

Notice of Public Hearing on July 14, 2020 at 7:00 PM
500 West South Street
Bloomfield, Indiana

On July 14, 2020 at 7:00 p.m., the Board of School Trustees of the Bloomfield School District will meet to discuss and hear objections to and support for a proposed Superintendent's contract. A summary of the proposed contract is as follows:

- Contract term: July 1, 2020 to June 30, 2023.
- Number of annual contract days: 260
- Base Annual Salary: Base salary in first contract year - \$103,000; base salary in second contract year - \$105,000; base salary in third contract year - \$107,000. The Superintendent agrees to forgo the scheduled increase in annual salary each July if the teachers do not receive an increase during the prior school year.
- Duties: The Superintendent will perform duties required by law and as assigned by the Board. The Superintendent may perform other work and civic duties provided it does not interfere with his school duties.
- Evaluation: The Board will evaluate the Superintendent once a year as required by law.
- Professional License: The Superintendent will maintain his professional administrative license through the Indiana Department of Education.
- Holidays: The Superintendent shall be entitled to the same paid holidays as provided to other twelve (12) month personnel.
- Vacation: 20 days each contract year.
- Sick leave days: 12 days each contract year; may accumulate up to a maximum of 225 days.
- Transfer of sick leave days: The Superintendent may transfer up to 5 sick leave days each contract year from prior school employer.
- Bereavement Leave: Up to 5 days for certain defined immediate family members; Up to 2 days for certain other specified non-immediate family members; and one (1) day for all other family members.
- Personal Leave: 4 days each contract year. Unused days are added to the balance of accumulated sick leave at the beginning of the new contract year.
- Family Illness Leave: 5 days and the days do not accumulate from year to year.
- Moving Expenses: The Board will reimburse the Superintendent up to \$5,000 in moving expenses if the Superintendent chooses to reside in the District.
- Insurance: The Superintendent receives the same family coverage for health and hospitalization, major medical, dental, vision, long term disability, term life insurance in the limits, terms, amounts, conditions and contributions as all other full time teachers. However, the District will provide coverage for HDHP 1/HSA Plan 3, or its equivalent in the event the District changes its insurance group, at the cost of \$1 per year for Superintendent and agrees to fund the amount of the in-network deductible on July 1st of each contract year into the Superintendent's HSA account.
- Retirement: District contributes the Superintendent's 3% share to the Indiana Teacher's Retirement Fund. The Superintendent receives the same tax-deferred 403(b)-annuity program in the limits, terms, amounts, conditions and contributions as all other full-time teachers. The Superintendent may participate in the employee group health insurance plan at his expense upon retirement until age sixty-five (65).

- Business Travel: The Superintendent may use a District vehicle for business travel. If a District vehicle is unavailable, then the District will provide mileage reimbursement at the District's adopted mileage rate.
- Professional Development and Professional Organizations: The Superintendent may attend professional development functions of the American Association of Public School Administrators, the Indiana Association of School Boards, and the Indiana Association of Public School Superintendents. All other workshops and conferences shall be subject to Board approval. The District will pay all reasonable expenses and membership dues associated with professional development and professional organizations.
- Work Product: All work product prepared by the Superintendent within the scope of his employment shall be the property of the District.
- Contract Termination and Extension: Contract termination and contract extension to be handled in accordance with Indiana law.
- Indemnification: The District will defend and indemnify the Superintendent with respect to incidents arising within the scope of the Superintendent's employment with the District.

The proposed contract of the Superintendent is available on the School Corporation's website. The Board will vote on the proposed contract at a subsequent public meeting (which will be noticed at a later date), which subsequent public meeting will be held no sooner than seven calendar days after the public hearing.