

**CENTER GROVE COMMUNITY SCHOOL CORPORATION
STATEMENT OF BENEFITS
13-14 SCHOOL YEAR
LEVEL A**

I. Insurance Benefits

Eligibility

- To be eligible for these insurance plans, Administrators must be in a permanent position (i.e., substitutes and temporary Administrators are not eligible).

Employer Contributions

Program	Coverage	CGCSC Contribution	Administrator Contribution
Medical	Administrator Only	\$5,280.00	\$2,568.00
	Family	\$12,864.00	\$6,264.00
Dental	Administrator Only	\$292.56	\$226.56
	Administrator +1	\$429.12	\$528.48
	Family	\$822.72	\$929.76
Vision	Administrator Only	\$125.28	\$0.00
	Family	\$125.28	\$206.04
Life & AD&D	\$195,000	\$242.36	\$1.00
Long Term Disability		All Except \$1.00	\$1.00

The specifics of each program are described in separate benefit plan booklets available through the Human Resources Department.

II. Leave Days

Eligibility

- To be eligible for leave days, Administrators must be employed in a permanent position (i.e., substitutes and temporary Administrators are excluded from leave days).

Sick Leave

- Administrators may immediately transfer all accumulated sick days from their previous employer (if that previous employer was a school corporation), up to the maximum number of days in the Administrator's contract and addendum.
- Administrators working less than a 220-day schedule will be granted eight sick days per work year and may accumulate equal to the number of days in the Administrator's contract and addendum.
- Administrators working a 220-day schedule will be granted twelve sick days per work year and may accumulate equal to the number of days in the Administrator's contract and addendum.

- Administrators working a 229-day schedule will be granted twelve sick days per work year and may accumulate up to 260 days.

Personal Leave

- Administrators working less than a 229-day schedule shall receive a maximum of three personal days per year. Two unused personal days may be continued to the next contract year, but shall not exceed a total of five days. Days in excess of five shall accumulate as sick leave days, subject to the allowed maximum.
- Administrators working a 229-day schedule shall receive a maximum of five personal days per year. Five unused personal days may be continued to the next contract year, but shall not exceed a total of ten days. Days in excess of ten shall accumulate as sick leave days, subject to the allowed maximum.

Vacation Leave

- Administrators will not receive paid vacation leave.

Holidays

- Administrators will not receive holiday pay.

Bereavement Leave

- Administrators will be granted five bereavement leave days for a death in immediate family.

Funeral Leave

- Administrators will be granted one funeral leave day to attend the funeral of relatives and friends and subject to approval.

III. Bonus Pay

Sick Leave Pay

- As an incentive for perfect attendance, Administrators who do not use a sick day during the work year will be paid the following at the end of the work year:
 - 0 sick days used = 100% of 1 day of pay
 - 1 sick day used = 90% of 1 day of pay
 - 2 sick days used = 80% of 1 day of pay

IV. Retirement Benefits

TRF/PERF

- Administrators in this group are eligible for TRF/PERF benefits. The Corporation will contribute the employer's share toward a Defined Pension plan as well as the 3% toward an Annuity Savings Account.

Health/Dental/Vision/Cancer Insurance

- Administrators will be allowed to continue with the CGCSC health/dental/vision/cancer insurance policy with the full cost of the policy being paid by the Administrator. To be eligible for this benefit, the Administrator must have at least five years of experience with CGCSC and must be able to participate in Medicare within ten years of retirement. This benefit terminates when the retiree is eligible for Medicare.

Life Insurance

- Administrators will be allowed to continue with the CGCSC life insurance policy with the full cost of the policy being paid by the Administrator. The plan booklet specifies restrictions on the amount of insurance. This benefit terminates at age 70.

403(b) Retirement Plan

- All Administrators are eligible to participate in the 403(b) Retirement Plan.
- The Board of School Trustees will match up to 2% of each Administrator's gross salary.
- Administrators may contribute a percentage of their compensation or a set deduction (subject to an annual minimum deferral amount of \$200.00) up to the IRS limitation each year. Administrators are always 100% vested in their contributions.

401(a) Retirement Plan

- The Board will provide a 401(a) account for each administrator for post-retirement use. Beginning July 1, 2013, the Board will deposit an amount each year equal to 2% of their basic salary. Beginning July 1, 2014, this amount will increase to 4% of their basic salary.
- The administrator shall be vested after completion of the first contract year for which a deposit is made.

VII. Compensation

Hours/Days Worked

- All Administrators are expected to work a 40-hour week. The number of days in each Administrator's contract is stated in Level A Compensation.
- Administrators working less than 229 days will have an annual work schedule prepared by the payroll department. As a general rule, if an Administrator working less than 229 days works on an unassigned day, he/she will not receive compensation for that day. In special circumstances (such as a job-related emergency or workshop taking place on an unassigned day), the Administrator may request trade time, in half or full-day increments, for time worked. The request must be made, in writing, to his/her immediate supervisor, within the pay period. If approved, the Administrator will submit the trade day request on-line. Approved trade days must be used in the same contract year in which they were approved.
- Administrators who are assigned to work 229 days do not have an assigned work schedule, but are responsible for their assigned duties year-round. In each contract year, they must report a total of 229 days that consist of work days or available leave days. Each month they will turn in to their supervisor a calendar showing days worked and leave days. There will be no compensation for work days or leave days beyond 229 days.

Payroll Calendar

- Administrators hired after January 1, 2008 will be paid on a July 1 to June 30 contract.
- Administrators hired before January 1, 2008 will be paid on a January 1 to December 31 contract.

Coaches Salary (Outside of the Bargaining Unit)

- In addition to the amount specified below, these positions are paid for experience and education based on the teacher salary schedule.

Varsity Boys' Basketball Coach	\$ 15,594.00
Varsity Football Coach	\$ 15,594.00

- The two coaching positions above receive all administrative benefits described in this Statement of Benefits.