


Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract for the employment of teachers pursuant to Ind. Code 20-28-6-4(b)


In exchange for the Teacher's services described below, the Corporation and the Teacher agree that:

- Agreed this 13<sup>th</sup> day of July, 2022.

Teacher: Teressa A Brown

School Corporation by:

  
\_\_\_\_\_  
President

  
\_\_\_\_\_  
Secretary

See Addendum

Notice of Public Hearing on July 5, 2022

3:30 PM

Madison Consolidated Schools

Board Room

2421 Wilson Avenue

Madison, IN 47250

On July 5, 2022 at 3:30 p.m., the Board of School Trustees of the Madison Consolidated Schools will meet to discuss and hear objections to and support for a proposed Superintendent contract. A summary of the proposed contract is as follows:

- Contract Term – July 14, 2022 to June 30, 2025, but the Contract shall automatically be extended one (1) school year on July 1, 2023 and then each successive July 1 thereafter unless a party gives the other written notice on or before the preceding June 30<sup>th</sup> that the party does not agree to the automatic extension.
- Contract Days – 260 a year
- Duties - The position description for the Superintendent is summarized.
- Base Annual Salary – Initial starting salary of \$145,000. Beginning in the 2023-2024 contract year and each contract year thereafter, if the Superintendent is evaluated as highly effective or effective and achieves the annual performance objectives established by the Board, then the Superintendent will receive a base salary increase that is equivalent to the highest base salary increase received by a teacher employed by the School Corporation (either in percentage or flat dollar, whichever is applicable). If an individual teacher or a select number of teachers are given a higher base salary increase than a majority of the teachers due to the special needs of the School Corporation, then the Superintendent will receive the highest base salary increase (either in percentage or flat dollar, whichever is applicable) that is received by a majority of the teachers.
- Evaluation - The Superintendent is evaluated at least once each school year.
- Stipends – If the teachers receive a one-time stipend during any Contract year, then the Superintendent will receive a one-time stipend that is equivalent to the highest one-time stipend amount paid to a teacher during the applicable Contract year. If an individual teacher or a select number of teachers are given a higher one-time stipend than a majority of the teachers due to the special needs of the School Corporation, then the Superintendent will receive the highest one-time stipend (either in percentage or flat dollar, whichever is applicable) that is received by a majority of the teachers. Stipends will not become part of the Superintendent's annual base salary.
- Vacation Days and Personal Days: Combined minimum of 29 days each contract year
- Sick Days: Minimum of 7 days each contract year. Unused sick days may accumulate up to 120 days.
- Transfer of Sick Days: The Superintendent may transfer all unused sick leave days from prior school employer, which days will be put in a separate catastrophic leave bank. The days in the catastrophic leave bank may only be used with Board approval and any unused days in this bank will have no cash value upon separation from employment.
- Holidays – Same paid holidays as are granted to other full-time administrators.
- Other Paid and Unpaid Days – The Superintendent receives all paid and unpaid days as may be required by law and/or as are granted to other full-time administrators.
- Health, Vision and Dental Insurance – The Superintendent may participate under the same terms and conditions as other full-time administrators.
- Life Insurance – Portable term life insurance policy with a face value of \$300,000. The annual cost for this benefit is currently \$447.00.
- Long Term Disability Insurance – The Superintendent may participate under the same terms and conditions as other full time administrators. The annual cost for this benefit is currently \$319.00.
- Teachers Retirement Fund (TRF) – The School Corporation pays the Superintendent's statutorily required TRF contribution, which is currently 3% of the Superintendent's base salary.
- Annuity - The Corporation contributes an amount equal to 3% of the Superintendent's annual base salary to a retirement annuity plan.
- Business Travel – The Superintendent will use a School Corporation owned vehicle for business travel. When a school vehicle is unavailable, then mileage for business travel is reimbursed at the Internal Revenue Service rate.

- Cell Phone Stipend – Minimum of \$100.00 per month.
- Business and Professional Expenses – Expenses related to conference, professional memberships, and professional activities are paid by the School Corporation, but out-of-State conferences and out-of-State professional activities must be pre-approved by the Board.
- Moving Allowance - One-time moving allowance up to \$10,000 if the Superintendent relocates personal residence within the boundaries of the School Corporation. Documentation of expenses must be provided for reimbursement.
- Other Benefits - Other benefits as are provided to full time administrators and teachers that are not inconsistent with the Superintendent's contract.
- Early Termination - Language that provides for three ways in which the Superintendent's contract may be terminated prior to the end of its term.
- Indemnification - The School 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 employment.

The complete proposed contract of the Superintendent will be available on the School Corporation's website and will be presented at the July 5, 2022 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 their next regular public board meeting on July 13, 2022 at 6:00 p.m.