

## Notice of Public Hearing on February 5, 2019

7:30 PM

Presentation Studio 103, Renaissance Academy

806 Eastern Boulevard

Clarksville, Indiana

On February 5, 2019 at 7:30 p.m., the Board of School Trustees of the Clarksville Community School Corporation will meet to discuss and hear objections to and support for proposed amendments to the Superintendent's contract. A summary of the proposed contract is as follows:

### Proposed Contract Amendments:

- Term: July 1, 2018 – June 30, 2021. The Contract automatically extends one (1) school year on July 1, 2019, and then each successive July 1 thereafter, unless a party gives the other written notice on or before the preceding June 30th that the party does not agree to the automatic extension of the Contract.
- Salary and Performance Pay: Base salary for 2018-2019 school year \$110,000.00. Thereafter, the base salary will increase each contract year by \$5,000 if the Superintendent is evaluated as highly effective or \$3,000 if the Superintendent is evaluated as effective up to a maximum salary cap of \$120,000.00.
- Performance Stipends: The current contract allows the Board to grant the Superintendent a one-time performance pay stipend each contract year in an amount ranging between \$1.00 and \$10,000.00. This range is proposed to be reduced to \$1.00 to \$3,000.00.
- Superintendent's License: Superintendent must maintain her Superintendent's license throughout her employment.

### Summary of Other Contract Provisions That Do Not Change:

- Evaluation: The Board will evaluate the Superintendent annually.
- ISTRF Employee Contribution: The Board makes the Superintendent's contribution to the Indiana State Teacher's Retirement Fund, which is presently 3% of gross wages.
- Outside activities: Superintendent may engage in outside activities (speaking engagements, lecturing, consulting, etc.) that are short term in duration and do not interfere or conflict with the Superintendent's duties and responsibilities to the School Corporation. The Superintendent must advise the Board President in advance of undertaking outside activities.

- Professional Associations: The Board pays the Superintendent's expenses for memberships in professional educational associations at the local, state and national level that are approved in advance by the Board.
- Membership Fees: The Board pays dues, membership fees and related expenses for membership in service and civic associations that are approved in advance by the Board.
- Other Benefits: The Superintendent is granted all other benefits established by the Board and set out in a document titled "Statement of Benefits, Working Conditions and Compensation for Administrators," which may be accessed by the public on the School Corporation's web site. These other benefits include:
  - The Board pays 100% of the premium of single or family health insurance. The current annual premium paid by the Board is \$18,695.16.
  - Dental and vision options are available at the employee's expense.
  - The Board contributes all but \$.72 per year toward the premium cost of a \$100,000 life and ADD insurance policy. The current annual premium cost is \$150.00.
  - The Board contributes all but \$.72 per year toward the premium cost of a long term disability insurance policy. The current annual premium cost is \$225.00.
  - Paid annual leave days are provided every school year, which are presently 16 days. Accumulated unused days over 120 are paid annually at \$100 a day and deposited into the Superintendent's 401A account.
  - Paid vacation days are provided every school year, which are presently 15 days.
  - Unpaid holidays and school breaks are granted, which currently include: The Fourth of July, Labor Day, 5 days of Fall Break, 3 days of Thanksgiving break, 8 days of Christmas break, New Years Day, 5 days of Spring Break and Memorial Day.
  - Paid bereavement days are provided annually, which are presently up to 7 calendar days for immediate family and 2 days for other family members.
  - Paid professional leave days may be provided with prior Board approval.
  - Employees are eligible to contribute to the Corporation's 403(b) and 457 plans.
- 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.
- Contract cancellation and non-renewal in accordance with Board policy and Indiana law.

The complete proposed contract of the Superintendent will be available on the Clarksville Community School Corporation's website and will be presented at the February 5, 2019 public hearing. The Board will vote on the proposed contract at its regular public meeting on February 12, 2019.