

**POLICY TYPE: GOVERNANCE PROCESS**

**POLICY TITLE: BOARD MEMBER COMPENSATION**

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1. **Salary.** Board members will receive an annual salary and a per diem based on the rate allowed by state law. Additionally, Board members will receive the allowed state per diem for regular meetings for each day on which a legally advertised Board meeting, work session, executive session, or equivalent meeting is attended, beginning July 1, 2008, subject to the following conditions:
  - A. The Board member must make a written claim for each per diem payment, according to the then applicable standard EACS procedure for claiming expense reimbursements;
  - B. The claim must be submitted to the School Corporation's Assistant Superintendent of Administrative Services within thirty (30) days after the Board meeting for which the claim is made;
  - C. The Board member must be physically present for all or a part of the meeting for which the per diem claim is made;
  - D. If more than one meeting occurs during a day, only a single per diem payment is payable to any Board member for the day, regardless of the number of meetings attended by the member during that day; and
  - E. Payment for per diem claims will be made by check to each Board member to whom such payment is due, on a quarterly basis.
2. **Insurance.** This section governs Board members' group health, dental, and vision benefits. The following conditions and limitations will apply:
  - A. During Active Board Service. In addition to the compensation set forth above, School Board members shall have the opportunity to enroll in and participate in the East Allen County Schools group health, dental, and vision insurance programs under the same conditions, under the same employer contribution levels, and on the same basis as generally offered to all the School Corporation's administrators.

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- B. After Active Board Service. After a Board member completes active service on the School Board and retires or resigns as a Board member, a Board member enrolled in the Corporation's group insurance program as an active member at the time of retirement or resignation may elect to continue that enrollment under the following conditions and limitations:
- (1) For Board members retiring or leaving office after January 1, 2000, written notice of this election must be given, on a form to be provided by the Corporation, to the chief financial officer prior to the Board member leaving office;
  - (2) The Board member must, prior to the Corporation making a premium payment or contribution each month, pay to the Assistant Superintendent of Administrative Services the full cost of the premium at the COBRA rate for any such insurance coverage;
  - (3) The Board member must have served a minimum of ten (10) years as an active East Allen County Schools' Board member;
  - (4) The Board member must at the time of leaving office be at least forty-five (45) years of age if retiring or leaving office prior to January 1, 2001, or fifty (50) years of age if retiring or leaving office on or after January 1, 2001;
  - (5) The number of years such Board member may be enrolled in the group insurance program after leaving active board service shall be equal to the total number of years such Board member served as an active Board member;

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- (6) The number of years such Board member may be enrolled in the group insurance program after leaving active board service shall be equal to the total number of years such Board member served as an active Board member;
  - (7) The Board member's right to participate in the Corporation's group insurance program, notwithstanding the above, will in any event terminate upon the Board member reaching the minimum age required to participate in Medicare; and
  - (8) The Board member must have retired or resigned from the board service with the East Allen County Schools on or after June 30, 1998.
3. **Expenses.** A Board member may be reimbursed for reasonable and necessary expenses incurred in the course and scope of the Board member's service to the Corporation as a Board member, provided the following conditions and limitations will apply:
- A. Receipts must be submitted with the Corporation's expense reimbursement claim form. .
  - B. The Corporation's Assistant Superintendent of Administrative Services will review any expenses submitted for reimbursement to assure compliance with law and Corporation policy and shall have the discretion to request additional documentation or reject any such expenses deemed not in compliance with law or Corporation policy.
  - C. No expenses will be paid for travel to and from a Board member's home or place of work to any School Board meeting held within the School Corporation boundaries.

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- D. All claims for Board member expenses shall be approved by the Board. No expenses will be approved by the Assistant Superintendent of Administrative Services if they would exceed the amounts budgeted for such expenses in the School Corporation's Operations Fund.
  - E. Any prepaid expenses not recoverable will not be assessed to the Board member if the Board member could not take the trip or attend the meeting because of personal illness, illness or death in his/her immediate family, or a job-related emergency if substantiated by a letter or email to the Superintendent's office and copied to the Board.
4. **Honorarium.** All past and present Board members shall be provided with a Lifetime Activity Pass. This pass shall be replaced in the event it is lost or destroyed. This pass is nontransferable and will allow admission of the holder of the pass and one (1) guest to all EACS sponsored activities only. At reserved seating activities, the holder of the pass should make reservations prior to the event.
5. **Board Development, Travel and Consulting Services.** \$15,000 per year shall be budgeted for all Board development, travel, and consulting services.

Board members approved to attend any board development training will have allowable expenses paid for by the District.

Regarding national conferences, a Board member who attended a national conference during the prior year, will not have priority over a Board member who did not attend the year prior.

Any Board member not approved to attend the national conference as part of the Board's delegation shall be personally responsible for the cost of attending the national conference should the Board member choose to attend.

**Legal Reference: I.C. 5-10-8, I.C. 20-26-4-7, I.C. 20-26-5-5**

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