

BOARD MINUTES

Regular Meeting of the Board

October 14, 2013

7:00 P.M.

WELCOME – Board members in attendance: Mike Biesecker, Rick Davis, Phil Foster, Shane Steimel, Debbie Smith Absent: Mike Martin & Bill Noland

PLEDGE OF ALLEGIANCE

PRAYER

MINUTES OF THE SEPTEMBER 9, 2013 MEETING

The Chair will entertain a motion to approve the minutes of the September 9, 2013 regular board meeting.

Board motion: So Moved

Motion: Shane Steimel Second: Mike Biesecker (discussion) Vote: 5-0

EXECUTIVE SESSION

The chair will entertain a motion that nothing other than the advertised agenda was discussed at the Executive Session held on September 9, 2013.

Board motion: So Moved

Motion: Mike Biesecker Second: Shane Steimel (discussion) Vote: 5-0

REPORTS

- ISTEP – Tricia Reed
- Howard School Field Trip – presented by Granville Wells 3rd Grade Teachers & Students

DONATIONS

I recommend the Board accept the follow donations:

ATHLETIC SCOREBOARD:

Home National Bank
North Salem State Bank
Riner Farms
Hoosier Agri-Matic, Inc
Mr. Mitchell Phippen

ATHLETICS – Football Field Flags and Stars

John & Angie Boone - Flag
Danny & Janet Boone - Star
Coons Trim Shop - Flag
Brandon Wright, Farm Bureau - Flag and Star
Jerry Tuck, and Family - Star
Riner Enterprises - Flag
JL Food Mart - Flag
Pam Biesecker, Touch of Tranquility - Flag
William Riegel - Flag
Keith Hodgen, Hoosier Agri-Matic, Inc - Flag & 2 Stars

ATHLETICS - Western Boone Youth Basketball League.

Doug Heffner

FFA

Boone County Farm Bureau

THORNTOWN ELEMENTARY LIBRARY - First grade books in memory of Betty Jarvis

Dick & Kris Galvin, Bob & Stephanie Millbern, Tome & Gretchen Dimock, Mark Millbern & Family, Peg Millbern

Board motion: So Moved

Motion: Shane Steimel Second: Phil Foster (discussion) Vote: 5-0

LINE OF CREDIT FOR 2014

I recommend the Board approve the advertisement for the Line of Credit Bids in the amount of \$2,000,000 as presented. Advertisement will be October 23, 2013 and October 30, 2013 with a bid opening at 10:00 AM on November 6, 2013.

Board motion: So Moved

Motion: Shane Steimel Second: Mike Biesecker (discussion) Vote: 5-0

2013-2014 P.L. 191 GOALS STATEMENT:

I recommend the Board approve the 2013-14 P.L. 191 Goals Statement as presented.(Attached)

Board motion: So Moved

Motion: Shane Steimel Second: Phil Foster (discussion) Vote: 5-0

2014 BUDGET, CAPITAL PROJECTS PLAN AND BUS REPLACEMENT PLAN ADOPTION

The Chair will entertain a motion to adopt the 2014 Budget.

Board motion: So Moved

Motion: Mike Biesecker Second: Rick Davis (discussion) Vote: 5-0

The Chair will entertain a motion to adopt the 2014-2016 Capital Projects Plan.

Board motion: So Moved

Motion: Mike Biesecker Second: Shane Steimel (discussion) Vote: 5-0

The Chair will entertain a motion to adopt the 2014-2025 Bus Replacement Plan.

Board motion: So Moved

Motion: Mike Biesecker Second: Rick Davis (discussion) Vote: 5-0

RESOLUTION TO ADOPT THE 2014 BUDGET FORM 4-LINE 1 (Attached)

I recommend the Board approve the Resolution to grant the appropriate authority to Dr. Judi Hendrix, Superintendent to lower appropriations for estimated 2014 fund expenditures, January 1 through December 31, 2014 on School Budget Form 4-Line 1 if needed.

Board motion: So Moved

Motion: Shane Steimel Second: Rick Davis (discussion) Vote: 5-0

RESOLUTION TO ADOPT THE 2014 BUDGET FORM 4-LINE 2 (Attached)

I recommend the Board approve the Resolution to grant the appropriate authority to Dr. Judi Hendrix, Superintendent to lower appropriation balances where needed to more accurately reflect necessary expenditures, July 1 through December 2013 on School Budget Form 4-Line 2 if needed.

