

Section A - Fringe Benefits

1. All administrators and supervisors, during the term of their employment, shall be accorded the following fringe benefits at district expense:
  - 1) Family health insurance.
  - 2) Family dental insurance.
  - 3) Term life insurance equal to twice the individual's annual salary, rounded to the next highest thousand dollars subject to limitations of applicable law.
  - 4) Individual disability insurance coverage as outlined in the Negotiated Agreement between the Board of Education and the Glenbrook Education Association.
  - 5) Reimbursement for membership in professional organizations up to \$150 per individual per year, with the exception of the principals and assistant superintendents who shall be allocated \$750 each to be used for professional, civic, or social memberships at the discretion and approval of the superintendent.
  - 6) Professional leave at full reimbursement as outlined in Board Policy and Procedures #6040 when approved in advance by the superintendent or designee, except for meals, subject to substantiation of such expenses and approval by the Board.
  - 7) Each administrator shall be eligible for two (2) days of personal leave pay per school year for urgent personal or family matters that require the administrator's presence during the school day, and are of such nature that they are impossible to transact at a later time, such as on the weekend, after school hours, or during vacation periods. Annually all unused personal days will be transferred to the personal leave bank. Any days in excess of three, in an administrator's personal leave bank shall be transferred to sick leave. Upon termination/retirement, all unused accumulated personal days will be reported to the Teacher Retirement System for service credit upon the administrator's retirement.

Application for personal leave with pay shall be submitted by the administrator to their supervisor. The application shall be made at least one week before taking said leave, if possible.

In the event of an emergency, notice shall be provided as soon as possible. A statement setting forth the nature of the emergency shall be submitted in writing immediately upon return to school.

It shall be standard practice that no leaves be taken under this section on the day before or day following any school holiday or vacation. However, the superintendent can make exceptions to this rule in unusual circumstances.

Personal leave in excess of two (2) days per year may be approved by the superintendent in unusual circumstances. However, no more than five (5) personal leave days shall be approved during any school year. Personal leave days used in excess of the two (2) days allotted each year shall be: a) deducted from accumulated personal leave, or b) paid back at the rate of one (1) day per year from the two (2) days allotted.

Unless approved by the superintendent, an administrator who owes personal leave days from the previous school years cannot borrow additional personal leave days in the following school years until all borrowed days have been repaid.

Personal leave may be accumulated from year to year up to a maximum of three (3) days.

- 8) Sick leave of 15 days per year.
- 9) Participation in the administrator-supervisor sick leave bank as provided in Board policy 6280.
- 10) Sabbatical leave as approved by the Board of Education.
- 11) Auto mileage reimbursement, in accordance with current Internal Revenue Service regulations, as approved by the superintendent or designee.
- 12) Tuition reimbursement in full when courses are approved in advance by the superintendent or designee.

- 13) Vacation for 12-month personnel only; as indicated below:

<b>Number of Years of Administrative Experience in the District</b>	<b>Number of Days of Vacation per Year</b>
1st year through 5th year	20 days
6th year through 10th year	21 days
11th year through 15th year	22 days
16th year through 20th year	23 days
21st year through 25th year	24 days
26th year and beyond	25 days

In addition, any earned and unused vacation days at the end of any fiscal year up to a maximum of 15 unused days may be carried over for use in the next year. The time for such vacations being subject to the approval of the Superintendent. At no time may an administrator be credited with more than 40 vacation days (inclusive of the current year's allotment) and the Board reserves the right to require any employee to use accumulated vacation days in lieu of being present for work.

- 14) District-recognized legal and granted holidays.
- 15) In lieu of the family health and dental insurance, individuals may select the then current individual health and dental insurance plan plus receive a \$700 tax-sheltered annuity annually.
- 16) An additional \$600 IRS Code Section 125 reimbursement benefit allocation to be used as authorized by appropriate Board of Education policies and procedures.
- 17) Voluntary termination benefits as provided in Board Policy 6100.
- 18) Annual registration of state licensure at Board expense.
- 19) Attendance as required for state licensure at administrative academies.

Section B - Vacations

1. Administrative personnel may make application for vacations by:
  - 1) Submitting a request at least 10 days prior to the requested vacation time to their immediate supervisor.
  - 2) The immediate supervisor will approve or disapprove the request.

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