

NOTICE OF **PUBLIC HEARING**

The Board of Education of the Metropolitan School District of Washington Township will hold a meeting and hearing on Wednesday, October 2, 2024, at 6 p.m. in the Board Room of the H. Dean Evans Community and Education Center, 8550 Woodfield Crossing Boulevard, Indianapolis, Indiana in order to hear input on the proposed contract between the Board of Education and the Superintendent.

The entire proposed contract will be posted on the Washington Township Schools website (<https://www.msdt.k12.in.us/>) and copies will be made available at the public hearing. After the hearing the Board of Education will hear objections to and support for the proposed contract between the Board of Education and the Superintendent. The Board of Education will consider the proposed contract and vote on the proposed contract at a subsequent public meeting no sooner than seven days after the public hearing.

Summary of Contract Provisions

1. **Base Salary.** The Superintendent's base salary will be \$220,000. Assuming the Superintendent meets the qualifying requirements of the Contract, the Superintendent will, in the future, receive base salary increases which is the equivalent of the same percentage raise as those raises generally provided other Administrators but adjusted pro rata as needed, unless such increases are declined by the Superintendent. Additionally, any stipends provided other Administrators will also be provided to the Superintendent.
2. **Retirement/Deferred Compensation.** The School District shall credit or pay the Superintendent the authorized maximum contribution limit, which the Superintendent may,

but need not, elect to be contributed to a Section 457 Plan for each contract year of employment for the Superintendent. Likewise, the School District shall credit or pay the Superintendent the authorized maximum contribution limit, which the Superintendent may, but need not, elect to be contributed to a Section 403(b) Plan for each contract year of employment for the Superintendent. The maximum contribution limits for Section 457 and 403(b) plans for 2024 are \$23,000, respectively.

In addition to the annual VEBA contribution provided to cabinet administrators, the School District shall contribute Five Thousand Dollars (\$5,000.00) annually as an employer contribution to the School District's VEBA Plan with the following vesting:

- a) Thirty-three and one-third percent (33 1/3%) if employed on July 1, 2026;
- b) Sixty-six and two-thirds percent (66 2/3%) if employed on July 1, 2027;
- c) One Hundred percent (100%) if employed on July 1, 2028.

Furthermore, the School District will contribute pay the Superintendent's three percent (3%) employee's share of retirement to the Indiana State Teachers' Retirement Fund for the period of time covered by the Addendum.

The School District shall also annually contribute Twelve Thousand Dollars (\$12,000) into the Superintendent's 401(a) account as an employer contribution with the following vesting:

- a) Thirty-three and one-third percent (33 1/3%) if employed on July 1, 2026;
- b) Sixty-six and two-thirds percent (66 2/3%) if employed on July 1, 2027;
- c) One Hundred percent (100%) if employed on July 1, 2028.

3. Automobile and Technology Allowance. The School District will pay One Thousand Dollars (\$1,250.00) per month for vehicle and cell phone/IT allowance.
4. Sick Leave. The School District agrees to provide the Superintendent twelve (12) sick leave days in each twelve-month period between July 1 and June 30. Sick leave days unused in one contract year may be accumulated and carried over to future years.
5. Paid Leave Days. The School District agrees to provide the Superintendent twenty (20) non-work days in each twelve-month period between July 1 and June 30. Ten (10) of the non-work days must be used in the year they are received and do not carry over and/or accumulate. The Superintendent may accumulate up to a maximum of thirty-five (35) days of unused non-work days. Payment for the accumulated unused non-work days will occur when the Superintendent leaves the School District;

6. Health, Dental and Vision Insurance. The School District will annually pay all but \$1 towards premiums for a health insurance plan selected by the Superintendent. Dental and Vision Insurance will be provided under benefits established by the Board for cabinet-level administrators.
7. Life Insurance. The Board shall also pay the premiums for a \$250,000 term life insurance policy.
8. Business and Professional Expenses. The Board shall reimburse the Superintendent or approve direct payment for appropriate business and professional expenses. Appropriate expenses shall include the cost of membership and participation in a reasonable amount of State and National professional associations for educational administrators. In addition, the School District shall pay membership fees for any other organization where the Superintendent's participation is required by the Board. The Board shall also cover expenses related to the Superintendent's attendance at educational meetings and conferences subject to the prior approval of the Board.
9. Other Benefits. The Superintendent shall be entitled to all other benefits established by the Board for cabinet-level administrators, but the benefits in the Superintendent Contract modify any conflicting or duplicating benefits established by the Board for cabinet-level administrators.
10. Cancellation of Superintendent's Contracts. The cancellation of the Superintendent's contract will be pursuant to state law or Contract procedure. Any separation benefits are as permitted by law.
11. Term. The term of this contract shall be July 1, 2025 through June 30, 2028. This Contract shall automatically be extended one school year on each June 30 effective the next day, i.e., on July 1, unless the Board supplies notice before May 1.