Board motion: So Moved

Motion: Mike Biesecker Second: Phil Foster (discussion) Vote: 5-0

SUPERINTENDENT CONTRACT (Attached)

I recommend the Board approve the contract for the Superintendent of Schools.

Board motion: So Moved

Motion: Shane Steimel Second: Mike Biesecker (discussion) Vote: 5-0

ADMINISTRATOR’S SALARIES (Attached)

I recommend the Board approve the increase in Administrators Salaries as presented.

Board motion: So Moved

Motion: Mike Biesecker Second: Shane Steimel (discussion) Vote: 5-0

ADMINISTRATOR BENEFIT SCHEDULE (Attached)

I recommend the Board approve the Benefit Schedule for Administrators as presented.

Board motion: So Moved

Motion: Shane Steimel Second: Phil Foster (discussion) Vote: 5-0

EXTENDED FIELD TRIP

I recommend the Board approve the extended field trip requests as presented.

- FFA, Madeline Young – October 11-13, 2013 to Trafalgar – FFA Leadership Camp

Board motion: So Moved

Motion: Rick Davis Second: Phil Foster (discussion) Vote: 5-0

NON RESIDENT STUDENT TRANSFER REQUESTS

I recommend the Board approve the Non-resident Student Transfer requests as presented. All students listed have been in attendance and were included on the September ADM/ME count submitted to the state for the corporation.

- Peyton Armstrong – WeBo, grade 8
- Keaton Deane – Granville Wells, grade Kindergarten
- Takota Smith – Granville Wells, grade 1
- Tristen Smith – Granville Wells, grade 5
- Tyler Smith – Granville Wells, grade 4

Board motion: So Moved

Motion: Mike Biesecker Second: Rick Davis (discussion) Vote: 5-0

PERSONNEL

All employment recommendations are pending completed satisfactory criminal background history reports.

Resignations:

Tia Wyant, part-time cook at Western Boone effective 10/3/2013.

Employment:

- Jeri J Mills, part time Custodian at Western Boone effective 10/17/2013.
- Julie Creech, co-sponsor Brain Game team for the 2013-14 school year.
- Tara Mitchell, Special Education Instructional Assistant – K-3 mild interventions classroom, at Granville Wells Elementary effective 09/3/2013.

Athletics – All are paid positions

- Cesar Barrientos – Head Boys Baseball Coach.
- Matt Wilson – 9th Grade Boys Head Basketball Coach.
- Kyle Medeiros – 8th Grade Head Boys Basketball Coach.

Kyle Drown – 8th Grade Assistant Boys Basketball Coach.
John Mercer – 8th Grade Girls Head Basketball Coach.
Lindsey Woody – 7th Grade Girls Head Basketball Coach.
Keith Lively – Jr High Swim Coach.
Duncan Sherriff – JH Boys Tennis Coach
Markita Bustamante – Varsity Assistant Swim Coach

Board motion: So Moved

Motion: Shane Steimel Second: Mike Biesecker (discussion) Vote: 5-0

CLAIMS

The Business Manager will be available to answer questions regarding claim items.

The chair will entertain a motion to accept claims as presented.

Board motion: So Moved

Motion: Shane Steimel Second: Mike Biesecker (discussion) Vote: 5-0

COMPARISON REPORT

INFORMATION:

- Early Release for Parent/Teacher Conferences – October 14-24, 2013
- Fall Break – October 25-28, 2013
- Early Release for Professional Development - January 27-31, 2014

DOCUMENT SIGNING

ADJOURNMENT

Board motion: So Moved

Motion: Mike Biesecker Second: Phil Foster (discussion) Vote: 5-0

Western Boone Percent Passing ISTEP 3-6

Red print denotes passing rate is lower than state passing percentage

Passing rates rounded to the nearest whole number

	2007*	2008*	2010	2011	2012	2013
Grade 3						
District						
Language Arts	71	83	83	83	85	89
Math	71	83	80	82	80	83
Passed Both		74	74	75	75	80
Granville Wells						
Language Arts	70	79	83	88	88	85
Math	70	87	80	90	77	81
Passed Both		70	74	84	76	76
Thorntown						
Language Arts	73	86	83	77	82	93
Math	72	79	79	71	83	84
Passed Both		76	76	64	74	84

