

Notice of Public Meeting

The Board of School Trustees of the South Bend Community School Corporation will hold a public meeting on May 31, 2016 at 5:30 p.m. on the third floor of the Administration Building, 215 South St. Joseph Street, South Bend, Indiana 46601 to discuss and hear objections to and support for a proposed employment contract between the Board of School Trustees and the Superintendent pursuant to Ind. Code 20-26-5-4.3, which requires: (1) At least seven (7) days before a contract for employment is entered into by a governing body and a school superintendent, the governing body shall hold a public meeting on the proposed contract at which public comment is heard; (b) Notice of the meeting on the proposed contract shall be given in accordance with Indiana Code 5-3-1 and posted on the school corporation's internet web site.

Summary of Proposed Contract

Contract Term	July 1, 2016 – June 30, 2019
Annual Base Salary	\$190,000
Annual 403(b) Plan Contribution	\$10,000
Annual Contribution to Group Health & Vision Insurance Premium*	\$17,756
Annual LTD Premium*	\$506
Annual Term Life Premium*	\$495
Annual Contribution to Teacher Retirement Fund	\$19,950
Annual Car Allowance	<u>\$6,000</u>
Total of Listed Contract Provisions	\$244,707

*Board contribution may be adjusted based on increases made by carrier for the same level of coverage

Enrollment Incentive: The Superintendent will receive a stipend in the amount of \$5,000 if student enrollment increases by 200 students or more between the February 2017 and February 2018 ADM counts. The Superintendent will receive an additional \$5,000 stipend if student enrollment increases by 200 students or more between the February 2017 and February 2018 ADM counts.

Mileage and Expense Reimbursement: The Superintendent will be reimbursed for mileage incurred in the performance of his duties that require out-of-town travel and for expenses incurred in the service of, or for the benefit of, the Corporation.

Technology: The Superintendent will be provided computer equipment and a cell phone for school related purposes.

Relocation Expenses: The Superintendent will receive a one-time payment for relocation expenses not to exceed \$2,500, if the Superintendent moves into the SBCSC district by July 1, 2016.

Paid Leave: The Superintendent will receive 20 paid vacation days during each contractual year. The Superintendent will receive the following 10 holidays as paid days: New Year's Day; Martin Luther King, Jr.'s Birthday; President's Day; Memorial Day; July 4th; Labor Day; Thanksgiving (and the day following); Christmas Eve; Christmas Day; and New Year's Eve. The Superintendent will receive 20 family illness/sick days, 3 personal business days, and other leaves in accordance with the benefits approved by the Board for administrative personnel.

VEBA and 401(a). An amount equivalent to 1% of the Superintendent's annual salary will be contributed to the voluntary employees' beneficiary association (VEBA) as described in section 501(c)(9) of the IRS Code and a qualified retirement plan as described in section 401(a) of the IRS Code (401(a) account). 60% of this amount will be directed to the Superintendent's separate VEBA account and the remaining 40% will be directed to the 401(a) account. The Superintendent's VEBA and 401(a) accounts vest upon signing a sixth year contract with the School Corporation.

Severance Pay and Supplemental Benefits: The Superintendent will receive severance pay and supplemental benefits in accordance with the benefits approved by the Board for administrative personnel.

The complete proposed contract will be posted on the SBCSC web site and a copy will be available at the May 31, 2016 meeting. After the meeting, the Board of School Trustees will consider the input and then it will consider the proposed amendment as an agenda item for consideration at a board meeting on June 7, 2016.