FRINGE BENEFIT OUTLINE

BETWEEN

BOARD OF SCHOOL TRUSTEES AND DIRECTOR LEVEL ADMINISTRATORS

AS APPROVED December 8, 2025 for an Effective Date of January 4, 2026

I. **SALARY:** Salary increases to follow support staff pay increases at the discretion of the Superintendent of Schools and Board of School Trustees.

II. **MEDICAL INSURANCE:** Effective the 1st day of the month following employment. Rates as outlined in the Board-approved support staff rate sheet.

Directors retiring from Franklin Community School Corporation, their spouses and dependents may elect to maintain coverage with the group medical, dental, and life insurance program until the person reaches the age eligible for full Social Security benefits by paying the amount scheduled per support staff rate sheet. In the event the spouse is not eligible for full Social Security benefits, he/she may remain on the same insurance program until eligible by paying the full monthly single premium. Directors must have been employed as a Director with FCS for a minimum of ten (10) years preceding his/her retirement to maintain benefits. Directors on unpaid leave for a period not to exceed one (1) year may maintain the group hospitalization and medical insurance program by paying the full monthly premium. All monthly premium payments are due in the business office by the 15th of each month. Failure to make said payments shall result in cancellation of coverage. The above options are subject to approval by the insurance carrier.

III. **DENTAL INSURANCE:** Effective the 1st day of the month following employment. Rates as outlined in the Board-approved support staff rate sheet.

IV. **VISION INSURANCE:** Effective the 1st day of the month following employment. Rates as outlined in the Board-approved support staff rate sheet.

V. **LIFE INSURANCE:** Effective the 1st day of the month following employment. The cost is \$1.00 per year - \$50,000 policy. Additional supplemental insurance is available at the employee's expense.

VI. **LONG TERM DISABILITY INSURANCE:** Effective the 1st day of the month following employment. The cost is \$1.00 per year. (Full time employees only).

VII. **VEBA:**

A. FCSC shall set up a VEBA account for each Director. At the end of each completed school year, ½ of one percent (.5%) of the base Director contract amount shall be contributed into each Director's individual VEBA account. A Director's VEBA account shall be vested upon completion of 5 years experience with FCSC or fulfillment of the requirements for normal (unreduced) retirement under Indiana Public Employees Retirement Fund ("PERF") (age 65 with at least 10 years of PERF service; age 60 with at least 15 years of PERF service; or age 55 if age plus PERF service total at least 85). A Director shall be 100% vested in his or her VEBA account upon his or her death.

B. Each Director shall carry no more than 120 sick days in his/her leave accounts. Accumulated sick leave days over 120 shall be bought out. This calculation shall be done at the end of each school year. These days shall be bought out at one-half (1/2) the overage of days times the current daily substitute teacher pay rate as of the end of each school year. That amount shall be deposited at the end of each school year into a Director's VEBA account. A Director's VEBA account shall be vested upon completion of 5 years of experience with FCSC or fulfillment of requirements for normal (unreduced) retirement under PERF (age 65 with at least 10 years of PERF service; age 60 with at least 15 years of PERF service; or age 55 if age plus PERF service total at least 85). A Director shall be 100% vested in his or her VEBA account upon his or her death.

C. The Board shall place into each retirees' VEBA (must be vested) account a one-time sum of:
$2,500.00 as compensation for 60 days of unused sick days or
$5,000.00 as compensation for 90 days of unused sick days or
$7,500.00 as compensation for 120 days of unused sick days.

If a retirement buyout is offered, then section C of the VEBA article will not apply.

VIII. BENEFIT TIME:

A. **Paid Time Off:**
200 days – 234 days = 13 PTO Days
235 days – 259 days = 14 PTO Days
260 days = 15 PTO Days

On June 30th of each year, all remaining PTO days will roll over to sick days, where a total of 120 days can be banked.

B. **Vacation Days:** Paid vacation days are granted only to 12-month employees. Up to five vacation days remaining on June 30 of the following year may be carried over. Any unused vacation days will be added to the employee's sick leave balance after the one-year rollover period.

Vacation days are available on the following basis for eligible employees:

- Up to 10 vacation days (prorated based on hire date and July 1 renewal) following 60 days of employment
- 15 vacation days following five (5) years of employment

- 20 vacation days following ten (10) years of employment

If employment is voluntarily severed, any accrued vacation days remaining on the last day of employment will be paid out on the final paycheck. If an employee is involuntarily terminated for any reason the employee will NOT be eligible for payment of unused vacation days.

IX. **PUBLIC EMPLOYEE RETIREMENT FUND (PERF):** FCSC shall contribute the Director's share of the Public Employee Retirement Fund (3%) in addition to the "Corporation" contribution of approximately 11.2%.

X. **SUPPLEMENTAL RETIREMENT - 401(a) & 403(b):** FCSC will contribute the following to a supplemental retirement plan qualified under Section 401(a) of the Internal Revenue Code for every Director: (A) 1% of the Director's base salary, plus (B) an amount matching the amount the Director contributes to a 403(b) annuity, but limited to ~~1.25%~~ 4% of the Director's base contract salary. Effective July 2024, this distribution will occur every pay period rather than once per year.

XI. **EVALUATION:** Directors shall receive a formal written evaluation annually.

XII. **WELLNESS STIPEND**: An additional $500 will be provided to each director as a taxable benefit to use on health-related expenses.