Grade 4						
District						
Language Arts	81	71	87	87	88	84
Math	76	69	91	88	89	91
Passed Both		61	85	82	84	79
Granville Wells						
Language Arts	76	73	89	88	91	88
Math	77	75	92	89	89	93
Passed Both		68	87	83	85	85
Thorntown						
Language Arts	81	69	84	86	84	79
Math	76	60	89	86	89	88
Passed Both		51	81	82	82	74

Grade 5						
District						
Language Arts	83	80	69	85	86	87
Math	84	80	83	92	90	94
Passed Both		74	66	83	81	86
Granville Wells						
Language Arts	84	84	73	87	86	94
Math	82	84	87	93	95	97
Passed Both		78	71	86	82	94
Thorntown						
Language Arts	83	76	64	81	86	78
Math	88	76	79	92	84	89
Passed Both		71	60	80	79	76

Grade 6						
District						
Language Arts	83	89	84	76	86	90
Math	90	87	85	78	91	94
Passed Both		84	78	70	83	87
Granville Wells						
Language Arts	83	86	87	75	89	90
Math	87	84	89	81	94	92
Passed Both		80	81	69	87	85
Thorntown						
Language Arts	82	94	81	78	83	91
Math	91	91	82	74	88	96
Passed Both		91	74	72	79	89

Western Boone Percent Passing ISTEP Grades 7-8

Red print denotes passing rate is lower than state passing percentage

Passing rates rounded to the nearest whole number

		2007*	2008*	2010	2011	2012	2013
Grade 7							
WeBo							
Language Arts		76	77	90	92	84	88
Math		91	88	91	87	87	94
Passed Both		N/A	74	83	81	80	86
Grade 8							
WeBo							
Language Arts		66	70	85	86	78	79
Math		82	81	83	88	89	87
Passed Both		N/A	69	75	81	75	75
Grade 10 ECA							
WeBo							
English 10		N/A	N/A	N/A	N/A	85*	87
Math		N/A	N/A	N/A	N/A	90*	88
Passed Both		N/A	N/A	N/A	N/A	N/A	N/A



TO: Dr. Judi Hendrix, Superintendent
School Board Members

FROM: Vivian Norman, Business Manager

DATE: October 10, 2013

SUBJECT: Line of Credit for 2014

In 2013 we have had a line of credit with State Bank of Lizton for \$2,000,000 and have not had to utilize it. With the state taking over the General Fund, it has greatly assisted the corporation's cash flow because of receiving regular monthly distribution payments from the state. However, we do have some concern with the Federal Government shutdown and the impact it could potentially have on the school receiving federal grant reimbursements.

I would like to request that we continue to have a line of credit available for the year of 2014 in the amount of \$2,000,000.

I am asking for your approval to advertise for bids on October 23rd, 2013 and October 30th, 2013 with a bid opening at 10:00 AM on November 6th, 2013.

My recommendation is for the Corporation to again go forward with advertising for this line of credit.

Respectfully submitted,

Vivian Norman
Business Manager

2013-2014 P.L. 191 Goals Statement

The Western Boone County Community School Corporation shall strive to increase the percentage for the student instructional expenditure accounting categories as compared to the other expenditure categories as described in I.C. 21-10-3-4 for the next fiscal year by identifying efficiencies in all expenditure categories.

Construction expenditures are unique from year to year and must be not considered when comparing annual expenditures from year to year. Due to construction/renovation from capital projects expenditures, the percentage for instructional categories may not be increased when compared to total expenditures of all funds.

Adopted this 14th day of October, 2013

Debbie Smith, President

Attest: Bill Noland, Secretary

ORDINANCE OR RESOLUTION FOR APPROPRIATIONS AND TAX RATE

Ordinance Number:

Be it ordained by the **Western Boone School Corporation** that for the expenses of **WESTERN BOONE COUNTY SCHOOL CORPORATION** for the year ending December 31, 2014 the sums herein specified are hereby appropriated and ordered set apart out of the several funds herein named and for the purposes herein specified, subject to the laws governing the same. Such sums herein appropriated shall be held to include all expenditures authorized to be made during the year, unless otherwise expressly stipulated and provided for by law. In addition, for the purposes of raising revenue to meet the necessary expense of **WESTERN BOONE COUNTY SCHOOL CORPORATION**, the property tax levies and property tax rates as herein specified are included herein. Budget Form 4-B for all funds must be completed and submitted in the manner prescribed by the Department of Local Government Finance.

