

DUNELAND SCHOOL CORPORATION
Notice of Public Hearing on June 17, 2019
8:00 A.M.

Duneland School Corporation
601 W. Morgan Street
Chesterton, IN 46304

On June 17, 2019 at 8:00am., the Board of School Trustees of the Duneland 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 and also posted on the school corporation website:

- Contract term: July 1, 2019 to June 30, 2022 subject to terms for contract cancellation provisions
- Duties: Job description defined by Board policy and contract terms
- Performance Evaluations: Terms for the direct supervision and annual evaluation of the superintendent by the Board performance using an evaluation that complies with requirements of I.C. 20-28-11.5-1 yielding a rating of highly effective, effective, improvement necessary or ineffective.
- Base Salary: \$147,500.00
- Stipend Salary: After each contract year, if the Superintendent receives an evaluation rating of either highly effective or effective, the Superintendent will be eligible for a stipend payment of \$4,500 for effective or \$6,500 for highly effective to be determined by the Board. No stipend will be awarded for any evaluation rating of less than effective.
- Work Year: A work year of 260 days
- Paid Holidays/Vacation days: Corporation scheduled holidays (currently 12) in addition to 20 vacation days per year; up to ten (10) unused vacation days from the previous contracted school year may be annually contributed into an annuity at the daily rate of base salary.
- Flex Leave: 6 flex leave days, if not used, can be transferred into the Superintendent Sick Leave Bank.
- Sick Days: Annual provision of 12 paid sick leave days, if not used can be transferred into Superintendent Sick Leave Bank
- Superintendent Sick Leave Bank: Transfer and maintaining accumulated 90 sick leave days with annual payment of excess days at rate of .002 of base per diem during employment but are forfeited upon employment severance
- Bereavement Leave: 5 days to be used within 7 consecutive days
- Health insurance: Eligible participation in the group insurance plans, including health, dental and vision for a family plan with the Corporation paying a portion of the premium. The current cost of this benefit is \$18,264 each calendar year.
- Group Term Life Insurance: \$250,000 benefit and AD&D coverage
- Long Term Disability Insurance: 75% of contracted base salary
- ISTRF Contribution: 3.0% of gross wages
- 401(a) Contributions: Annual contribution of \$10,000 per year, into a 401(a) plan account with immediate vesting
- VEBA: Annual contribution of \$5,000 with immediate vesting
- Automobile Allowance: \$6,000 each year.
- Technology Stipend: Cellular phone stipend of \$100 per month
- Business and Professional Expenses: Payment of all reasonable expenses to attend state and national educational conferences and institutional memberships for educational professional organizations or professional membership fees
- Contract Termination provision: 3 options for contract termination provided consistent with Indiana Code

The complete proposed contract of the Superintendent will be available on the Duneland School Corporation's website and will be presented at the June 24, 2019 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 June 24, 2019 at 8:00 a.m.

6/4/19 - hspaxlp