

NOTICE OF **PUBLIC HEARING**

The Board of Education of the Metropolitan School District of North Posey County will hold a hearing on February 12, 2024, at 6:30 p.m. in the District office, 101 N. Church Street, Poseyville, Indiana 47633 in order to receive public input on a proposed contract between the Board of Education and the Superintendent.

The entire proposed contract will be posted on the Metropolitan School District of North Posey County website (<https://www.northposey.k12.in.us/>). After the hearing the Board of Education will consider the input and then it will consider the proposed contract as an agenda item for consideration at a public board meeting that will follow at least seven (7) days later.

Summary of Contract Provisions

TERM AND RENEWAL: A period of thirty-six (36) months beginning March 2024 and continuing until March 2027 with an automatic extension to June 30, 2027, unless written notice, including notice by electronic mail, is provided by the Board President no later than June 30, 2024, notifying the Superintendent that the automatic renewal will take effect.

ANNUAL BASE SALARY: \$112,000

EXPENSES:

All reasonable expenses of the Superintendent incurred in the performance of this professional relationship for the District shall be paid by the District in accordance with applicable laws.

The Superintendent may attend appropriate professional meetings at the local, regional, state and national levels visit other school corporations and engage in other professional activities that are

related to the role of Superintendent. All reasonable expenses incurred in such attendance and participation shall be paid by the District in accordance with applicable laws.

The District shall reimburse the Superintendent for mileage, at the rate applicable for other District employees at the time, in the event he must use his personal vehicle for approved District business.

STIPENDS AND PAY INCREASES:

Each year of the contract the Superintendent will be awarded a \$500.00 stipend if at least an effective rating is received on his evaluation. Payment will be awarded in July of each year, starting July, 2024.

Beginning July 1, 2025, and continuing each July 1 thereafter, if the overall rating of the evaluation for the Superintendent's evaluation is "highly effective" or "effective" for the prior contract period, then the Superintendent will be eligible for a base salary increase equal to base salary increases of teachers. The calculation to determine the increase will be communicated by the Board President to the Superintendent following conclusion of collective bargaining with the teachers, and the calculation will be applied beginning with the preceding July 1.

PAID LEAVES:

A. Vacation

The Superintendent shall be granted fifteen (15) days of vacation each year with full pay. The Superintendent must notify a Board member whenever he intends to be absent from the District for three (3) or more days.

B. Other Paid Leaves

All annual leave, bereavement leave, and other leave provided in the teachers master contract will be available to the Superintendent. The Superintendent shall be afforded all other leaves that are normally and routinely given to other employees, such as but not limited to: jury duty leave, court leave, and disability leave.

C. Unused Leave Days

All the Superintendent's unused leave days from prior employment with other school corporations will rollover to MSD of North Posey County at a maximum rate of Thirty-three (33) days per school year, with a maximum rollover of One Hundred (100) accumulated leave days from other school districts.

D. Holidays

The Superintendent shall be granted the following holidays with full pay:

New Year's Day, Memorial Day, Independence Day, Labor Day, Day following Thanksgiving, Thanksgiving Day, Christmas Eve, Christmas Day, New Year's Eve, President's Day (provided it is not being used as a school make-up day).

INSURANCE:

A. Medical

The Superintendent shall receive \$1,500 per month pursuant to a Section 125 plan with a salary deferral arrangement. The Superintendent, at his election, can use this amount as follows: (i) he can elect to have the funds contributed towards qualified health insurance plan benefits under the District's employer health insurance plan that qualifies under a plan described in section 125 of the Internal Revenue Code (the "Code") or (ii) the funds may be paid as additional wages to the electing Superintendent.

B. Life

The District shall maintain a term life insurance protection policy on the life of the Superintendent payable to the beneficiaries as designated by the Superintendent. The Corporation shall contribute One Hundred Percent (100%) of the premium. The face value of that policy shall be One Hundred and Seventy-five Dollars (\$175,000.00).

C. Income Protection

The District shall contribute One Hundred Percent (100%) toward the premium for an income protection plan for the Superintendent as provided by the District's master policy for income protection.

BENEFITS:

A. Annuity

The Superintendent will not receive the matching annuity under the teacher collective bargaining agreement but instead receive as an employer contribution into a 403(b) plan an amount equal to the employee's contributions, not to exceed 3% of the Superintendent's base salary.

B. HSA

If the Superintendent chooses to enroll in a District high deductible medical insurance plan he will be eligible for an annual HSA contribution made by the District of \$1,500 if enrolled in a family plan or \$750 for enrollment in non-family plan.

C. Institute Membership

The Board agrees to maintain membership in the Indiana Association of Public School Superintendents with Superintendent as the designated member as long as this contract remains in

effect. The Board agrees to maintain membership in the Indiana Association of School Business Officials with the Superintendent and others designated as members as long as this contract remains in effect.

D. Cell Phone

The Board shall pay the Superintendent Six Hundred Dollars (\$600.00) per year as an allowance for a cell phone, and to be consistent with Board policy for other administrators. Reimbursement for February 2024 will be included in the first payment.

RETIREMENT:

The District shall pay the Superintendent's contribution of 3% to the teacher's retirement fund.

SECTION 125 BENEFITS:

The benefits provided by Section 125 of the Revenue Act of 1978 as participated in by the District shall be available to the Superintendent unless otherwise modified by this agreement.

LEGAL DEFENSE:

The Board shall provide legal defense to the Superintendent for all civil legal actions, or the threat of, arising from the good faith performance of his duties as Superintendent of Schools.

RESIGNATION:

If the Superintendent resigns during the term of this contract without a written notification to the Board one hundred twenty (120) days in advance of July 1st, the Superintendent will forfeit and repay the stipend payments that were awarded and paid during the year of resignation. Also, in the event the Superintendent resigns, the Superintendent's annuity payment, as set forth above, will be prorated to the number of days the Superintendent's employment during the contract year that the resignation becomes effective.

TERMINATION:

Termination of the contract shall be in accord with I.C. 20-28-8-7.