This ordinance shall be in full force and effect from and after its passage and approval by the **Western Boone School Corporation**.

Name of Adopting Entity	Select Type of Fiscal Body	Date of Adoption
Western Boone School Corporation	School Board	10/14/2013

DLGF-Reviewed Funds

Fund Code	Fund Name	Adopted Budget	Adopted Tax Levy	Adopted Tax Rate
0101	GENERAL	\$12,228,850	\$0	0.0000
0180	DEBT SERVICE	\$3,331,263	\$3,041,016	0.6043
1214	CAPITAL PROJECTS (School)	\$1,519,075	\$1,375,943	0.2734
6301	TRANSPORTATION	\$1,490,250	\$1,173,904	0.2333
6302	BUS REPLACEMENT	\$240,000	\$235,633	0.0468

		Signature
Debbie Smith	Aye <input type="checkbox"/> Nay <input type="checkbox"/> Abstain <input type="checkbox"/>	
Shane Steimel	Aye <input type="checkbox"/> Nay <input type="checkbox"/> Abstain <input type="checkbox"/>	
Michael Biesecker	Aye <input type="checkbox"/> Nay <input type="checkbox"/> Abstain <input type="checkbox"/>	
Rick Davis	Aye <input type="checkbox"/> Nay <input type="checkbox"/> Abstain <input type="checkbox"/>	
Phil Foster	Aye <input type="checkbox"/> Nay <input type="checkbox"/> Abstain <input type="checkbox"/>	
Mike Martin	Aye <input type="checkbox"/> Nay <input type="checkbox"/> Abstain <input type="checkbox"/>	
Bill Noland	Aye <input type="checkbox"/> Nay <input type="checkbox"/> Abstain <input type="checkbox"/>	

RESOLUTION TO ADOPT THE 2014 CAPITAL PROJECTS PLAN

The Board of Trustees of Western Boone Community School Corporation, Boone County, Indiana, hereby adopts the following Resolution:

WHEREAS, a School Capital Projects Fund has been established; and

WHEREAS, the Board of Trustees is required under IC 20-46-6-5 to adopt a plan with respect to the Capital Projects Fund; and

WHEREAS, the Board of Trustees held a public hearing on the capital projects plan on the 9th day of September, 2013 at 7:00 PM, at the Administration Building, 1201 North State Road 75, Thorntown, Indiana.

THEREFORE, BE IT RESOLVED, by the Board of Trustees that the Capital Projects Plan for Western Boone Community School Corporation, for the years of 2014 thru 2016, is hereby incorporated by reference into this resolution, and is adopted as the Board of Trustee's plan with respect to the School Capital Projects Fund.

BE IT FURTHER RESOLVED, that the Board of Trustees shall submit a certified copy of this resolution and adopted plan, to the Department of Local Government Finance as required by IC 20-40-8-8 for approval.

Adopted this 14th day of October, 2013.

AYE

NAY

ATTEST:

Secretary of Board of Trustees

RESOLUTION TO ADOPT THE 2014 BUS REPLACEMENT PLAN

The Board of Trustees of Western Boone Community School Corporation, Boone County, Indiana, hereby adopts the following Resolution:

WHEREAS, a School Bus Replacement Plan has been established; and

WHEREAS, the Board of Trustees is required under IC 20-46-5 to adopt a plan with respect to a School Bus Replacement Plan; and

WHEREAS, the Board of Trustees held a public hearing on the plan on the 9th day of September, 2013 at 7:00 PM, at the Administration Building, 1201 North State Road 75, Thorntown, Indiana.

THEREFORE, BE IT RESOLVED, by the Board of Trustees that the plan entitled "School Bus Replacement Plan" for the years of 2014 through 2025, is hereby incorporated by reference into this resolution, and is adopted as the Board of Trustees' Plan with respect to the School Bus Replacement Plan.

BE IT FURTHER RESOLVED, that the Board of Trustees shall submit a certified copy of this resolution (including the adopted plan and the Calculation Worksheet) to the Department of Local Government Finance as required by IC 20-40-7 for approval.

Adopted this 14th day of October, 2013.

