

## Notice of Public Hearing on Tuesday, May 4, 2021 @ 6:00 p.m.

Seymour Community School Corporation

Central Office Administration

1638 South Walnut Street

Seymour, Indiana 47274

On Tuesday, May 4, 2021 at 6:00 p.m., the Board of School Trustees of the Seymour Community School Corporation will meet to discuss and hear objections to and support for a proposed Superintendent Contract. A summary of the proposed Superintendent Contract is as follows:

- Base Annual Salary - \$132,500.
- A maximum of a three-year contract term, per State Statute. (July 1, 2021 to June 30, 2024)
- A work year of 240 days with annual entitlement of 20 vacation days and 12 sick leave days. The Superintendent will receive 5 personal business days each year.
- Medical Insurance – The Board shall pay the Superintendent the sum of \$21,117 dollars which the Superintendent shall have the option to have this sum as additional basic salary or direct the sum to his/her VEBA account or apply the sum to medical insurance (Health, Dental, and/or Vision).
- Life Insurance – The Corporation provides a term life insurance policy for the Superintendent with a face value of \$75,000 with (\$150,000 AD & D). As of July 01, 2021 the cost for this plan to the School Corporation is \$108.00.
- Teacher Retirement Fund (TRF) – As with other certified employees, the Board contribution pays 3% and 5.5% of the certified employee's salary.
- Conferences – The School Corporation pays expenses for one national conference annually with prior Board approval.
- Mileage reimbursement – In lieu of providing the Superintendent mileage reimbursement for school business travel at the current IRS rate, the School Corporation will pay an annual stipend of Six Thousand (\$6,000) per year.
- Professional Organizations – The School Corporation reimburses the Superintendent for the annual cost of membership and participation in regional and state meetings in the following professional organizations: IAPSS, AASA, and IASBO. The total membership costs may not exceed \$1500 per year.
- Technology – The School Corporation will provide the Superintendent a cell phone with data capacity, voice, and data service
- Other benefits provided to the other 12 month administrators that are not consistent with the Superintendent's contract including future school board increased contributions on health, dental and vision insurance.
- Future steps and/or stipends provided to the other 12 month administrators that are not consistent with the Superintendent's contract including annual contract extensions.
- Nonrenewal of the contract at the end of the contract term may be effectuated in accordance with Indiana law.
- The Superintendent will be evaluated by the Board and rated using the same categories applied to teachers and other administrators: "highly effective", "effective", "improvement necessary", or "ineffective". Like any certificated employee, any salary changes will be based upon performance.
- Some of the expenses listed as the board's contributions will be paid as "additional basic salary. The candidate may select certain board contributions to be paid on behalf of the employee to the selected 401(A) and VEBA Provider.
- Work product of the Superintendent that is prepared in the scope of his/her employment is the property of the Seymour Community School Corporation.
- The Superintendent is required to direct their full time and attention to the business of the Seymour Community School Corporation and not outside activities unless specifically approved by the Board of School Trustees.
- 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/her employment.
- The Draft Contract is a Public Record. Considerable care has been taken to summarize the proposed contract accurately, but the contract that it summarizes is in draft form and may change after public input and further School Board discussion. A copy of the draft contract is available on the Seymour Community Schools Corporation internet website [www.scsc.k12.in.us](http://www.scsc.k12.in.us).
- The School Board reserves the right to respond to the comments it receives and modify the draft contract based on those comments. If the draft contract is approved and accepted by the candidate, the final version will also be a public record.