

## **Notice of Public Hearing on School Superintendent's Contract**

The Board of School Trustees of the West Clark Community Schools Corporation will convene a public hearing on Thursday August 15, 2019, at 7:00 P. M. at the Group Presentation Room at the Silver Creek Elementary School at 503 North Indiana Avenue, Sellersburg, Indiana. The purpose of the public hearing is for the Board to meet and to hear comments regarding a proposed superintendent's contract. A summary of the terms of the proposed superintendent contract extension is as follows, to wit:

1. The Superintendent's contract will be for a period of three years, being retroactive to July 1, 2019 and remain in effect for three years, until June 30, 2022.
2. The school term described above for services under the Contract will consist of 260 days annually (780 total work days).
3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to Ind. Code §20-29-6-7, the number of hours per day the Superintendent is expected to work under this Contract is at least 7.5.
4. The Corporation shall pay the Superintendent for services under this Contract the total salary of \$128,779.63 annually (\$386,338.89 total during the three (3) year term of this contract).
5. The Corporation will provide a term life insurance policy for three (3) times the Superintendent's salary, along with Accidental Death and Disability insurance coverage. All but \$1.00 of the premium for this benefit shall be paid by The Corporation. The cost of that benefit is uncertain, as it will vary.
6. The Corporation will provide fully paid health, dental, and vision insurance plan of the Superintendent's chosen plan(s). In lieu of health, dental, and/or vision insurance the Corporation will provide an annuity in the full amount of the Superintendent's applicable plan total premium cost. The cost of the aforementioned plans will be added to the superintendent's base salary and deducted via section 125. All but \$1.00 of the premiums for this benefit shall be paid by The Corporation. The cost of that benefit is uncertain, as it will vary.
7. The Corporation will provide long term disability insurance for the Superintendent at sixty percent (60%) of wages. After ninety (90) days, ninety-five percent (95%) of wages will be paid by The Corporation. The cost of that benefit is uncertain, as it will vary.
8. The Corporation will provide three (3) personal days per year, as well as twenty (20) paid vacation days each year. The vacation days are assigned on January 1<sup>st</sup> and expire December 31<sup>st</sup>.
9. The Corporation provides twelve (12) sick days as well as twelve (12) paid holidays each year as approved for full-time employees.

10. The Superintendent will be reimbursed for mileage expenses for use of her personal vehicle at the Federal rate, as well as other costs personally incurred on behalf of the Corporation.

11. The Superintendent will be provided a cellphone and cellphone service and an internet data device for District business. The cost of this benefit is uncertain.

12. The District agrees that the superintendent shall be granted the same compensation increases bargained by the West Clark Teacher's Association Collective Bargaining Agreement. The cost of this benefit is uncertain.

13. The Corporation will provide reimbursement for professional development expenses approved by the Board. Time spent at Professional development will be considered work days. Reimbursement is paid based upon the Corporation policy and the West Clark Teacher's Association Master Contract. The cost of this benefit is uncertain.

14. The Corporation provides a retirement savings plan and a VEBA (Voluntary Employees Beneficiary Association Plan). The benefit is handled same as per the West Clark Teacher's Association Master Contract, or successor contract.

15. The Corporation will maintain an "institutional membership" to Indiana Association of Public School Superintendents (I.A.P.S.S.) on behalf of the Superintendent. The Corporation will pay for the cost of three (3) memberships in any state or national professional association each school year.

16. In the event the West Clark Community Schools Corporation is reorganized and ceases to exist the contract with the Superintendent will be cancelled, with no severance pay.

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