 10 th years	\$ 500.00
11 th year and longer	\$1,000.00

12. OTHER BENEFITS

All benefits apply as written in the current teacher master contract to central office administrators, except as specifically addressed in this document.

- a. No administrator is eligible for the teacher's sick bank.

13. SALARY INDEX

Administrative salary schedules are contained in this document. Salary adjustments occur annually as the base salary changes.

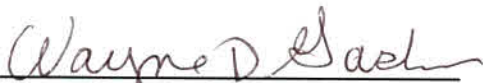
14. TERM

The administrative salary index and fringe benefit schedule may, by expressed mutual consent of the administration and the Board, be opened for discussion at any time.


15. DOCUMENT EXECUTION

This document is made and entered into at Gas City, Indiana on the 23rd day of October 2023, by and between the Board of School Trustees and the administration of the Mississinewa Community School Corporation.


This document is so attested by the parties whose signatures appear below:



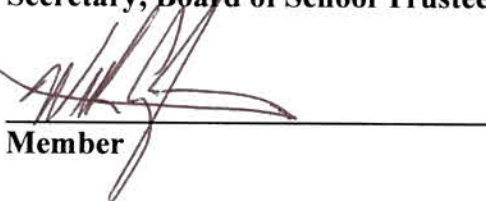
President, Board of School Trustees



Vice President, Board of School Trustees



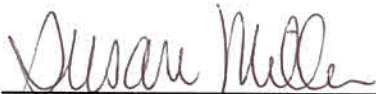
Secretary, Board of School Trustees



Member




Superintendent



Member



Member



Member