

TRI-COUNTY SCHOOL CORPORATION

Notice of Public Hearing on May 9, 2022

7:00 P.M.

Tri-County School Corporation

105 N. 2nd Street

Wolcott, IN 47995

On May 9, 2022 at 7:00 PM, the Board of School Trustees of the Tri-County 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 Annual Salary: \$106,000
- 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.
- Contract term: July 1, 2021 to June 30, 2024 with an automatic extension of one(1) calendar year on July 1, 2024, and additional terms for renewals
- Work Year: A work year of 260 days
- Paid Holidays/Vacation days: Corporation scheduled holidays (currently 9) in addition to 20 vacation days
- Sick Days: An annual provision of 7 paid sick leave days which can accumulate up to 90 days
- Personal Leave: 3 personal days, if unused will accumulate into sick days
- Bereavement Leave: 5 days
- Health insurance: Eligible participation in the group insurance plans, including health, dental and vision for a family plan with the Corporation paying the entire portion of the premium. The cost of this benefit is: \$16,148.00
- LTD: The Corporation will provide LTD insurance. The cost of this benefit is per amounts and conditions as provided under the Administrative Benefits Schedule.
- Life insurance: The Corporation provides a term life insurance policy for the Superintendent with a face value of \$500,000. The cost per school year of this benefit is: \$780
- Section 403(b) Contribution: The Corporation shall contribute an amount equal to 7% of the Superintendent's school year salary each school year. Such payments shall be credited to the Superintendent's Section 403(b) account in the same manner as for other Corporation participants. The cost per school year of this benefit is: \$7,420
- 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 cost per school year of this benefit is: \$2,000.00
- Automobile Compensation: The Corporation will provide additional compensation for use of personal vehicles related to business travel. The amount shall never be less than \$500 per month. Reimbursement for mileage incurred for Corporation business outside of the district at the federal mileage rate is determined by the IRS

- Other Benefits: Other benefits provided to teachers pursuant to the terms of the collective bargaining agreement between the Tri-County School Corporation and its teachers' 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 Tri-County School Corporation's website and will be presented at a May 9, 2022 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 16, 2022 at 5:00 p.m.