

***Retirement Benefits for Non-Covered Administrators***

In recognition of the hard work and dedication of certified Central Office Administrators and non-certified Supervisors and Directors who are not members of a collective bargaining unit (“non-covered administrators”), it is the policy of the District to pay to such individuals, upon retirement, for up to thirty (30) vested vacation days that have been accrued on or after the effective date of this policy, at the per diem rate of 1/240<sup>th</sup> of annual compensation, to be paid as a non-elective direct employer contribution into the employee’s §403-b IRC Tax Sheltered Annuity with no cash option.

In addition, such non-covered administrators who have utilized an average of eight (8) or fewer sick leave days per year during the time of their employment in the District in the work capacities described in this policy, shall be entitled, upon retirement, to a good attendance bonus in the amount of \$500.00 for each year of employment in a non-covered administrator position, to be paid as a non-elective direct employer contribution into the employee’s §403-b IRC Tax Sheltered Annuity with no cash option.

For purposes of this policy “retirement” shall mean retirement as a non-covered administrator from the Newburgh Enlarged City School District to receive retirement pay from the New York State Teachers’ Retirement System or New York State Employees’ Retirement System.