

**MUNCIE COMMUNITY SCHOOLS ADMINISTRATIVE BENEFITS**  
**(Less than 12 Months—Administrator)**

1. Administrators granted ten (10) sick days per year with the ability to accumulate a number of unused sick days equal to the amount needed to use as a bridge to disability benefits.
2. Administrators coming from other districts permitted the annual transfer of 1/3 of their accumulated sick days over a three-year period.
3. No pay granted for unused sick days or personal days at the time of retirement or separation from the district.
4. Three (3) personal days per year and unused personal days will not roll to subsequent year.
5. One percent of base salary annually contributed to a 457(b) plan.
6. Retirement contributions for TRF/PRF paid on the same basis as teaching staff.
7. Health insurance: same plans as available to all MCS employees and on the same terms and contributions.
8. Long Term Disability: same plans as available to all MCS employees on the same terms and contributions.
9. Life insurance: provided at one and one-half (1 1/2) times base salary for annual employee contribution of \$1.00.
10. Mileage reimbursed for vehicle travel directly related to school business (but not commuting expenses) at the rate allowed by the Internal Revenue Service

EXHIBIT A

**MUNCIE COMMUNITY SCHOOLS ADMINISTRATIVE BENEFITS**  
**(12 Months—Administrator)**

1. Fulltime Muncie Community School administrators (Administrators) will be on a 260-day contract and receive holidays as per the MCS holiday schedule.
2. Administrators granted 20 vacation days per year with the opportunity to roll five (5) unused days, and no administrator be permitted to have more than 25 vacation days in any one year. Current MCS administrators with banked vacation days: permitted to use those days in addition to the 20 they receive per year until exhausted, or use as vacation days at retirement by setting a future retirement date and using vacation days as a bridge to the date.
3. Administrators granted ten (10) sick days per year with the ability to accumulate a number of unused sick days equal to the amount needed to use as a bridge to disability benefits.
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