

Notice of Public Hearing on June 10, 2026 at 6:00 PM
Madison Consolidated Schools - Board Room
2421 Wilson Avenue
Madison, IN 47250

On June 10, 2026 at 6:00 p.m., the Board of School Trustees of the Madison Consolidated Schools will meet to discuss and hear objections to and support for proposed amendments to the Superintendent's contract. The following is a summary of the proposed contract amendments:

- Contract Term – July 1, 2026 to June 30, 2029, but the Contract shall automatically be extended one (1) school year on July 1, 2027 and then each successive July 1 thereafter unless a party gives the other written notice on or before the preceding June 30th that the party does not agree to the automatic extension.
- Basic Annual Base Salary – Basic annual base salary of \$175,000. Beginning in the 2026-2027 contract year and each contract year thereafter, if the Superintendent receives a satisfactory evaluation and achieves the annual performance objectives established by the Board, then the Superintendent will receive an increase to her basic base salary 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 an increase to her basic base salary that is the highest base salary increase (either in percentage or flat dollar, whichever is applicable) that is received by a majority of the teachers. The Superintendent's "basic annual base salary" means the base salary amount only and excludes any amounts paid by the Board toward salary elective benefits (i.e., amounts paid by the Board that the Superintendent may elect to pay toward the cost of health, dental and vision insurance and amounts paid that she may contribute to her annuity). All raises are calculated on the Superintendent's basic annual base salary.
- Vacation Days and Personal Days: In each contract year, if all vacation and personal days are not used, then the Superintendent may sell back to the Corporation up to 5 days at her daily rate, which will be paid to the Superintendent in August each year.
- Sick Days: Minimum of 10 days each contract year.
- Transfer of Sick Days: All transferred sick leave days from her prior school employer and all sick leave days currently in the Superintendent's catastrophic leave bank will be combined into one sick leave bank for the Superintendent. Any sick leave days exceeding the 120 day cap will be bought back by the Corporation annually at the rate of \$100 per day. When the Superintendent separates employment with the Corporation, all unused sick leave days will be paid at \$100 per day.
- Health, Vision and Dental Insurance – The Corporation will credit or pay the Superintendent with an additional amount that is equivalent to 100% of the annual premium cost (minus \$1.00) of a single health plan and a dental and vision insurance plan offered by the Corporation, which amount the Superintendent may use to purchase Section 125 benefits or to take as additional wages as elected by the Superintendent. The current monthly premium costs are: (a) health insurance plan (single) - \$1,298.00; (b) dental plan - \$86.59; and (c) vision plan - \$19.01. These amounts are reported to INPRS for purposes of calculating the Superintendent's retirement benefit. Retroactive approval effective June 1, 2026.
- Annuity Electives - Effective July 1, 2026 and each contract year thereafter, the Corporation will credit or pay the Superintendent with an additional 3% of the Superintendent's basic annual base salary, which the Superintendent may elect to contribute to an annuity plan or take as additional wages. In addition, effective July 1, 2026 and each contract year thereafter, the Corporation will credit or pay the Superintendent with an additional match of up to 2% of the Superintendent's basic annual base salary if the Superintendent contributes 2% of her basic annual base salary to her annuity plan. The Superintendent may elect to contribute this additional 2% Corporation match amount to her annuity plan or she may take such additional match amount as additional wages. The amounts paid herein are reported to INPRS for purposes of calculating the Superintendent's retirement benefit. The Superintendent's "basic annual base salary" means the base salary amount only and excludes any amounts paid by the Board toward salary elective benefits (i.e., amounts paid by the Board that the Superintendent may elect to pay toward the cost of health, dental and vision insurance and amounts paid that she may contribute to her annuity). All amounts paid herein are calculated using the Superintendent's basic annual base salary.
- Other Benefits - For clarification, the Superintendent will also receive the 0.25% contribution that teachers receive to their 403(b) annuity plan.

All other provisions of the Superintendent's will remain the same. This notice is also posted on the School Corporation's website.