AYE

NAY

WESTERN BOONE COUNTY COMMUNITY SCHOOL CORPORATION

2014 BUDGET RESOLUTION

WHEREAS, the Trustees of the Western Boone County Community School Corporation are required to advertise the 2014 Budgets six months prior to implementation.

AND WHEREAS, expenditure calculations used to prepare the budget and establish tax levies and rates for advertisement are projections of events that may take place over the next eighteen months,

AND WHEREAS, ADM, LET/FIT/CAGIT, Prime Time and Assessed Valuations are estimated at the time of advertising budget,

AND WHEREAS, the Trustees of the Western Boone Community School Corporation wish to impose the most appropriate tax rate on their patrons to insure appropriate levies to fund the school budget.

THEREFORE, BE IT RESOLVED that the Trustees grant the appropriate authority to Dr. Judi Hendrix, Superintendent to lower appropriations for estimated 2014 fund expenditures, January 1 through December 31, 2014 on School Budget Form 4 – Line 1.

Adopted this 14^h day of October, 2013

Debbie Smith, President
Board of School Trustees
Western Boone School Corporation

Attest:

Bill Noland, Secretary
Board of School Trustees
Western Boone School Corporation

Line#1 is reduced by
\$ _____
From Budget Class:

WESTERN BOONE COUNTY COMMUNITY SCHOOL CORPORATION

2014 BUDGET RESOLUTION

WHEREAS, the Trustees of the Western Boone County Community School Corporation are required to advertise the 2014 Budgets six months prior to implementation.

AND WHEREAS, expenditure calculations used to prepare the budget and establish tax levies and rates for advertisement are projections of events that may take place over the next eighteen months,

AND WHEREAS, the Trustees of the Western Boone County Community School Corporation wish to impose the most appropriate tax rate on their patrons to insure appropriate levies to fund the school budget.

THEREFORE, BE IT RESOLVED that the Trustees grant the appropriate authority to Dr. Judi Hendrix, Superintendent, to lower appropriation balances where needed to more accurately reflect necessary expenditures, July 1 through December, 2013 on School Budget Form 4 – Line 2.

Adopted this 14th day of October, 2013.

Debbie Smith, President
Board of School Trustees
Western Boone School Corporation

Attest:

Bill Noland, Secretary
Board of School Trustees
Western Boone School Corporation

<u>FUND</u>	<u>AMOUNT</u>
General	\$ _____
Debt	\$ _____
Capital Projects	\$ _____
Transportation	\$ _____
Pre-School	\$ _____

Notice of Public Meeting on October 7, 2013
7:00 P.M.
Western Boone Administrative Offices
1201 N. SR 75
Thorntown, Indiana 46071

On October 7, 2013 at 7:00 P.M., the Board of School Trustees of the Western Boone County Community School Corporation will meet in a public meeting for the discussion of the proposed Superintendent contract as follows:

- Agreement length: Ind. Code 20-28-8-6(2): 7-1-2013 thru 6-30-2016. The Agreement's evergreen clause would result in a continuous 3 year school year contract unless a party objects before July 1 to an extension of the length of the contract for an added school year on July 1. However, the Agreement can be canceled by the Board for the same list of reasons applicable to cancellation of the contract of an "established teacher" found at Ind. Code 20-29-7.5-1(e). The Superintendent can cancel by the Agreement giving 90 days written notice of resignation.
- Annual Basic salary \$116,713 beginning in year one (2013) of the contract.
- The Superintendent receives an annual 403(b) plan contribution of \$4,821
- The Superintendent is eligible to participate in the group health insurance, as of July 2013, the premium is \$18,252
- The Superintendent is eligible to be covered by the school corporation's long-term disability insurance plan. The school corporation shall pay the annual premium of \$451
- The school corporation provides a life insurance policy for the Superintendent with the cost to the corporation of \$564
- The Superintendent receives an annual contribution to 401(a) plan of \$7501.
- The school corporation pays 100% of the statutorily required contributions to the Teachers Retirement Fund.
- The Superintendent receives the use of corporation owned vehicle.
- The Superintendent shall be evaluated once each year.

Following the public hearing on October 7, 2013, the complete proposed contract of the Superintendent will be available on the Schools' website. The Board of School Trustees will consider the proposed contract as an agenda item at the October 14, 2013 Regular Board Meeting.

