

EXHIBIT 1

BOARD OF EDUCATION BENEFITS PROGRAM FOR DISTRICT U-46 ADMINISTRATORS

Administrators employed under contracts which incorporate this Benefits Program for Administrators shall be provided the benefits outlined below. All benefits are based on 10, 11 or 12 months of the Administrators' Employment Contract. The Board of Education reserves the right to modify, enhance, reduce or eliminate any benefit for the next contract year, and nothing in this Benefits Program is intended to vest any retiree health benefits. An Administrator is solely responsible for any adverse tax consequences that may arise from participation in or the receipt of any benefits under this Benefits Program.

1. **TRS and T.H.I.S. Contributions.** For administrators who qualify for participation in TRS: In addition to the Administrator's base annual salary, the Board shall pick up and pay, on behalf of the Administrator, the employee retirement contributions to the Illinois Teachers' Retirement System (TRS) pursuant to Sections 16-152(a) and 16-152.1 of the Illinois Pension Code, including the applicable TRS factor.

In addition to the Administrator's base annual salary, the Board shall pick up and pay the Administrator's contribution to TRS for the Teacher Health Insurance Security (T.H.I.S.) Fund program not to exceed the current employee contribution rate, or such rate as established through TRS for the applicable school year.

Although designated by the Illinois Pension Code, or other applicable law, as employee contributions, the amounts herein required to be picked up by the Board shall be paid

by the Board in lieu of contributions by the Administrator pursuant to Section 414(h)(2) of the Internal Revenue Code or other applicable law.

The Administrator shall not have the option of choosing to receive directly the amounts contributed to TRS by the Board on the Administrator's behalf, nor any right or claim to the contributions to TRS except as such may subsequently become available pursuant to the provisions of the Pension Code and TRS rules and regulations or other applicable law.

2. Illinois Municipal Retirement Fund. For those Administrators who participate in the Illinois Municipal Retirement Fund (IMRF), the required contributions shall be made as follows. For those Administrators approved by the Board, the Board shall pick up and pay, on the Administrator's behalf, the Administrator's entire contribution to IMRF. For those Administrators not so approved by the Board, contributions to IMRF shall be picked up and paid by the Board as a deduction from the Administrator's compensation.

The Administrator shall not have the option of choosing to receive directly the amounts contributed to IMRF by the Board on the Administrator's behalf, nor any right or claim to the contributions to IMRF except as such may subsequently become available pursuant to the provisions of the Pension Code and IMRF rules and regulations or other applicable law.

3. Vacation Days and Holidays. Twelve-month Administrators shall receive 20 vacation days each school year exclusive of holidays as designated by the Board of Education. Vacation days shall be prorated based on time worked by the Administrator during the current year. Twelve-month Administrators shall receive an additional five vacation days which must be used during winter break, spring break or any other non-student attendance days during the school

term. Eleven month administrators (229 day contract) shall receive 2 vacation days each school year. Twelve month Principals and Assistant Principals and eleven month Principals and Assistant Principals cannot use any vacation days on Teacher Professional Development Days. Vacation days earned in any given school year must be used by no later than July 31. Any unused vacation days not carried over or used in accordance with this Section will be lost and not compensated.

Holidays shall be granted as authorized by the Board pursuant to the Illinois School Code.

4. **Paid Sick Leave.** Administrators shall be entitled to twelve paid sick leave days each school year. Earned and unused sick leave days shall be accumulated without limitation. Paid sick leave days in any current year shall be prorated based on the time worked by the Administrator in any current year. Sick leave is available for use in accordance with the Illinois School Code.

5. **Personal Days.** Administrators shall receive three personal days each school year. The allocation of personal days will be prorated based on the time worked by the Administrator in any current year. Annually, as of June 30, any unused personal days shall be converted to sick days.

6. **Bereavement Leave.** The Administrator shall be granted three paid days of bereavement leave in the event of a death in the immediate family. "Immediate family" is defined as the following; spouse, parent, child, sibling, grandparent, grandchildren, parent-in-law, siblings-in-law, or any relative who resides within the Administrator's household.

7. **Medical/ Dental/Hospitalization/ Insurance.** The Board shall provide and pay 100% of the Administrator's premium contribution for dental insurance coverage, not including any co-payments, co-insurance or deductibles delineated in the plan. In addition, the Board shall provide medical insurance coverage of which the Administrator will pay 15% of the premium rate for the plan selected as well as any co-payments, coinsurance, and deductibles as delineated in the plan.

8. **Life Insurance.** The Board shall obtain for the Administrator term life insurance at the Board's expense, the face amount of which shall be two and a half times the Administrator's total annual compensation rounded to the nearest thousand and shall be no less than \$50,000 nor more than \$400,000, provided that the Administrator meets the ordinary eligibility requirements of the insurer.

