

# **NOTICE OF PUBLIC HEARING AS** **CORRECTED**

The Board of School Trustees of the Bloomfield School District will hold a meeting on Tuesday, December 3, 2019, at 6:00 p.m. in the Boardroom at the Superintendent's Office, 500 West South Street, Bloomfield, Indiana, for the purpose of discussing and receiving public input on a proposed contract between the Board of School Trustees and Superintendent Jeff Gibboney.

This notice along with the proposed contract will be posted on the Bloomfield School District's website. 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 its board meeting on Thursday, December 19, 2019 at 7:00 p.m.

## **Summary of Contract:**

1. Contract is from July 1, 2020 through June 30, 2023.
2. Salary of \$101,000 for year 1; Salary of \$103,000 for year 2; and Salary of \$105,000 for year 3. The Superintendent and the District agree that the scheduled Two Thousand Dollars (\$2,000.00) increase in annual salary each July shall not be paid by the District to the Superintendent if the Teachers do not receive a salary increase during the prior school year.
3. The Superintendent is granted twelve (12) paid sick days per year. If no sick days are used in a year one (1) additional sick day shall be added to his accumulated sick days. A limit of two hundred twenty-five (225) sick day accumulation is allowed. The Superintendent shall be allowed to transfer five (5) unused leave days per year from his former Employer, Eminence Community Schools.
4. Contract Days. A work year of 260 days, with 20 paid vacation days each year that accrue on July 1 each year. 12 sick days per year and an accumulation of up to a maximum of 225 total days. Unused leave days from former employer will transfer to Bloomfield School District. Superintendent will be entitled to the same paid holidays as are provided to full time 12-month non-certified personnel.
5. Bereavement Leave. The Superintendent may be absent from work with pay for a death in his or her immediate family for a period not exceeding five (5) days per occurrence beyond the death. The Superintendent may be absent from work with pay for two (2) days per occurrence for a death of a brother-in-law, sister-in-law, aunt, uncle, niece, or

nephew. The Superintendent may be absent from work with pay for one (1) day per occurrence for a death of other family members.

6. Personal Business Days. The Superintendent shall be entitled to four (4) personal business days per contract year for the transaction of personal business or the conduct of personal or civic affairs. Any personal business days not used during the year shall be added to the balance of accumulated sick leave at the beginning of the new contract year.
7. Family Illness Leave. The Superintendent shall be entitled to five (5) family illness leave days per year to be used in case of illness, surgery, or accident involving immediate family members living within the household. Family illness days do not accumulate.
8. Insurance. The Superintendent shall receive 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 agrees to 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.
9. Retirement. District agrees to contribute Superintendent's share to the Indiana Teacher's Retirement Fund prior to the establishment of the salary contract amount. The Superintendent shall be provided the same tax-deferred 403(b)-annuity program in the limits, terms, amounts, conditions and contributions as all other full-time teachers pursuant to the master contract between Board of School Trustees of the Bloomfield School District and the Bloomfield Teachers' Association. In the event that the Superintendent retires while in the employment of the District he may participate in the employee group health insurance plan at his expense until age sixty-five (65) by paying the premium on a monthly basis to the Bloomfield School District.
10. Travel. The District shall furnish an automobile when available for the Superintendent's use in the discharge of his duties and shall pay the cost of fuel as well as the expense of maintenance of said automobile. In those instances when an automobile is not available to the Superintendent or at the Superintendent's discretion, the Superintendent will be reimbursed for each mile traveled at the District's adopted rate. The Superintendent shall file itemized expense statements.
11. Professional Development. The Superintendent shall make reasonable efforts to keep abreast of educational developments and reforms that pertain to his office or the School District. The Superintendent may attend the annual conferences, conventions, workshops, and meetings 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 shall pay all reasonable expenses of such educational conferences, conventions, seminars and workshops. The District shall pay the membership dues of such organizations.

12. Other. The Superintendent is provided all benefits at least equal to those provided in the master contract with teachers.
13. Termination of Contract. The contract details the applicable provisions set out in IC 20-28-8-7 as to what dates and under what circumstances the Contract may be terminated. It also provides, among other things, that the Contract will terminate on the expiration date set forth in the contract, if the governing body not later than January of the year in which the contract expires gives notice to the superintendent in writing, delivered in person or by registered mail.