

Notice of Public Hearing on May 17, 2021  
7:00 P.M.  
Madison-Grant United School Corporation

Madison-Grant Conference Room  
11700 S E00 W  
Fairmount, IN 46928

On May 17, 2021 at 7:00p.m., the Board of School Trustees of the Madison-Grant United School Corporation will meet to discuss and hear objections to and support for a proposed Superintendent contract. A summary of the proposed Superintendent's contract is as follows:

- Base Salary: \$110,000.00
- Social Security/Medicare Taxes on Base Salary: \$8,415.00
- Contract term: July 1, 2021 through June 30, 2024. The contract automatically extends for another 12-month period if the Board does not give notice to the Superintendent by January 1 each year of the contract.
- Contract Days Per Year: 260
- Health, Vision, and Dental Insurance: The Superintendent may participate in group health, vision, and dental insurance plans, and the School Corporation will pay all but \$1.00 of the cost of the premium for each of the plans selected by the Superintendent. If the Superintendent would elect to participate in the family plan, then the School Corporation's contribution would presently be \$26,389.00 a year. The contribution to a Flexible Spending Account is \$1,600.00 a year.
- Vacation Days: 20 per year. Unused vacation days, as of June 30 of each year, shall be paid out at the daily rate which would presently be \$423.07 per day.
- Transfer of Unused Sick Leave Days from Previous Employer: The Superintendent may transfer a maximum of 30 unused and accumulated sick days from his previous employer over the life of his contract, at the maximum rate of 10 unused and accumulated sick days per year.
- Sick Leave Days: 12 paid days for personal illness annually. Unused days may accumulate up to 90 days.
- Personal Business Days: 3 paid personal business days per year with a total accumulation of 5 personal business days in any one school year. Any additional unused personal business days beyond the 5-day maximum accumulation will be transferred to the Superintendent's sick leave accumulation subject to the 90-day cap.
- 403(b) Plan Contribution: Annual contribution equal to three percent (3%) of the Superintendent's base salary. Said amount would be \$3,300.00 based upon a \$110,000.00 base salary. Vesting is immediate.
- Mileage reimbursement: Mileage reimbursement for business travel shall be reimbursed at rate identified by the Board.

- Teacher's Retirement: The School Corporation pays both the Superintendent's share of retirement and the Employee's share of retirement to the Indiana State Teachers' Retirement Fund. The amount would be \$9350.00.
- Life Insurance: The Corporation pays the premium except \$1.00 to maintain a term life insurance policy with a face value of \$150,000.00. The current annual cost to the School Corporation for this policy is estimated to be \$200.00.
- Long-Term Disability Insurance: The Corporation provides long-term disability insurance for the Superintendent. The current annual cost to the School Corporation for this benefit is \$250.00
- Professional Dues and State and National Conference Expenses - The School Corporation will provide the Superintendent with a budget of \$4,000.00 per school year to be used to pay for institutional membership dues for professional organizations and/or attendance at State and National Conferences with advance Board approval.
- Other benefits: Other benefits provided to certificated and administrative staff of the School Corporation that are not inconsistent with the Superintendent's contract and are specifically approved by the Board for the Superintendent.
- Duties and Responsibilities: The duties and responsibilities of the Superintendent will be summarized in the contract.
- Evaluation: The Superintendent will be evaluated annually.
- Cell Phone: The School Corporation provides a cell phone. The cost is currently \$825.00 annually.
- Termination: Language that provides for early termination options if the Superintendent's contract is terminated prior to the expiration of its term.
- Indemnification: Indemnity provided for all actions taken by Superintendent that are within the scope of employment.

This summary document is available on the website of the Madison-Grant United School Corporation and will be presented at the May 17, 2021 Public Hearing. After the Hearing, the Board of School Trustees will consider the input and then it will vote on the proposed contract as an agenda item at a Public Board Meeting on June 7, 2021 at 7:00 p.m.