

ADMINISTRATOR BENEFIT PLAN  
BUCYRUS CITY SCHOOLS

The following shall be paid holidays for all 260 day administrators:

- New Year's Day
- Martin Luther King Jr, Day
- Presidents' Day
- Good Friday
- Memorial Day
- Juneteenth
- Independence Day (if the date falls on a Saturday or Sunday, the weekday immediately adjacent to July 4<sup>th</sup> will be considered in lieu of)
- Labor Day
- Thanksgiving Day
- Christmas Eve Day
- Christmas Day

All 260 day administrative employees shall have 20 days vacation annually with an anniversary date of August 1. One additional day shall accrue for each year of service up to 25. Up to 5 unused vacation days may be reimbursed on a per diem basis at the end of the contract year.

All administrative employees shall be entitled to a reimbursement, for up to a total of Two Thousand Dollars (\$2,000) per contract year, for the following items:

- Up to One Hundred Dollars (\$100) per month for cellular phone and data service plan charges for a mobile phone used in the performance of an administrator's work duties;
- Internet service plan charges incurred for an administrator's use of a home computer for the performance of administrative work duties;
- Tuition or other educational expenditures incurred in relation to maintaining or improving upon an administrator's educational credentials for performance of administrative work duties.

Reimbursements hereunder shall only be made subsequent to the administrator providing the Treasurer's office with a paid receipt for the approved expenditure. Receipts must be turned into the Treasurer's office for reimbursement within sixty (60) days of the date the expenditure was incurred by the administrator.

Fringe benefits for administrators include:

- 100% STRS pick-up and "pick-up on the pick-up"
- Board Paid Professional Liability Insurance
- 85% Board Paid Medical Insurance - Hospital, Surgical, Major Medical
- Board Paid Dental Insurance
- Board Paid Life Insurance - nearest thousand salary equivalence
- Professional Meeting Compensation
- Mileage paid at the IRS rate for school business

- Administrative employees who have served the district for five or more years shall receive a one-time severance package paid at final per diem rate for  $\frac{1}{4}$  of all unused sick leaves days up to a maximum of 65 days.
- All other non-specified benefits to be equal to or the greatest of either union negotiated contracts.

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Approved by Board of Education: 5.18.2026