

## Notice of Public Meeting

The Board of Education of MSD of Warren Township will hold a public meeting on December 13, 2023 at 6:00p.m. at the Warren Education & Community Center, 975 N Post Road, Indianapolis, IN, to discuss and hear public comments including objections to and support for the proposed contract between the Board and the candidate for superintendent.

The proposed contract includes the following details:

1. Duration starting on January 1, 2024 and concluding on June 30, 2026, with automatic extension under Indiana law unless notice given;
2. Position includes serving the school as a superintendent during the term and performing the duties generally recognized as being the normal functions of an IN public school superintendent and as enumerated in board policy;
3. Beginning January 1, 2024, an annual salary of \$225,000 with potential for annual increase beginning July 1, 2024, depending upon results of Superintendent's evaluation and increases offered to administrative employees;
4. Normal employer retirement contributions of: 1% of annual salary into 401(a) plan; match up to 2.75% of annual salary into 403(b) plan; 0.5% of annual salary into VEBA plan; and 3% of gross wages into TRF; Annual contribution of \$20,000 into a 457 (b). One time payments into a 403(b) of \$12,000 by December 31, 2023 and a one time 403(b) contribution of \$12,000 by January 31, 2024.
5. Additional employer contribution of 5% of annual salary into 403(b) plan;
6. Appropriate business and professional expense incurred on employer's behalf including the cost of membership and participation in professional associations of school leaders, community organizations, and expenses related to the Superintendent's attendance at preapproved conferences and activities;
7. Any uninsured cost of annual, routine medical-physical examinations;
8. Payment of \$1,000.00/month in lieu of an auto allowance or mileage reimbursement;
9. Access to the current group insurance coverages offered to current administrators. (e.g. life, long term disability, health, dental, vision). Beginning January 1, 2026, Employer shall pay 88% of the annual premium for Superintendent and eligible dependents from the date of separation through the date he becomes eligible for Medicare as prescribed by 42 U.S.C. 1395 et seq, unless Superintendent becomes employed full-time with another employer who offers health insurance.
10. Monthly technology allowance of \$100.00;
11. Annual vacation and other leave days equivalent to days offered to other full time administrative employees.
12. Additional fringe benefits available to other full time employees;
13. Provisions regarding evaluation and termination process consistent with applicable law; and
14. Miscellaneous provisions regarding non-monetary aspects of the contract.

The Board anticipates taking final action on the proposed superintendent contract at a public meeting on December 20, 2023 at 7:00 p.m. at the Warren Education & Community Center, 975 N Post Road, Indianapolis, IN.