

SOUTHWESTERN JEFFERSON COUNTY CONSOLIDATED SCHOOL CORPORATION

Notice of Public Hearing on April 29, 2019

5:00 P.M.

Southwestern Jefferson County Consolidated School Corporation
Elementary Board Room
273 South Main Cross Street
Hanover, IN 47243

On April 29, 2019, at 5:00 p.m., the Board of School Trustees of the Southwestern Jefferson County Consolidated School Corporation will meet to discuss and hear objections to and support for a proposed Superintendent contract. A summary of the proposed contract is as follows:

- **Base Salary:** \$101,000
- **Performance Compensation:** The Superintendent will be evaluated at least once each school year. If the Superintendent receives an evaluation rating of either highly effective or effective, the Superintendent will be eligible for a base salary increase to be determined by the Board each year.
- **Annual Stipend:** Based on school performance measures and attainment of specified goals, the Superintendent is eligible for stipends during the three year term.
- **Contract term:** July 1, 2019 to June 30, 2022 with terms for renewal rollover.
- **Work Year:** A work year of 240 days
- **Paid Holidays/Vacation days:** Corporation scheduled holidays in addition to 20 paid vacation days per year; entitled to accumulate up to 150 unused vacation days. Will receive daily rate for unused accumulated vacation days up to a maximum of 150. Request for reimbursement of a maximum of 50 unused vacation days can be made at any time once during a calendar year prior to retirement. At retirement, reimbursement will occur according to the Retirement Benefit Schedule Guidelines outlined in the contract.
- **Sick Days:** An annual provision of 12 paid sick leave days, which can accumulate up to 150 days. Additionally, 150 days will be transferred from currently accumulated Southwestern employment for first year of the Superintendent contract. Any unused sick leave above the 150, annually will be deposited into section 403(b) at a compensation of \$50 per day same as all other eligible employees.
- **Personal Leave:** 3 personal days; if unused will accumulate into sick days as outlined above.
- **Bereavement Leave:** 5 days
- **Health insurance:** Eligible participation in the group insurance plans, including health, dental and visual for an employee/spouse plan with the Corporation paying all of the health premium except \$1. The cost of this benefit is: \$25,691 annually*based on 2018-2019 premiums.
- **Life insurance:** The Corporation provides a paid term life insurance policy and AD&D for the Superintendent with a face value of \$150,000. The Corporation pays the entire cost less \$1. The cost per school year of this benefit is: \$234 annually*based on 2018-2019 premiums.

- **Long Term Disability:** The Corporation provides a paid long-term disability insurance policy for the Superintendent less \$1: \$7078 annually*based on 2018-2019 premiums.
- **Section 401(a) Contribution:** The Corporation contributes an amount equal to whatever percentage (currently 1.25%) is outlined in the Teacher's Master Contract of the Superintendent's salary annually into a Section 401(a) account. The cost of this benefit: \$1262 annually
- **VEBA Contribution:** The Corporation contributes an amount equal to whatever percentage (currently 1.25%) is outlined in the Teacher's Master Contract of the Superintendent's salary annually into a VEBA account. The cost of this benefit: \$1262 annually
- **INPRS Contribution:** The Corporation will make the employee required contribution into INPRS of 3% of gross wages. All payments to the Superintendent subject to the Indiana Public Retirement System shall be included in the Superintendent's salary for purposes of the Indiana Public Retirement System. Cost of this benefit: \$3030 annually
- **Retirement Benefit:** The Superintendent is eligible to receive a Retirement Benefit equal to \$2000 for each fully completed consecutive year of employment accumulated at the Southwestern Jefferson County Consolidated School Corporation provided the Superintendent retires from the Southwestern Jefferson County Consolidated School Corporation after 5 years of employment with said school corporation.
- **Professional Dues and Conferences:** The Corporation will pay or reimburse the Superintendent for appropriate business and professional expenses approved by the Board. Appropriate expenses shall include the cost of membership and participation in State and National Professional Associations of Educational Administrators, and expenses related to the Superintendent's attendance at conferences, courses and other professional development activities that aid in his continued professional growth and performance of his duties.
- **Cell Phone & Technology Stipend:** The Corporation agrees to reimburse the Superintendent \$100 monthly for a cell phone and cell phone service. The cost per calendar year of this benefit is: \$1200 annually.
- **Other Benefits:** Other benefits provided to administrators and teachers pursuant to the terms of the collective bargaining between the Corporation and the Classroom Teacher's Association.
- **Duties of Superintendent:** The Superintendent is required to direct his full time and attention to the business of the School Corporation and not to outside activities unless specifically approved by the Board.
- **Indemnification:** The School Corporation will defend, hold harmless and indemnify the Superintendent in legal actions involving incidents in which the Superintendent was legally acting within the scope of his employment.
- **Termination of Contract:** Language that provides for three ways in which the Superintendent's contract may be terminated prior to the end of its term.

The complete proposed contract of the Superintendent will be available on the Southwestern Jefferson County Consolidated School Corporation's website and will be presented at the April 29, 2019, public hearing. After the hearing the Board of School Trustees will consider the input and then it will consider the proposed contract as an agenda item for consideration at the Board of School Trustees public board meeting on May 20, 2019 at 5:00 p.m.