

Elwood Community School Corporation
Notice of Public Hearing on March 21, 2019
7:00 P.M.

John Hinds Career Center
1105 North 19th Street
Elwood, Indiana 46036

On March 21, 2019 at 7:00 p.m., the Board of School Trustees of the Elwood Community Schools will meet to discuss and hear objections to and support for a proposed Superintendent contract. A summary of the proposed Superintendent's contract is as follows:

- Initial Base salary: \$115,000
- Contract term: July 1, 2019 through June 30, 2022. The contract is a three year rolling contract unless one party gives notice to the other by June 30 to not roll the contract term.
- Contract days per year: 260
- Health Insurance: The Superintendent may participate in group medical insurance plan and the School Corporation will pay 78% toward the cost of the premium for such plan. The current total annual cost of the single plan is \$9,120.00, making the Board's contribution to a single plan \$7,113.60.
- Vacation Days: 20 per year, which may be adjusted in the discretion of the Board. Unused days are forfeited.
- Transfer of Unused Sick Leave Days from Previous Employer: The Superintendent may immediately transfer 100.5 sick days from the Superintendent's previous employer. Any transferred sick leave days that are unused when the Superintendent ends employment are not compensated. Transferred days are subject to the 150 day sick leave accumulation cap.
- Sick Leave Days: 12 paid days for personal and family illness annually. Unused days may accumulate up to 150 days.
- 403(b): Superintendent receives the same contributions as are received by teachers employed by the School Corporation. Currently, there is an annual contribution equal to one percent of the Superintendent's base salary, which would be \$1,150 based upon a \$115,000 base salary. Vesting in the 403(b) is immediate. Superintendent shall be able to participate in the .5% match that is also available to teachers.
- Automobile Stipend: A monthly stipend in the amount of \$200.00.
- Teacher's Retirement: The School Corporation pays the Superintendent's share of retirement to the Indiana State Teachers' Retirement Fund.
- Life insurance – The Corporation pays the premium except \$1.00 to maintain a term life insurance policy with a face value of \$50,000. The current annual cost to the School Corporation for this policy is \$78.00.
- Long Term Disability Insurance: Permitted to participate on the long term disability insurance plan under the same terms and conditions as other School Corporation administrators and certified employees. The current annual cost to the School Corporation for this benefit is approximately \$400.00.

- Business and Professional Expenses – The School Corporation pays for institutional membership dues for professional organizations and for attendance at State and National conferences with advance Board approval.
- Other benefits: Other benefits provided to certificated and administrative staff of the School Corporation that are not inconsistent with the Superintendent’s contract and are specifically approved by the Board for the Superintendent.
- The duties and responsibilities of the Superintendent are summarized.
- Evaluation: The Superintendent will be evaluated annually.
- Moving Expenses: The School Corporation will pay up to \$2,000 if the Superintendent moves to the district within 18 months of commencing employment.
- Language that provides for early termination options if the Superintendent’s contract is terminated prior to the expiration of its term.
- Indemnification: Indemnity provided for all actions taken by Superintendent that are within the scope of employment.

The complete proposed contract of the Superintendent will be available on the Elwood Community School Corporation website and will be presented at the March 21, 2019 public hearing. After the hearing the Board of School Trustees will consider the input and then it will vote on the proposed contract as an agenda item at a public board meeting on March 28, 2019 at 7:00 p.m.