

### **Administrative Fringe Benefits**

1. The Board shall pay the employer's share of the STRS or SERS contributions as required by law. In addition, the Board shall pick up (pay directly) the employee's share of the administrator's total retirement contribution to STRS or SERS on behalf of the administrator plus all retirement contributions on this picked-up amount. **This benefit shall be eliminated and phased out over the next four years starting with Fiscal Year 2012 and shall not be offered to new employees hired after March 15, 2011.**
2. The Board shall pay for a group term life insurance policy in the amount of \$100,000. \*
3. Administrators, who work 260 days per year, shall be entitled to twenty (20) vacation days per year. If possible, vacation days should be used during the year earned, but may be carried over for up to a period of one year. In no event shall accumulated vacation days exceed forty (40) days. If an administrator is unable to take all vacation days earned each contract year, the administrator may be paid up to ten (10) vacation days, at their daily rate, at the end of their contract year. Any unused vacation days shall be paid to the administrator at the time of separation at his/her per diem rate. The per diem rate shall be calculated by dividing the annual salary by 260 days. In the event of death, such shall be paid in accordance with O.R.C. Section 2113.04 or to his/her estate.\*\*
4. Administrators, who work 260 days per year, shall be entitled to paid holidays as follows: New Year's Day and the day after, Martin Luther King Day, President's Day, Good Friday, Memorial Day, the day before Independence Day Independence Day and, Labor Day, Thanksgiving Day and the days before and after, Christmas Eve Day, Christmas Day and the day after, and New Year's Eve Day.\*\*
5. Administrators shall be entitled to the use of and accumulation of sick leave/personal leave in accordance with Ohio Law, Board policy, and employment contract. Maximum cumulative sick leave will not exceed two hundred forty (240) days. Upon retirement under STRS or SERS, administrators are entitled to severance pay for accumulated unused sick leave. Eligible days for severance will be one-third (1/3) of the accumulated unused sick leave, but not to exceed a total of eighty (80) days. The amount of severance pay will be calculated at the per diem rate of their annual salary at the time of retirement. The per diem rate shall be calculated by dividing the annual salary by 260 days. \*
6. Administrators shall receive Hospitalization and Medical insurance, Prescription Drug insurance, Dental insurance, and Vision insurance. Administrators shall use the Tiger 1 Medical and Tiger 3 Rx. Administrator's share shall be the same as negotiated with the appropriate unions. In the event shares differ between unions the Administrator share shall be the average of the two. **Effective August 1, 2011 administrators shall pay up to 15% of the share of the above insurance phased in as follows: FY 12-8%; FY 13-10%; FY 14-12% and FY 15-15%. In addition, beginning in FY 14 Administrators shall be required to adopt the spousal insurance coverage language of the Huron- Erie Health Care Consortium**
7. Administrators shall be entitled to \$4,000 annually to be used for college tuition or an annuity of equal value. \*\*\*
8. The Board shall pay for all professional dues. \*

9. The District shall furnish each administrator up to \$50 per month allowance for a cellular phone. Said allowance shall have appropriate tax deducted in compliance with IRS Regulations. Administrator shall pay \$25 per pay period for personal use of telephone.
10. Administrators will receive a contribution to the Benny Card based on type of medical plan. \$800 family and \$400 single. \*

***Original Approval, December 19, 2005. Modified June 19, 2007. Modified March 15, 2011. Modified May 17, 2011.***

***\*Same or similar Provision in the Huron Education Association Contract and Huron Classified Association Contract***

***\*\* Same or similar Provision in the Huron Classified Association Contract***

***\*\*\* Same or similar Provision in the Huron Classified Association Contract***