

NOTICE OF PUBLIC HEARING AND MEETING CONCERNING THE PROPOSED CONTRACT FOR UNION-NORTH UNITED SCHOOL CORPORATION SUPERINTENDENT

On January 2, 2025, at 6 p.m. at the Library at LaVille Junior-Senior High School, 69969 US 31 South, Lakeville, IN 46536, the Board of School Trustees for Union-North United School Corporation will meet to discuss and hear from the public objections to and support for a proposed contract with a superintendent, which will be effective from January 6, 2025, to December 31, 2028. The Board will subsequently vote on the proposed contract in the same meeting.

Proposed Contract Details

Annual Base Salary

The beginning base salary shall be \$129,185.56. Each year, if the Superintendent receives a rating of highly effective or effective on the Board's evaluation, Superintendent's salary will automatically increase by an amount equal to the percentage increase (or pro-rata adjustment of any flat amount), if any, granted by the Board to the Employer's teachers. The Superintendent will also be eligible to receive any stipend granted to teachers.

Health/Dental/Vision Insurance and Health Savings Account

Should the Superintendent elect to enroll in the Employer family health insurance plan, the Employer will contribute \$24,371.00 annually towards the health insurance premiums of the Superintendent's family plan. Additionally, should the Superintendent elect to enroll in the Employer family dental insurance plan, the Employer will contribute \$1,200.60 annually towards the premiums of the Superintendent's family dental plan. Furthermore, should the Superintendent elect to enroll in the Employer family vision insurance plan, the Employer will contribute \$242.84 annually towards the premiums of the Superintendent's family vision plan. Should the Superintendent elect to enroll in an Employer family health insurance plan, Employer will contribute \$6,000 annually towards the Superintendent's health savings account.

Annual Teacher Retirement Fund Contribution

Employer shall pay any contribution to the Indiana State Teacher Retirement Fund (TRF/INPRS) that would otherwise be required to be paid by the Superintendent.

Business and Professional Expenses

Any appropriate business and professional expenses shall be reimbursed by the Employer. Appropriate expenses shall include, but are not limited to, those typical expenses reimbursed to a teacher of the Employer per policy and the cost of membership and participation in professional associations of school leaders, community organizations, and expenses related to the Superintendent's attendance at appropriate regional and state conferences and activities subject to review and approval of the Employer.

Paid Leave Days

The Superintendent shall be awarded an annual number of sick and personal days equivalent to those provided to other twelve-month administrative employees of the Employer. The Superintendent may use sick leave days for personal doctor appointments, doctor appointments of immediate family members, personal illness or that of immediate family members. The Superintendent will be allowed to accumulate the same number of sick days as permitted by other administrative employees. The Superintendent shall be permitted to transfer fifty (50) days of sick leave from prior employment, but such sick days will only be available for use concurrently with other approved medical or disability leave (e.g., FMLA or disability leave). In no event will Employer be responsible to pay Superintendent for sick leave transferred from prior employment upon termination of employment, voluntary or involuntary. The Superintendent will be entitled to be compensated for paid leave on legal holidays observed by the Employer (Independence day, Labor Day, Thanksgiving day, day after Thanksgiving, day before Christmas, Christmas Day, New Year's Day, Good Friday, and Memorial Day), as well as other allowance days for 260 day administrators, in addition to twenty (20) days of vacation each year and twelve (12) paid time off days each year.