2013-2014 Performance Salary Adjustments

Name	Position	2013-2014 Salary -	Contract Days	Contract Start	Contract End
Rob Ramey	WB Principal	\$ 93,581	220	7/1/2013	6/30/2015
Susan Ottinger	Wells Principal	\$ 84,882	220	7/1/2013	6/30/2015
Pam Taylor	Town Principal	\$ 84,882	220	7/1/2013	6/30/2015
Jon Compton	WB Asst Principal	\$ 80,115	210	7/1/2013	6/30/2015
Amanda Pond	WB Asst Principal	\$ 71,000	210	7/1/2013	6/30/2015
Jane Taylor	Asst Prin/Food Service	\$ 78,544	210	7/1/2013	6/30/2014
Tricia Stanley	Wells Asst Principal	\$ 70,064	200	7/1/2013	6/30/2015
Abbie Hayden	Town Asst Principal	\$ 70,064	200	7/1/2013	6/30/2015
Tricia Reed	Director of Curriculum	\$ 74,111	210	7/1/2013	6/30/2015
Jason Mulligan	WB Athletic Director	\$ 78,318	205		
Kyle Whiteley	Director of Technology	\$ 75,457	260		
Viv Norman	CFO	\$ 72,136	260		
Dave Barnes	Director of Maintenance	\$ 74,660	260		
Terry Barnett	Director of Transportation	\$ 60,695	225		
All increases based on work performance for 2012-2013 school year.					
Certified performance stipend in January to mirror teachers.					

WESTERN BOONE SCHOOLS BENEFITS FOR CERTIFIED ADMINISTRATIVE PERSONNEL

ARTICLE I: ELIGIBILITY

- A. The school personnel entitled to participate in the Corporation's fringe benefit package for administrators as set forth herein, subject to satisfaction of all other applicable eligibility requirements, are the following (hereafter referred to as "Administrator" or "Administrators"):

Elementary Principals
Elementary Assistant Principals
Jr. Sr. High School Principal
Jr. Sr. High School Assistant Principals
Director of Curriculum and Instruction
Superintendent of Schools

- B. All Administrators will follow the teacher contracted days and vacations with additional required days as per position.
- C. This benefit schedule is in addition to the terms and conditions set forth in the regular Teachers' Master Contract.

ARTICLE II: LEAVES

A. ILLNESS LEAVE

Each Administrator may be absent from work on account of qualifying personal illness, quarantine or family illness for up to thirteen (13) days during the school year without loss of compensation. Unused leave days from prior years' service in this Corporation may accumulate and carry over to the Administrator's contractual days to be used solely for personal illness.

All sick leave accumulated by the Administrator from employment in another Indiana school corporation will be added to the Administrator's account once full-time employment begins.

Sick leave can be used in one-half (1/2) day segments for illness occurring during the school day or for medical or dental appointments whenever it is not practical to arrange for the appointment on non-school time.

B. BEREAVEMENT LEAVE

In the case of death in the Administrator's immediate family, the Administrator is entitled to be absent from work without loss of compensation for up to five (5) days within a seven (7) calendar day period beginning with the day of death or the day after at the Administrator's option. Scheduled leave days shall not extend bereavement leave.

This provision shall not be construed to allow five (5) calendar days for death if two (2) or more deaths arise immediately out of the same occurrence.

As used in this program, "immediate family" shall mean the Administrator's spouse, children, sister, brother, mother, father, mother-in-law, father-in-law, grandparents, grandchildren, son-in-law, daughter-in-law, sister-in-law, brother-in-law, step children, or any other member of the family unit living in the same household as the Administrator regardless of the degree of relationship.

D. JURY DUTY - TRIAL WITNESS LEAVE

Full salary will be paid to any Administrator who must be absent from work in response to a lawful summons for jury service or subpoena for testimony in a court proceeding provided the Administrator shall keep the Superintendent informed of anticipated scheduling and shall turn over or refund to the Corporation the per diem pay, excluding mileage reimbursement, received for services rendered to the court.

E. SABBATICAL AND OTHER LEAVES

Any request by an Administrator for any leave of absence not expressly permitted by this package or by state or federal law will be considered individually upon its merit consistent with the needs and interests of the Corporation. Except for emergency or other unexpected situations, requests for such leave must reach the Superintendent by January 1st of the year in which the leave is to commence. When granted, such leave will be without pay, but the Administrator may continue to participate in all group insurance plans by paying the total premiums during the term of the leave. Sabbatical leaves may not exceed one year in length.