9. **Flexible Benefits Plan.** In accordance with federal law and regulations, the Board shall make available to each Administrator a dependent care and health care flexible spending account. Each account, if elected by the Administrator, shall be funded through salary reduction contributions made by the Administrator to cover eligible expenses which the Administrator may incur. Any Administrator who elects a medical program option which also provides a Health Savings Account may not elect to have a have a health care flexible spending account. The maximum contribution to the health care spending account shall be determined pursuant to federal law and regulations.

10. Retirement Benefits. Administrators who are eligible for and vested in the TRS or IMRF will be eligible for the retirement health insurance described herein. The Board shall pay for single coverage of medical and hospitalization insurance premiums from the date of retirement until the Administrator reaches the age of Medicare eligibility or, if earlier, a maximum of five years (60 months). If the Administrator is eligible for the Teachers' Retirement Insurance Plan (TRIP), then such coverage shall be through TRIP. If the Administrator is not eligible for TRIP, the Board shall subsidize the cost of health coverage in any tier of coverage in the District's group health plan up to the amount of the lowest cost tier of single coverage offered through the District's group health plan, so long as it is permitted by the plan. Such subsidy shall begin upon the date of retirement and terminate when the Administrator reaches the age of Medicare eligibility or, if earlier, after a maximum of five years (60 months).

11. 403(b) Account. At the discretion of the District, an Administrator who has an active 403(b) account can receive a matching contribution of up to 5% of the Administrator's annual salary or a maximum of \$5,000 per year, which will be directly deposited in the Administrator's 403(b) account. If a matching contribution will exceed then-existing annual contribution limits set forth by the IRS, then the contribution will be reduced to comply with such contribution limitations. To receive a matching contribution, the Administrator must have an active 403(b) account on December 1 of the school year that the deposit is being made. The matching contribution will be deposited into the Administrator's account on the second payroll period of June of each year based on salary reduction contributions (and applicable IRS limitations) that the Administrator defers during the applicable plan year. In the event that the District ends the previous fiscal year with a deficit fund balance between the three operating funds

(Education, Transportation and Operations) or if the fund balance is not sufficient to cover the entire match, the District match will be reduced or eliminated for the current year at the District's discretion. Matching contributions shall vest according to a schedule set forth in the District's 403(b) plan document.

12. Professional Memberships. The Administrator is entitled to one professional membership per year to a state or national organization directly aligned with the Administrator's position and duties. Funds for this membership shall come from the District budget allocated to the Administrator.

13. Cell Phone Allowance. Administrators who have been approved to receive a district issued cell phone may instead choose to use their own personal cell phone for work related purposes and receive a \$30.00 per month cellular phone allowance per each month of the Administrator's contract.

14. Travel Reimbursement. The Administrator, if eligible, shall be reimbursed for expenses incurred while traveling in the official business of the District pursuant to the Board's Travel Guidelines.

15. Disability. The District shall provide and pay for a disability insurance program which will supplement the disability benefits provided under the Teachers Retirement System (TRS) or the Illinois Municipal Retirement Fund (IMRF) pension system, to provide an overall salary replacement benefit of seventy percent (70%) of the Administrator's annual base salary at

the time the disability occurred. The short-term disability program sponsored by the District has a 30-calendar-day waiting period and shall be available for up to 180 days from the date of disability. All sick leave must be exhausted prior to receiving any benefits under the program. The long-term disability insurance program shall be provided after 180 days of disability and benefits are governed by the terms of the policy. The Administrator must meet the ordinary eligibility requirements of the insurer for both the short and long-term plans. Both short and long-term disability benefits are offset by the receipt of disability benefits provided by either TRS or IMRF.

16. **Unemployment and Workers' Compensation.** Unemployment and Workers' Compensation shall be provided in accordance with applicable Illinois Law.

17. **Leave of Absence.** Sabbatical, maternity and FMLA leaves may be granted by the Board under similar terms as provided for other certificated staff.

18. **Jury Duty.** The Administrator will continue to receive regular pay while on jury duty and must reimburse the Board the amount of jury pay minus reasonable expenses.

19. **Professional Activities.** Administrators are allowed to attend appropriate professional meetings at the local, state and national levels. Such professional meetings shall require prior supervisory approval and be within budget limits. Costs of attendance will be reimbursed by the Board pursuant to its Travel Guidelines and any other applicable regulations.

20. Doctorate Stipend. Administrators who have earned a doctoral degree (e.g. Ph.D., Ed.D., JD) will be paid an annual stipend of \$3,000. The stipend will be paid on a June payroll. Administrators who received tuition reimbursement for the tuition paid to earn a doctoral degree are not eligible for this stipend. Administrators who were awarded an honorary doctoral degree are not eligible for this stipend.