

**NINEVEH-HENSLEY-JACKSON UNITED SCHOOL CORPORATION  
AGREEMENT BETWEEN SCHOOL BOARD AND ADMINISTRATORS**

**FRINGE BENEFITS  
2020-2021**

1. **SALARY:** Salary increased at the discretion of the School Board.
2. **MEDICAL & DENTAL INSURANCE:** The Health and Dental Benefit for a family/single very high deductible will be paid for by the employee through payroll deduction (if desired) but will be included as part of the Administrators Salary. This benefit salary will not exceed \$14,940 per year. If you choose family plan insurance you will get the \$2400.00 Chard-Snyder benefit. If you choose the single plan you will get the \$1200.00 Chard-Snyder benefit and the remaining \$1200.00 will be added to your salary. If you choose not to carry our insurance you will get \$2400.00 added to your salary. The Administrator may choose their own healthcare coverage outside of the corporation.
3. **VISION PLAN:** The Corporation will pay all premiums on vision plan. You may choose to have a family or single plan.
4. **LIFE INSURANCE & ACCIDENTAL DEATH AND DISMEMBERMENT:** Coverage is \$100,000.00 and the cost for the Administrators is \$1.00 per year.
5. **LONG TERM DISABILITY:** The Corporation will pay all premiums for long term disability insurance yearly.
6. **TEACHERS' RETIREMENT:** The Corporation will pay the 3% towards teachers' retirement.
7. **HEARING OFFICER:** When Administrators are appointed, the hearing officer shall receive \$100.00 per case in which a hearing is held and \$50.00 in all other cases.
8. **SICK LEAVE AND PERSONAL BUSINESS LEAVE:** Ten (10) sick days per year. Personal business days will total four (4) per year. If personal business days and/or sick days are unused, they may accumulate to total 190 days.
9. **CONTRACT AND EVALUATION:** Multi-year contracts may be granted at the discretion of the Board. Evaluation of Administrative team shall occur annually. Administrators shall receive formal written evaluations annually by the Superintendent as per state law. Contract days will be 230 per year for Assistant Superintendent and High School Principal. Contract days will be 220 days per year for Middle, Intermediate, and Elementary School Principals and Assistant Principals. Contract days will be 195 per year for the Special Education Coordinator.
10. **WORKDAY:** An Administrators workday consists of a minimum of 8 ½ hours. This workday must coincide with the school day of the building they oversee. The administrator is given a 30 minute lunch period.

11. **SICK DAY ACCUMULATION:** An Administrator may bring up to 30 days per 5 year period served as an NHJ Administrator with 10 of them being added to sick days immediately. Thirty days may be added every 5 years until 100% of their accumulated sick days from their former school corporation have been included. Accumulated sick days over 190 will be bought out at a flat rate of \$100.00 per day. This will be done on an annual basis and submitted to a 401A or similar plan.
12. **MILEAGE:** In addition to the salary stipulated in base contract (covering the period July 1 through June 30), it is further agreed that the Administrator will be paid during the term of contract mileage at the IRS approved rate per mile for travel expenses as approved by the Board. Mileage must be turned in within a 3 month period of incurring the mileage.
13. **EDUCATIONAL EXPENSES:** Actual expenses, as itemized and claimed will be paid for necessary educational and Professional conferences, meetings, appearances, and trips outside the school Corporation as authorized or required by the School Board.
14. **RETIREMENT BRIDGE:** For Administrators eligible for teacher retirement – see teacher contract. To participate in the retirement bridge program an Administrator must:
  - a. Be at least fifty-five (55) years of age at the time of retirement.
  - b. Employed in an Administrative position for at least five (5) years at Nineveh-Hensley-Jackson United School Corporation.

Upon retirement total accumulated sick days will be bought out at a flat rate of \$100/day.

- a. Exceptions and conditions for eligibility of compensation pay:
  1. If an Administrator is dismissed or resigns in lieu of being dismissed because of immorality or behavior which the School Board determines amounts to the commission of a criminal offense, regardless of whether or not the Administrator is actually charged, prosecuted or convicted, the Administrator will not be eligible for compensation pay.
  2. The Administrator must notify the School Board one year in advance before any benefits are payable. Failure to do this does not eliminate the compensation pay but a one-year notice is necessary due to budget and availability of funds. The Corporation may choose to spread out retirement payments over at least one year and may not exceed 5 years.
  3. An Administrator may remain on the medical, dental and life insurance after retirement until reaching the age of 65 or Medicare eligible by paying 100% of the monthly premium set by the insurance trust. These monthly premiums must be paid in a timely manner.