BOARD AGENDA ITEM

Information/Discussion_______
Future Action_______
Action __X____

Item: Leadership Fringe Benefit Adjustment Recommendation

Submitted by: Ron Gorman Date: May 26, 2026___

Recommended by: Ron Gorman Board Meeting Date: June 15, 2026__

RECOMMENDATION: It is recommended that the Board approve the following fringe benefit for Non-Union Professional Leadership contracts from Grade 9-12 and the Superintendent:

Trustmark Life and Care Insurance, offered through Williams & Company, provides a flexible form of life insurance that also has a long-term care component built into the benefit.

Coverage levels:
Superintendent & Asst. Superintendents $100,000
Directors & Principals $50,000

BACKGROUND:

This type of administrator insurance which blends life insurance with flexible use of the death benefit for long-term care is becoming a more common element of fringe benefit packages for district leadership roles. At the time of separation or retirement, the leader has the option of taking over the cost of the benefit.

As we seek to remain competitive in retaining and attracting talented leadership, I believe this is prudent addition to the fringe benefits for leadership roles.