

## NOTICE OF PUBLIC MEETING ON SUPERINTENDENT'S CONTRACT

Pursuant to Indiana Code § 20-26-5-4.3 the Board of School Trustees of the Gary Community School Corporation (the "Board"), being the governing body of the Gary Community School Corporation (the "Corporation") will hold a public meeting for the purpose of receiving public comment on a proposed superintendent contract as provided by Ind. Code §20-26-5-4.3. The public meeting will be held on Thursday, May 30, 2024 at 5:00 p.m. at the Gary Area Career Center, 1800 E. 35<sup>th</sup> Ave., Gary, IN.

This notice will be posted on the Corporation's website, along with a complete copy of the proposed Contract. After the public meeting, the Board will consider the public's input, and then the Board anticipates it will vote on the proposed contract at a future Board meeting.

### Summary of Proposed Contract Terms

1. **Length:** The Contract will run for 3 years, commencing July 1, 2024, and ending on June 30, 2027.
2. **Salary:** Actual monetary value for each year of the contract consists of a base salary in the amount of \$215,000 annualized with annual percentage increases equal to that provided to GCSC teachers, if given, but not to exceed 2.5%. Upon the completion of the annual evaluation of the Superintendent, the Board will have the sole discretion to award performance incentives if tangible improvements are made in each of the three areas described below using the following payment range:
  - Academic Improvement (\$0 up to \$5,000)
  - Financial and Operational Leadership (\$0 up to \$5,000)
  - District Enrollment Increases (\$0 up to \$5,000)
3. **Retirement benefits:** As a consideration of retirement benefits, the Superintendent shall receive by July 30 of each year of this Contract an annual contribution equal to 5% of the annual salary, with the companies designated by the Superintendent.
4. **Insurance:** The Board will provide, upon the payment by the Superintendent of a \$1.00 enrollment fee, a fully paid insurance package. The Board shall also provide a fully paid long-term and short-term disability policy with benefits consistent with the existing plans in effect in the School Corporation. The Superintendent shall have the right to elect a term life insurance policy (death limit not to exceed \$400,000) with the Corporation being responsible for payment of the premium.
5. **Sick Days:** The Board shall provide the Superintendent ten (10) Sick Leave Days ("Sick Leave Days"), in each Contract year. The Superintendent shall have the option to immediately transfer 60 sick leave days accumulated in her most recent, prior Superintendent employment. All transferred sick leave days will be immediately placed in a Transferred Sick Leave Bank for the Superintendent. The sick leave days in the Superintendent's Transferred Sick Leave Bank may be

used by the Superintendent only in the event the Superintendent exhausts all the Sick Leave Days available under this Contract and available to her in the Sick Leave Bank.

6. **Automobile allowance:** Superintendent will receive \$700 monthly as additional basic salary in lieu of an auto allowance.

7. **Technology:** The Superintendent shall be provided a laptop, office computer for use at the School Corporation, smartphone, printer, scanner and/or tablet device which shall remain property of the Corporation.

8. **Vacation:** The Superintendent shall be provided 20 days of paid vacation. Any unused vacation days in a Contract year shall be forfeited. The Superintendent shall not receive any compensation for such forfeited days. During each year of this Contract, the Superintendent shall have the right to be paid out for unused vacation days, up to and not to exceed five (5) days, at a rate of \$826.92 per day minus any and all withholdings required by state and federal law.

9. **Personal Leave, Bereavement, and Holidays:** The Superintendent will be given three (3) days of personal leave days which will not accumulate if not used during the school year. The Superintendent may be absent from work with pay for a death in her immediate family for a period not extending not more than five (5) consecutive days beyond death in each Contract year. The Superintendent shall be entitled to all legal holidays as observed in each Contract year and approved by the Corporation.

10. **Reasonable Travel Expenses:** In the case of out of state travel approved by the Board President, the Board shall reimburse the Superintendent only for reasonable expenses incurred in the performance of her duties under the Contract. The Board shall reimburse the Superintendent mileage for Board approved business trips, in which an automobile is used, outside of a 30-mile radius of the School Corporation in accordance with the School Corporation's standard rate approved by the IRS.

11. **Professional and civic organization dues:** Subject to approval by the Board President, the Superintendent will be reimbursed for her dues and expenses in connection with professional and civic organizations.

12. **Moving Expenses:** The Board will reimburse the Superintendent for reasonable, one time, documented moving expenses up to a maximum of \$10,000. The Superintendent forfeits reimbursement under the provision unless documented expenses are submitted to the Board by December 31, 2024.

13. **Transition Work:** The Superintendent shall be entitled to payment of a per diem rate for transition work undertaken with the School Corporation and/or MGT prior to July 1, 2024. The per diem rate will be calculated as follows:  $\$215,000/260 \text{ days} = \$826.92 \text{ per day}$  minus any and all withholdings required by state and federal law. Superintendent shall be entitled to be paid reasonable travel expenses associated with transition work approved by the Board President.

**Board of School Trustees of the Gary Community School Corporation**