

# **NOTICE OF** **PUBLIC HEARING**

The Board of School Trustees of the Vigo County School Corporation will hold a meeting on Thursday, May 31, 2018 at 5:00 p.m. in the Board Room of the Administration Building, 686 Wabash Avenue, Terre Haute, Indiana in order to receive public input on a proposed contract between the Board of School Trustees and the Superintendent.

The entire proposed contract will be posted on the Vigo County School Corporation website effective May 18, 2018 and copies will be made available at the public hearing. After the hearing the Board of School Trustees will consider the input and then it will consider the proposed contract at a public meeting no sooner than seven days after the public hearing.

## **Summary of Contract Provisions**

1. **Base Salary.** The Superintendent's base salary will be set as follows:

2018-2019 school year = \$173,000  
2019-2020 school year = \$175,000  
2020-2021 school year = \$175,000

These amounts are subject to annual raises should teachers collective bargain a base salary raise.

2. **Incentive-Based Compensation.** Beginning July 1, 2019, an incentive-based compensation plan is available for up to \$10,000 annually. The Board and Superintendent shall determine annually the goals to be achieved by the Superintendent in order to receive the incentive-based compensation. The incentive-based compensation plan shall

be reduced to writing in the form of a resolution to be approved by the Board in its regular course of business.

3. Sick Leave. In the first school year of the Superintendent's employment, the Superintendent shall have available fourteen (14) paid days for personal illness and ten (10) days each year thereafter. The total unused portion of the annual sick leave allowance shall be added to prior accumulated sick leave days, up to an unlimited accumulation. The Superintendent shall also carryover unused accrued sick leave from the Superintendent's prior employer. This provision is consistent with the prior VCSC superintendent contract.
4. Vacation Days. The Superintendent shall be entitled to thirty (30) paid vacation days annually accumulating to a maximum of fifty (50) days. The Superintendent also has the right to buyback twenty (20) vacation days per year beginning July 1, 2019, which amounts to Thirteen Thousand Four Hundred Sixty One Dollars and Fifty-Four Cents (\$13,461.54). This provision is consistent with the prior VCSC superintendent contract.
5. Health, Dental and Vision Insurance. The School Corporation will annually pay or credit the same amount to either a single or family plan premiums, respectively. Those annual amounts will be paid or credited to the Superintendent through the School Corporation's Section 125 Plan. This cost for VCSC contributions to these insurance premiums would total Twenty Five Thousand Seven Hundred Thirty Dollars and Seventy-Six Cents (\$25,730.76).

The Board shall also pay the premiums for a Two Hundred fifty thousand dollar (\$250,000) term life insurance policy. During the term of the contract, the Board shall also pay the premium for a long term disability policy insuring the Superintendent under the VCSC's long term disability plan. The cost for VCSC contributions to these insurance premiums would be approximately Six Hundred Dollars (\$600.00) per year for life insurance and Four Thousand Ninety-Five Dollars (\$4,095.00) for long term disability.

These costs would depend upon changes in the insurance premiums. These provisions are consistent with the prior VCSC superintendent contract.

6. ISTRF. In addition to the other considerations provided to the Superintendent by this Contract, the Board shall make any contribution to the Indiana State Teachers' Retirement Fund that would otherwise be required to be paid by the Superintendent that is currently three percent (3%) of the Superintendent's annual base salary. Pursuant to Indiana law, these contributions are not included in the Superintendent's compensation. This provision is consistent with the prior VCSC superintendent contract.
7. Car Allowance. The Board shall provide the Superintendent with an annual car allowance in the amount of Ten Thousand Dollars (\$10,000). The prior VCSC superintendent contract provided that the VCSC would provide a vehicle rather than an allowance.

8. Cellular Phone/Technology. The School Corporation shall provide the Superintendent with an annual amount of One Thousand Dollars (\$1,000.00) for reimbursement of the cost of a cell phone. The VCSC will also provide a laptop computer.
9. Business and Professional Expenses. The VCSC shall reimburse the Superintendent for appropriate business and professional expenses that include the cost of membership and participation in State and National professional associations for educational administrators and expenses related to the Superintendent's attendance at conferences and activities. The Board shall budget at least the sum of Three thousand eight hundred dollars (\$3,800) each year of the Superintendent's employment for the purpose of professional development, the payment or reimbursement of professional association dues, and for participation in various education related organizations. This provision is consistent with the prior VCSC superintendent contract.
10. Retirement/Deferred Compensation. The Board shall pay the Superintendent an additional amount towards tax deferred compensation plans as follows:

\$20,000 for the 2018-2019 Contract year;  
\$22,000 for the 2019-2020 Contract year; and  
\$25,000 for the 2020-2021 Contract year and for each subsequent year thereafter.

The Superintendent may elect but need not contribute to employee elective qualified retirement plans. This provision replaces other provisions in the prior VCSC superintendent contract.

The total of the tax-deferred amounts, together with salary, incentive-based compensation (if any) and Section 125 health insurance amounts (if any) will be used for reporting of compensation purposes to INPRS.

11. Other Benefits. The Superintendent shall be entitled to all other benefits established by the Board for all management employees of the Board in applicable handbooks, as amended, but the benefits in this Contract modify any conflicting or duplicating benefits in any applicable handbooks.
12. Moving Expenses. By law, the VCSC cannot require that the Superintendent move his personal residence to Vigo County. However, if the Superintendent relocates the Superintendent's residency within the School Corporation's boundaries within the first twelve (12) months of this Contract, the School Corporation will reimburse the Superintendent for moving expenses up to a maximum of Ten Thousand Dollars (\$10,000.00). In order for the Superintendent to be eligible for this reimbursement, the Superintendent must request proposals from moving vendors, and the School District will reimburse at the level of the lowest and most responsible responding vendor. The School Corporation will also provide the Superintendent with Five Thousand Dollars (\$5,000.00) toward transition expenses.

13. Cancellation of Superintendent's Addendum Contract. The cancellation of the Superintendent's Addendum Contract will be pursuant to state law, and "immorality" is defined in the Contract. Any cancellation cannot result in a buyout of the Superintendent's contract that exceed the Superintendent's base salary for any one year under the Contract.
  
14. Term. The term of this contract shall be July 1, 2018 through June 30, 2021. This Contract shall automatically be extended one school year on each June 30 effective the next day, i.e., on July 1, unless a party gives the other written notice on or before the preceding January 1 that the party does not agree to the extension of this Contract. This provision is to be interpreted consistent with Indiana Code.