

**NOTICE OF PUBLIC MEETING ON
PROPOSED SUPERINTENDENT CONTRACT**

3/15/2024-6/30/2026

The Salem School Corporation Board of School Trustees will conduct a public meeting pursuant to Indiana Code 20-26-5-4.3 for the purpose of discussing and receiving public comment, either in objection to or support of, a proposed contract for the employment of a new Superintendent. The public hearing will take place on March 4, 2024 at 6:00 P.M. at the Salem Community Schools Administration Building public meeting room, 500 North Harrison Street, Salem, Indiana. 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 the regular board meeting on March 11, 2024. The proposed contract is available for inspection on the Salem School Corporation website.

The superintendent's regular teacher contract and addendum cover the period of March 15, 2024, through June 30, 2026, and provide the following material terms:

The parties agree that the Superintendent shall provide services for two hundred sixty (260) days during each school year.

The Superintendent's base salary, effective March 15, 2024 will be \$125,000, comprised of \$120,000 for superintendent duties and \$5,000 for grant-writing duties. Pay will be subject to applicable withholdings, payable in accordance with the School Corporation's regular payment practices for School Corporation administrators. Future raises and stipends are contingent upon the following qualifying requirements:

Any raise will range from 1% to 3.5% annually and require a performance evaluation of "effective" or higher. For any year that no teachers receive a base salary increase, the Superintendent will not receive any base salary increase. If ever an optional raise will result in deficit spending, no raise shall be given.

The Corporation provides twenty (20) paid vacation days, plus the same days provided for teachers under the current collective bargaining agreement, including thirteen (13) paid days off, cumulative to a maximum of 194, five (5) bereavement days for immediate family and two (2) bereavement days for non-immediate family. The Corporation will also allow Superintendent to transfer unused sick days from the Superintendent's previous employer, to be used in cases of Catastrophic Illness, but which will not be eligible for monetary payout.

Paid holidays each year will be the same as for all other administrative employees.

In addition, the Corporation will cover all but \$1.00 of the premium for health insurance for the Superintendent and immediate family and contribute up to \$10,000 annually to a 403(b) retirement plan.

A copy of the proposed contract can be requested from the Administration Office of Salem Community Schools.

SALEM SCHOOL CORPORATION
BOARD OF TRUSTEES