



Notice of Public Hearing on June 13, 2019
6:30 P.M.

Metropolitan School District of Martinsville
Central Education Center
389 E. Jackson Street
Martinsville, IN 46151

On Thursday, June 13, 2019, at 6:30 p.m., the Board of School Trustees of the Metropolitan School District of Martinsville will meet to discuss and hear objections to and support for a proposed Superintendent contract. A summary of the proposed contract is as follows:

- Base Annual Salary: \$131,000
- Performance Compensation: The Superintendent will be evaluated at least once each school year. If the Superintendent receives an evaluation rating of either highly effective or effective, the Superintendent will be eligible for a base salary increase to \$133,600 for the 2020-2021 school year and \$136,252 for the 2021-2022 school year.
- Annual Stipend: Based on school performance measures and attainment of specified goals, the Superintendent is eligible for stipends up to \$4500
- Contract term: July 1, 2019 to June 30, 2022, with terms for renewals
- Work Year: A work year of 260 days
- Paid Holidays/Vacation days: Corporation scheduled holidays in addition to 20 vacation days
- Sick Days: An annual provision of 12 paid sick leave days and 12 transferred sick days per school year which can accumulate up to 160 days
- Personal Leave: 3 personal days, if not used will accumulate into sick days
- Health insurance: The Superintendent will receive \$15,678 which may be used to pay for qualified benefits through a Section 125 plan, contributed to a Section 403(b) account, or paid as additional wages. The cost of this benefit is: \$15,678
- Life insurance: The Corporation provides a term life insurance policy and AD&D for the Superintendent with a face value of \$75,000. The Corporation pays the entire contribution. The cost per school year of this benefit is: \$99
- Long-Term Disability insurance: The Corporation provides a long-term disability insurance policy to the Superintendent. The Corporation pays the entire contribution. The cost per school year of this benefit is: \$99
- INPRS Contribution: The Corporation will make the employee required contribution into the INPRS of 3% of gross wages. The cost per school year of this benefit is: \$3930

- Section 403(b) Contribution: The Corporation will make a contribution equal to 3% of the Superintendent's Section 403(b) account each year of the contract. The cost per school year of this benefit is: \$3930
- VEBA Contribution: The Corporation will make a contribution equal to 1% of the Superintendent's VEBA account each year of the contract. The cost per school year of this benefit is: \$1310
- Professional Dues and Conferences: The Corporation will pay or reimburse the Superintendent for appropriate business and professional expenses approved by the Board. Appropriate expenses shall include the cost of membership and participation in State and National Professional Associations of Educational Administrators, and expenses related to the Superintendent's attendance at conferences, courses and other professional development activities that aid in his continued professional growth and performance of his duties.
- Cell Phone & Technology Stipend: The cost per calendar year of this benefit is: \$1200.
- Mileage Reimbursement]: Reimbursement for mileage incurred for Corporation business outside of the district at the federal mileage rate is determined by the IRS. The cost per school year of this benefit is: \$3500.
- Other Benefits: Other benefits provided to administrators
- Duties of Superintendent: The Superintendent is required to direct his full time and attention to the business of the School Corporation and not to outside activities unless specifically approved by the Board.
- 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 his employment.
- Termination of Contract: Language that provides for three ways in which the Superintendent's contract may be terminated prior to the end of its term.

The complete proposed contract of the Superintendent will be available on the Metropolitan School District of Martinsville's website and will be presented at the June 13, 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 20, 2019 at 6:30 p.m.