

FRONTIER SCHOOL CORPORATION

Notice of Public Hearing on July 18, 2016

6:00 P.M.

Frontier School Corporation Administration Building

126 E. Main Street

Chalmers, IN 47929

On July 18, 2016 at 6:00 p.m., the Board of School Trustees of the Frontier 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: \$102,000
- Evaluation. The Board will evaluate the Superintendent each year of the contract. The Superintendent will not receive any raise or increment for the following year if his performance is designated as "improvement necessary" or "ineffective".
- Performance Increases: If the Superintendent receives an annual evaluation rating of either "highly effective" or "effective", the Superintendent will be eligible for a base salary increase to \$103,000 for 2017-2018 and 104,000 for 2018-2019.
- Contract term: July 1, 2016 to June 30, 2019.
- Work Year: A work year of 260 days with annual entitlement of 10 paid sick leave days and 5 paid personal leave days. Unused paid personal leave days roll over into the Superintendent's sick leave accumulation at the end of the school year. The Superintendent may accumulate up to 200 unused sick leave days.
- Sick Leave Buyback – After the Superintendent has been employed by the Board for five (5) years, the Board will buy up to a total of thirty (30) of the Superintendent's unused sick leave days at the rate of ten (10) days per school year and forty dollars (\$40.00) per day. Cost per school year of this benefit: \$400.
- Vacation Days: The Superintendent will receive twenty (20) vacation days per year. These vacation days must be taken in increments of no less than one-half (1/2) days.
- Paid Holidays: School Corporation scheduled holidays (currently 10) in addition to vacation days.
- Health insurance: The Superintendent will be eligible to participate in the group insurance plans. The Board will pay up to twenty-two thousand five hundred dollars (\$22,500.00) per year toward the Superintendent's insurance benefits, including health insurance, dental and vision insurance, life insurance, and long-term disability insurance. The Superintendent may use these amounts to fund and pay for the qualified benefits selected under a plan described in section 125 of the Internal Revenue Code. The cost per school year of this benefit is: \$22,500.
- Teachers Retirement Fund (TRF): The School Corporation pays the Superintendent's statutorily required TRF contribution, which is currently 3% of the Superintendent's base salary plus the employer contribution, which is currently 7.25%. The cost per school year of this benefit is: \$10,455.
- Section 401(a) Contribution: The School Corporation shall contribute an amount equal to 1.50% of the Superintendent's school year salary each school year. Such payments shall be credited to the Superintendent's Section 401(a) account in the same manner as for other School Corporation participants. The cost per school year of this benefit is: \$1,530.

- Professional Dues and Conferences: The Board will pay in full the dues for Superintendent for the cost of membership and participation in the Indiana Association of School Superintendents and the Indiana Association of School Business Officials. The cost per school year of this benefit is: \$1000.00.
- Cell phone and internet device: The School Corporation agrees to contribute five hundred dollars (\$500.00) per year toward the cost of these devices for the Superintendent. The cost per school year of this benefit is: \$500.
- Moving Expenses: If the Superintendent relocates his residency within the School Corporation's boundaries within the first 12 months of his Contract, the Board will reimburse the Superintendent for moving expenses up to a maximum of Four Thousand Dollars (\$4,000.00). Cost of this benefit in first school year of contract: \$4000. If the Superintendent relocates outside the School Corporation boundaries, the Board will reimburse the Superintendent for moving expenses up to a maximum of One Thousand Dollars (\$1000.00).
- Mileage Reimbursement: If the Superintendent uses his/her personal vehicle for school business, the Board will reimburse the Superintendent at the mileage reimbursement rate paid to all other school employees.
- Other Benefits: Other benefits provided to teachers pursuant to the terms of the collective bargaining agreement between the Frontier School Corporation and the Frontier Classroom Teachers Association.
- Medical Examination: The Superintendent shall undergo an annual medical examination at the Board's expense.
- 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.

The complete proposed contract of the Superintendent will be available on the Frontier School Corporation's website and will be presented at the July 18, 2016 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 July 27, 2016 at 6:00 p.m.