

**Notice of Public Hearing on Monday, April 25, 2022 @ 6:30 pm.**

**Crothersville Community School Corporation  
Central Office Administration Building  
201 S. Preston Street  
Crothersville, IN 47229**

On Monday, April 25, 2022 at 6:30, the Board of School Trustees of the Crothersville Community School Corporation will meet to discuss and hear objection to and support for a proposed Superintendent Contract. A summary of the proposed Superintendent Contract is as follows:

- Base Annual Salary - \$105,000.
- A maximum of a three year contract term, per State Statute. (July 1, 2022 to June 30, 2025)
- A work year of 240 days with annual entitlement of 20 vacation days and 18 general leave days the first year and 15 days in each succeeding year.
- Insurance Benefits – The board shall pay all but one dollar (1.00) per contract year toward the cost of a single or family medical insurance program for Health, Dental, and/or Vision.
- Group Term Life Insurance and Long Term Disability – The board shall pay all but one dollar (1.00) per contract year toward the cost of a Term Life Insurance Policy with a death benefit of \$100,000 and pay all but one dollar (1.00) per contract year towards the cost of the LTD program.
- Mileage Reimbursement – The board will reimburse the superintendent mileage for school business travel at the current IRS rate.
- Professional Organizations – The School Corporation reimburses the Superintendent for the annual cost of membership and participation in regional and state meetings in the following professional organizations: IAPSS and IASBO. The total membership costs may not exceed \$1500 per year.
- Teacher Retirement Fund (TRF) – As with other certified employees the board contribution pays 8.5% of the certified employees' salary.
- Technology – In lieu of providing the superintendent a cell phone with data capacity, voice and data service, an annual stipend of \$1200.00 dollars per contract year shall be paid in monthly installments from accounts payable. Taxes to be paid by the superintendent.
- Sick Leave Days – The superintendent may transfer up to 100 sick leave days from their previous school corporation.
- Other benefits provided to the other 12 month administrators that are not consistent with the Superintendent's contract including future school board increased contributions on health, dental and vision insurance.
- Future steps and/or stipends provided to the other 12 month administrators that are not consistent with the Superintendent's contract including annual contract extensions.
- Nonrenewal of the contract at the end of the contract term may be effectuated in accordance with Indiana law.
- The Superintendent will be evaluated by the Board and rated using the same categories applied to teachers and other administrators: "highly effective", "effective", "improvement necessary", or "ineffective". Like any certified employee, any salary changes will be based upon performance.
- Some of the expenses listed as the board's contributions will be paid as additional basic salary. The candidate may select certain board contributions to be paid on behalf of the employee to the selected VEBA and 401/403 Provider. The Board shall pay the superintendents VEBA contribution of 1.75% of the base annual salary.
- Work product of the Superintendent that is prepared in the scope of his/her employment is the property of the Crothersville Community School Corporation.

- The Superintendent is required to direct their full time attention to the business of the Crothersville Community School Corporation and not outside activities unless specifically approved by the Board of School Trustees.
- The Schools 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/her employment.
- The Draft Contract is a Public Record. Considerable care has been taken to summarize the proposed contract accurately, but the contract that it summarizes is in draft form and may change after public input and further School Board discussion. A copy of the draft contract is available on the Crothersville Community School Corporation internet website [www.crothersville.k12.in.us](http://www.crothersville.k12.in.us).
- The School Board reserves the right to respond to the comments it receives and modify the draft contract based on those comments. If the draft contract is approved and accepted by the candidate, the final version will also be a public record.