

SCHOOL ADMINISTRATIVE UNIT NO. 55

SUPERINTENDENT'S BENEFITS

1. **Life Insurance** 2 x salary life insurance policy (maximum \$250,000)
2. **Medical Insurance** 100% SAU support of medical insurance plan; 1-person, 2-person, or family

Employees opting not to enroll in the group medical program will receive a cash settlement of 25% of the SAU's support of the plan for which the employee is eligible, that the cash settlement be paid at the end of the contract year with the stipulation that there be no change in selection of plan during the year.
3. **Retiree Medical Supplement** The SAU Board, upon written request, will annually provide administrators retiring after 1999 a benefit equal to that provided Hampstead professional employees which is currently as follows:

A fixed sum for single or two person medical insurance for the SAU's health insurance plan, the State Retirement System's health insurance plan, or a medical insurance plan of the retiree's choice as follows:
 - a. Before Medicare Eligibility
Subject to sub section "e" below each eligible retiree shall receive:
Thirty-three hundred dollars (\$3300) per year
 - b. After Medicare Eligibility
Subject to sub section "e" below each eligible retiree shall receive:
Sixteen hundred fifty dollars (\$1650) per year
 - c. Retirement will be defined as recognized by the NH Retirement Board.
 - d. To qualify for this benefit the member must have been employed at least 10 years by the SAU or the districts that comprise the SAU.
 - e. Said fixed sum in sections "a" and "b" above shall not exceed the cost to the employee of a single or, if eligible, a two-person plan.
 - f. In the event Hampstead discontinues the benefit for the professional employees, existing SAU administrators shall be grandfathered and the annual increase will be equal to the prior year's CPI increase.
4. **Dental Insurance** 100% SAU support of dental insurance plan; 1-person, 2-person or family
5. **Long Term Disability** 100% SAU support of long term disability plan equal to 2/3 salary after 90 days disability
6. **Retirement/Annuity** Individual tax-deferred retirement/annuity plan in an amount equal to 7.5% of salary for Superintendent and 3% of salary for Assistant Superintendent and Business Administrator, Assistant Business Administrator, Human Resource Director and Transportation Coordinator.

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| 7. | Vacation | 20 days paid vacation during the first 5 years of full time professional service (administrator or teacher) in the SAU or the districts that comprise the SAU. After 5 years of full time professional service, paid vacation shall be increased one-half (1/2) day per year to a maximum of 25 days. Paid vacation shall be accumulative to 60 days for salary settlement purposes and 60 days for extended use purposes. | | | | | | | | | | | | |
| 8. | Holidays - 11 | <table border="0" style="width: 100%;"> <tr> <td style="width: 50%;">New Year's Day</td> <td>Columbus Day</td> </tr> <tr> <td>Martin Luther King Day</td> <td>Veterans Day</td> </tr> <tr> <td>President's Day</td> <td>Thanksgiving Day</td> </tr> <tr> <td>Memorial Day</td> <td>Day after Thanksgiving Day</td> </tr> <tr> <td>Independence Day</td> <td>Christmas Day</td> </tr> <tr> <td>Labor Day</td> <td></td> </tr> </table> | New Year's Day | Columbus Day | Martin Luther King Day | Veterans Day | President's Day | Thanksgiving Day | Memorial Day | Day after Thanksgiving Day | Independence Day | Christmas Day | Labor Day | |
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| Labor Day | | | | | | | | | | | | | | |
| 9. | Sick Leave | 15 days sick and family leave annually, accumulative to 90 days | | | | | | | | | | | | |
| 10. | 403B Contributions | The district will deposit up to 7.5% per annum to a 403b of the Superintendent's choice. | | | | | | | | | | | | |
| 11. | Annual Sick Leave Redemption | Days beyond the maximum of 90 will be redeemed at a rate of \$45 per day or 19.5% of the per diem rate, whichever is greater, for days unused as of June 30, payable in July of the next fiscal year, equal to the benefit for Hampstead staff. | | | | | | | | | | | | |
| 12. | In-District Un-vouchered Travel Allowance | <table border="0" style="width: 100%;"> <tr> <td>\$1600 Superintendent</td> </tr> <tr> <td>\$1600 Asst. Superintendent (Effective July 1, 2006)</td> </tr> <tr> <td>\$1000 Business Administrator</td> </tr> </table> | \$1600 Superintendent | \$1600 Asst. Superintendent (Effective July 1, 2006) | \$1000 Business Administrator | | | | | | | | | |
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| \$1000 Business Administrator | | | | | | | | | | | | | | |
| 13. | Out-of-District Mileage | Reimbursed at IRS rate | | | | | | | | | | | | |
| 14. | Course Reimbursement | UNH rate, 3 courses per year | | | | | | | | | | | | |
| 15. | Sabbatical Leave | Eligibility after seven years consecutive service with the SAU. | | | | | | | | | | | | |
| 16. | Maternity/Paternity Leave | Eligibility after one year of employment in the SAU | | | | | | | | | | | | |
| 17. | Personal/Legal/Bereavement Leave | At discretion of Superintendent | | | | | | | | | | | | |
| 18. | Paid professional association dues | National, state, and regional dues at discretion of Superintendent | | | | | | | | | | | | |
| 19. | Business expense account | Not to exceed \$1,000 to be shared by the Superintendent, Assistant Superintendent and Business Administrator | | | | | | | | | | | | |
| 20. | Compensatory time | As approved in advance in writing by the Superintendent for work on holidays and/or weekends | | | | | | | | | | | | |
| 21. | Early Retirement Incentive | This benefit has been waived in consideration of changes to #10 (403b contributions.) | | | | | | | | | | | | |

Approved: February 20, 2007
Effective: July 1, 2007