

## NOTICE OF PUBLIC HEARING ON SUPERINTENDENT'S CONTRACT

Notice is hereby provided that the Board of Trustees of the Randolph Southern Community School Corporation shall consider the terms of the extension of the contract of the Superintendent of Schools on the 2<sup>nd</sup> day of July at 7:30 p.m. at the school corporation office at 1 Rebel Drive, Lynn, Indiana. The Board of Trustees will meet in public session to discuss and hear objections to and support for the proposed contract extension for Mr. Donnie Bowsman, EdS. as Superintendent of Schools in accordance with the provisions of Indiana Code 20-26-5-4.3. The summary of the proposed contract, including the actual monetary value of the contract benefits and all forms of compensation, are as follows:

Contract Length: July 16, 2018 to June 30, 2023 at 260 days per year. The contract and addendum will automatically be extended five (5) years on July 1, 2023 unless the board provides notice to the Superintendent on January 1, 2023 to not renew per IC 20-28-8-7.

Annual Salary: \$103,732.04

Indiana Teacher Retirement Fund statutory school contribution: 10.5% of gross salary = \$10,891.86

Medical insurance school contribution: All but \$1, Employee and Spouse = \$17,993.24. The school corporation will pay premium cost increases for years 2018 through 2023.

Health Savings Account school contribution each year: \$6,000.00 per year with high deductible health plan.

LTD insurance school contribution: All but \$1, (Cost=\$279.00). The school corporation will pay premium cost increases for years 2018 through 2023.

Term Life Insurance school contribution: All but \$1, (Cost=\$390.00). The school corporation will pay premium cost increases for years 2018 through 2023.

Vision Insurance school contribution: All but \$1 (Cost=\$125.00) The school corporation will pay premium cost increases for years 2018 through 2023.

401A gross dollars yearly school contribution. Contributions increases proportionally with a performance pay increase. Years of experience 11-15= 3.00% (\$3,111.96). Years of experience 16-up= 3.25% (\$3,371.29)

Gap insurance: Board will provide same coverage and gap coverage as provided in the Teacher Master Contract after the Superintendent uses all remaining sick leave and personal days. The board shall pay the Superintendent 66 2/3% of his normal per diem salary until long-term disability becomes effective or is able to return to work prior to the long-term disability plan.

Vacation Days: 25 days per year. Unused vacation days accrued may carried forward each year or may be paid at the per diem rate of the contract year in which the vacation days were available upon written request of the Superintendent after July 1.

National Holidays/Others: New Year's Eve, New Year's Day, July 4, Memorial Day, Labor Day, Thanksgiving Day, Thanksgiving Friday, Christmas Eve, Christmas Day

Personal Days: 3 per year. Unused personal days accrued may carry over each year per Teachers Master Contract.

Sick Days: 10 per year. Maximum accumulation: 90 days per year per Teachers Master Contract and Indiana Code.

Funeral Days: Relatives-5 days per year and close friend-2 days per year.

Jury Duty: As per Teacher Master Contract

Performance Pay Increase: The Superintendent will be eligible for a pay increase with a "Highly Effective" or "Effective" rating each school year. The pay increase shall be calculated by multiplying annual salary by percentage rate (%) allotted to the Certified Staff each year. The Superintendent will not take a pay increase if the funds are not available for Certified Staff Members to receive a raise. The Superintendent shall be eligible for an amount equal to the Teacher Appreciation stipend allotted by the Indiana Legislature each year.

Professional Membership Fees paid by RSSC: Indiana Association School Business Officials and Indiana Association of School Superintendents

Superintendent Expenses Paid by RSSC: Cell phone cost. Mileage reimbursement (\$0.56 per mile) and/or availability of the school van. Lodging, registration fees, and meals up to \$2,500.00 per year.

Tuition: Board will reimburse the Superintendent half the cost of each class (up to \$500 per class) at an Accredited Institution for continuing education.

Credit Card: Credit card usage at the discretion of the Board for the exclusive purpose of purchasing school related items or school related expenses.

Indemnification: Board will carry liability insurance on Superintendent per school board policy 8750 and Indiana Law. The board shall defend, hold harmless, and indemnify Superintendent Bowsman from any and all demands, claims, suits, actions, and legal proceedings brought against him in his individual or official capacity as an agent or an employee of Randolph Southern School Corporation, in connection with any matter arising while he was acting within the scope of his employment.

The proposed contract has been negotiated by Board of School Trustees and reviewed by the School Corporation Attorney, Meeks Cockerill. The complete proposed contract of the Superintendent will be available on the school's website and will be presented at the public hearing on July 2, 2018. Following the public meeting the Board of Trustees will consider the input received and it will consider the proposed contract for execution at its regular meeting on July 16, 2018