Exhibit A
Non-Certified Director's Fringe Benefits

Vacation Leave	1. On the first day of the contract year, July 1, non-certified directors will receive twenty (20) Vacation Leave days. 2. On September 1 following the end of each contract year, any unused Vacation Leave will be credited to earned sick leave on the first payroll in September. 3. Scheduling of Vacation Leave shall be subject to the approval of the Superintendent, shall not interfere with the orderly function of the School District, and shall be subject to the use provisions contained in the School District's policies, rules and regulations with respect thereto. 4. Vacation Leave days will be prorated for contracts less than one year in length.
Personal Leave	1. On the first day of the contract year, July 1, Employees will receive two (2) Personal Leave days. One (1) of these Personal Leave days may be carried over to the following contract year with the maximum number available during any single contract year limited to three (3) days. 2. At the completion of 10 years of service, administrators will receive three (3) Personal Leave days. At the completion of 15 years of service, administrators will receive four (4) Personal Leave days. 3. Scheduling of Personal Leave shall be subject to the approval of the Superintendent, shall not interfere with the orderly function of the School District, and shall be subject to the use provisions contained in the School District's policies, rules and regulations with respect thereto. 4. On September 1 following the end of each contract year, any unused personal leave not carried forward to the following year, may be converted to Sick Leave, if IMRF permits the same without an employer penalty. If IMRF imposes an employer penalty, such days shall be considered to have been forfeited on September 1 following the end of each contract year. 5. Personal Leave days will be prorated for contracts less than one year in length.
Sick Leave	1. On the first day of the contract year, July 1, Employees will receive seventeen (17) days of Sick Leave. At no time may the number of Sick Leave days granted exceed those granted to 12-month non-certified employees under the MSEA collective bargaining agreement. 2. Sick Leave may accumulate without limit and shall be subject to the use provisions contained in the School District's policies, rules and regulations with respect thereto. 3. Sick Leave days will be prorated for contracts less than one year in length.
Health Insurance	1. The Board shall pay such health insurance premiums for the employee as provided to the other licensed employees on the same terms and conditions as established in the collective bargaining agreement between the District and its licensed staff, including but not limited to the same amount of employer-paid premiums through the Board's group insurance carrier.
Life Insurance	1. Provided the employee meets the ordinary qualification requirements of the Board's insurer, the District will provide the employee with $100,000 of term life insurance on the life of the employee only. This coverage shall be of the Board's choosing and will allow the employee to designate the beneficiaries of the policy.

(End of Exhibit A – Non-Certified Director's Fringe Benefits)