

## NOTICE OF PUBLIC MEETING ON

**PROPOSED SUPERINTENDENT CONTRACT**  
In accordance with I.C. 5-3-1 and I.C. 20-26-5-4.3, notice is hereby given that the Duneland School Board will conduct a public meeting on May 15, 2017 at 6:00 p.m. at the Administration Center, 601 W. Morgan Ave., Chesterton, IN and during that meeting will consider, hear objections to and support for the proposed contract of the Superintendent of Schools for the Duneland School Corporation. A summary of the proposed Superintendent contract is as follows:

1. Term: Beginning July 1, 2017, through June 30, 2020
2. Base annual salary of \$147,500.
3. At the end of each contract year, the Superintendent will be eligible for a bonus of not less than 5% of base pay. Eligibility for the bonus will be based upon the achievement of goals and objectives agreed to jointly by the School Board of Trustees and the Superintendent at the beginning of each contract year.
4. The School Corporation shall make an annual contribution of \$10,000 to the Superintendent's 401(a) account.
5. The School Corporation shall make an annual contribution of \$8,000 dollars to the Superintendent's VEBA account.
6. The School Corporation shall provide the Superintendent with an automobile allowance of \$750.00 per month.
7. The School Corporation shall provide the Superintendent with an annual technology stipend of \$1,500.00. Additionally, the School Corporation shall provide the Superintendent with communication and technology equipment (e.g. iPad/tablet, laptop computer, etc.) reasonably necessary to perform the Superintendent's duties.
8. The Superintendent shall be entitled to all of the fringe benefits contained in the Duneland School Corporation Administrators and Directors Contract Addendum adopted by the Board of School Trustees not inconsistent with the Superintendent's contract.
9. The School Corporation shall pay the insurance premiums for up to two hundred fifty thousand dollars (\$250,000.00) of term life insurance for the Superintendent.
10. The School Corporation shall annually provide and pay eighty percent (80%) of the premium for the corporation sponsored group health insurance plan as selected by the Superintendent. The balance of the premium shall be paid by the Superintendent.
11. The School Corporation shall annually provide and pay for, except for the sum of \$1.00 which shall be paid by the Superintendent, a policy of long-term disability. The premium payments for all insurance programs shall be made through the salary reduction agreement under Section 125. The School Corporation shall pay any administrative fees.
12. The School Corporation will provide the Superintendent twenty-five (25) paid vacation days each school year (July 1 - June 30). If any vacation days remain on June 30 of each year, the Superintendent may carry up to ten (10) vacation days forward for one additional year or receive payment for such days to the Superintendent's 401(a) account at the then per diem rate. All vacation days that are carried forward for one additional year and that are not used shall be forfeited.
13. Upon retirement, the Superintendent shall receive payment to his VEBA account at the rate of .002 of the Superintendent's annual base salary for all unused and accumulated sick leave days and flexible/personal leave days. Any unused and accumulated vacation days remaining at the time employment ends with the School Corporation shall be paid to the Superintendent's 401(a) account at the per diem rate in effect on the last day of employment. Payment for retirement benefits will be made within thirty (30) days following separation of employment.
14. The School Corporation agrees that it shall defend, hold harmless and indemnify the Superintendent from any and all demands, claims, suits, causes of actions and legal proceedings brought against Superintendent in the Superintendent's individual capacity or in the Superintendent's capacity as Superintendent of Schools for the Duneland School Corporation.

Superintendent's individual capacity or in the Superintendent's official capacity as an agent and employee of the School Corporation, provided the incident arose while Superintendent was acting within the scope of the Superintendent's employment.

15. The Superintendent shall be allowed to transfer from previous Indiana school employers up to one hundred twenty (120) days of unused sick leave to be made immediately available at the time of initial employment. Any remaining unused sick days from previous school employers for the Superintendent shall be transferred as provided by Indiana statute. The transfer of unused sick leave from previous Indiana school employers shall be based upon receipt of appropriate documentation provided by the Superintendent from previous Indiana school employers.

16. The Superintendent's employment contract may be terminated as provided by Indiana Statute.

The complete proposed contract of the Superintendent will be available on the Duneland School Corporation website and will be presented at the public meeting on May 15, 2017. After the hearing, the Board of School Trustees will consider the input received prior to considering the proposed contract as an agenda item.

Board of School Trustees  
Duneland School Corporation

5/5/17 - hspaxlp