

## NOTICE OF PUBLIC HEARING

The Board of School Trustees of the New Albany - Floyd County Consolidated School Corporation will hold a public hearing on June 5, 2023 at 5:00 p.m. in the Board Room in the Education Support Center located at 2801 Grant Line Road, New Albany, Indiana 47150 for the purpose of discussing and receiving public input on a proposed Superintendent contract.

### Summary of Contract Terms:

- Contract term: Initial term is July 1, 2023 to June 30, 2026. Unless the Superintendent or the Corporation notifies the other party to the contrary by May 31 of each calendar year, then the contract automatically extends for an additional year period provided the following conditions are met: (a) the Superintendent is evaluated as highly effective or effective for the preceding school year, and (b) the Superintendent fulfills, to the Board's satisfaction, the primary Board goals established by the Board in writing for the preceding school year.
- Annual Contract Days: 260
- Evaluation: The Board will evaluate the Superintendent annually.
- Base Annual Salary: \$192,000 for the 2023-2024 contract year. \$200,000 for the 2024-2025 contract year if the Superintendent is evaluated as highly effective or effective for the preceding school year.
- Performance Pay: Beginning in the 2025-2026 contract year, base salary may be increased annually by - (a) 3% of the Superintendent's base salary in effect at the time if the Superintendent is evaluated as effective for the preceding contract year; or (b) 5% of the Superintendent's base salary in effect at the time if the Superintendent is evaluated as highly effective for the preceding contract year.
- Sick Leave Days: The Superintendent may use and receive paid sick leave days under the same terms and conditions as other full-time administrators employed by the School Corporation.
- Transferred Sick Leave Days: The Superintendent may transfer 100 unused sick leave days accumulated from the Superintendent's prior employment. Unused sick leave days have no cash value at the end of the Superintendent's employment.
- Other Leave: Annual vacation, paid holidays and other leave days are provided under the same terms and conditions as other full time administrative employees receive, provided vacation days will be no less than 25 per year.
- Health, Vision and Dental Insurance: Corporation pays as basic salary the premium costs for the Superintendent to purchase the high deductible family plan. The Corporation contributes to the HSA the IRS maximum amount for family by January 1 annually.
- Term Life Insurance: Equivalent to other administrators employed by the Corporation.
- Long-Term Disability Insurance: Equivalent to other administrators employed by the Corporation.
- Annuity: Corporation pays additional salary of \$20,000 for 2023/2024 contract year. Beginning with the 2024-2025 contract year and each contract year thereafter, if the Superintendent is evaluated as highly effective or effective for the preceding contract year, then the additional salary of \$20,000 is increased by \$1,000, subject to IRS maximums. The Superintendent may elect to deposit such amount into an annuity.
- ISTRF Employee Contribution: The Board makes the Superintendent's contribution to the Indiana Public Retirement System. The Superintendent's mandatory contribution is currently 3% of base salary.
- Automobile: Corporation owned vehicle provided for Superintendent's use.
- Business and Professional Expenses: The Board pays 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 and activities.
- Other Benefits: The Superintendent is granted all other benefits established by the Board for all other administrative employees of the School Corporation.
- Termination: Contract may be terminated in accordance with the law.
- 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 employment.

After the hearing the Board of School Trustees will consider the public's input and then it will vote on the proposed contract at a subsequent public meeting held on June 12, 2023 at 6:00 p.m. at the same meeting location referenced herein. The proposed contract may be found on the School Corporation's web site.