ARTICLE III: INSURANCE BENEFITS

A. HEALTH INSURANCE

The Corporation shall pay the premium cost for all eligible Administrators enrolled in either the single-employee or family group health insurance program.

Administrators in the Corporation who retire at or after age fifty-five (55) will be permitted to remain in the group health insurance program until eligible for Medicare (or death) provided they are responsible for all premiums after retirement in excess of the

amount of the Corporation's contribution to the premium for single-employee plan available for teachers, which the Corporation shall pay.

The Corporation's responsibility for premium contributions will terminate when the retiree becomes eligible for Medicare or dies, whichever occurs first. Arrangements for timely payment of premiums will be made with the Superintendent at the time of retirement.

B. LIFE INSURANCE

Subject to eligibility and compliance with insurer requirements, the Corporation will maintain a program of term life insurance coverage providing death benefits to the Administrator's designated beneficiary in an amount of \$50,000 for assistant principals and Director of Curriculum and Instruction and the amount of \$100,000 for building level principals and the Corporation Superintendent. The plan may also provide dismemberment benefits and double indemnity in case of accidental death. Administrators who choose to participate must pay one dollar per year toward the premium costs with the remainder of the cost to be paid by the Corporation. Subject to stipulations of and approval of the insurance carrier, an administrator who retires from this school corporation will be allowed to remain on the school corporation's group term life plan at the sole cost to the administrator as long as it is an option by the insurance carrier.

C. WORKER'S COMPENSATION

Any lost time due to a work-related injury and compensated for under the Corporation's worker's compensation program shall not be deducted from the Administrator's accumulated sick leave. During the period of time off work the Administrator shall continue to be paid his or her regular salary minus the amount of salary-related benefits received from the worker's compensation carrier.

D. LONG-TERM DISABILITY INSURANCE

The Corporation will maintain a long-term disability insurance plan for eligible and qualifying Administrators providing income protection for sixty-six and two-thirds percent (66 2/3%) of the Administrator's annual earnings, up to a maximum benefit of six thousand dollars (\$6,000) per month. The Social Security Normal Retirement Age (SSNRA), in compliance with ADEA, will be used to determine the duration of benefits. A qualifying period of ninety (90) days is required to receive benefits. Administrators who choose to participate will pay one dollar (\$1.00) per year toward the premium costs with the remainder of the cost of the plan paid by the Corporation.

ARTICLE IV: RETIREMENT SEVERANCE PAY FOR ADMINISTRATORS

- A. Administrators having attained the age of fifty (50) years and having been employed by the Corporation for the ten (10) years immediately preceding retirement from the Corporation shall receive upon retirement from the Corporation a severance payment.

The amount shall be equal to the then-current daily rate for substitute teachers times the number of the Administrator's unused accumulated sick leave days up to a maximum of the Administrator's annual contractual days.

If the Administrator should satisfy the above age and continuous service requirements but die while employed by the Corporation, the retirement severance pay benefits will be paid in a lump sum to the Administrator's 403(b) account or to his estate, at the option of the deceased Administrator's legal representatives.

- B. All such retirement severance pay will be paid in a lump sum to the retiring Administrator's 403(b) account within thirty days after the effective retirement date or date of death, whichever first occurs. This contribution will be subject to all applicable IRS terms and limits. If necessary under IRS rules, any remainder over the annual limits will be paid to the account in subsequent calendar years.
- C. The amount of the Corporation's contribution to each Administrator's 403(b) plan shall be determined annually by the School Board and paid to the plan. Administrators are required to match Corporation contributions to the plan only to the extent of the amount required to be matched by the certified staff. Administrators may contribute additional funds to their plan if they chose. Administrators shall become vested in the plan once employment begins in the Corporation.

ARTICLE V: TEACHER RETIREMENT FUND CONTRIBUTION FOR ADMINISTRATORS

- A. The Corporation will pay the State-required contribution to Indiana State Teacher Retirement Fund for Administrators.

GENERAL FUND COMPARISON REPORT:

As of September 30, 2013, the General Fund cash balance is \$2,104,432.

At the end the third quarter for 2013, we have had a total expenditure of \$7,752,067 or 64% of the total 2013 appropriation which is \$12,034,150.