

## Notice of Public Hearing

In accordance with IC 20-26-5-4.3, the Board of School Trustees of South Adams Schools will meet on November 14, 2017 immediately after the regular meeting (the regular meeting begins at 6:00 p.m.) in the High School Room 715 located at 1000 West Parkway Street, Berne, IN for a public hearing regarding objections to and support for a proposed Superintendent of Schools employment contract.

Summary of the Agreement between South Adams Schools Board of Trustees Employing Scott Litwiller as Superintendent Effective July 1, 2017 through June 30, 2019

Annual Base Salary.....\$107,500

Annual Board Contribution to Group Health Insurance Premium\* .....\$19,584

(The school board pays \$15,021 of the premium for teachers on a family plan and \$5,984 of the premium for teachers on a single plan.)

"Total Salary" on the **Regular Teacher Contract** ..... \$127,084

The "Total Salary" on the **Regular Teacher Contract** for administrators is the sum of the annual base salary and the school board's contribution for health insurance. With each pay, the cost of the health insurance premium is deducted from the administrator's check.

Appreciation Grant – If South Adams Schools earns a school performance award or appreciation grant from the IDOE, the administrator is eligible to be paid a one-time stipend at the Board's discretion.

Employer Social Security Contribution ..... \$8,224

Annual LTD Premium\* ..... \$419

(As for all full-time school employees, the school board pays the entire premium at the rate of 0.39% of the annual base salary.)

Annual Term Life Premium (\$50,000 Death Benefit)\* ..... \$65

(As for all full-time school employees, the school board pays the entire life insurance premium except for \$1.00.)

Annual Contribution to 401(a) Plan ..... \$1,613

(As for all full-time school employees, the school board contributes 1.5% of the annual base salary to the employees 401(a) plan.)

Annual Contribution to the Indiana State Teacher Retirement Fund ..... \$3,813

(As for all full-time school certificated employees/teacher & administrators, the school board makes a 3% or a 10.5% contribution, depending on when they enrolled in the TRF – 3% or 10.5% of the annual base salary for teachers and 3% or 10.5% of the sum of the annual base salary plus health insurance premium for administrators).

Annual Auto Allowance None

(As for all full-time school employees, a school vehicle is provided for school business travel or mileage is reimbursed.)

Annual Technology Allowance..... \$360

(A monthly reimbursement is determined each year by the school board to pay for school calls made with the administrator's personal cell phone. A school laptop computer is provided for school business.)

Annual Board Contribution to Dental & Vision Insurance Premium\* None

Annual 403(b) Plan Contribution None

**Total of Listed Contract Provisions..... \$141,577**

\*Indicates that the Board contribution may be adjusted if the carrier increases the premium for same level of coverage.

Agreement Length: The Agreement extends through June 30, 2019 and is a rolling two (2) contract. However, the Agreement can be canceled by the Board for the same list of reasons applicable to cancelation of the contract of an "established teacher" found in IC 20-28-7.5-1(e). The administrator can cancel the Agreement by giving 90 days written notice of resignation.

Working Days: The Agreement calls for 260 working days in each school year minus paid recognized holidays and paid vacation days per established rate with all 12-month employees (9 paid holidays and 15 paid vacation days for 2017-2018). Vacation days are provided on July 1 at and must be used by December 31 of the following calendar year. Unused vacation days are lost and cannot be sold back to the school. Twelve leave days are provided for illness and personal business per the Master Teacher Contract.

Added Base Salary Rather Than Reimbursement for Expenses: The Board's contribution for group health insurance will be paid as "additional base salary" for the benefit of the administrator when his 20 highest calendar quarters are used to compute his ISTRF retirement benefit. This approach has been reviewed with ISTRF and is an accepted practice from their perspective. While the benefit to the administrator planning to retire within 5 years may be substantial in comparison to the cost to the Board, the decision to employ this strategy does result in some additional expenses to the Board-employer because, as compared to reimbursed business expenses, the dollars paid as added base salary are subject to added ISTRF contributions and employer FICA/Medicare.

Evaluation: The administrator will be evaluated and rated using the same categories applied to teachers and other administrators: "highly effective," "effective," "improvement necessary," or "ineffective." Like any certificated employee, and salary changes will be based upon performance.

Tuition Reimbursement: Superintendent will be reimbursed tuition and fees for post-graduate classes.

Increases: The Board reviews the administrator's salary and benefits annually and may approve an increase in the base salary of up to \$3750, contributions, or allowances at that time. Further, the Board determines what amount, if any, should be awarded under the performance-based pay provisions of the contract.