

NOTICE OF PUBLIC MEETING ON SUPERINTENDENT CONTRACT

The Board of School Trustees of Lake Central School Corporation will convene a public meeting on January 6, 2025 at 6:45 p.m. at the Lake Central Kay Trapp Room in Lake Central High School located at 8400 Wicker Avenue, St. John, Indiana. In compliance with IC 20-26-5-4.3, the Board will meet, discuss and hear objections to and support for a proposed amendment to the Superintendent's contract. A summary of the proposed contract is as follows:

1. Term – Three years, July 1, 2024 – June 30, 2027, with extension provisions.
2. Base Salary - Increase base annual salary to \$210,000 retroactive to July 1, 2024.
3. A work year of 260 days with annual entitlement to 25 vacation days, and annual holidays, sick days, personal business days, and bereavement leave per the then current version of Administrative Handbook
4. Teachers Retirement Fund (TRF) – The School Corporation pays the Superintendent's statutorily required TRF contribution, which is 3% of the Superintendent's base salary
5. Annuity – The School Corporation pays an amount equal to 11% of the Superintendent's base salary per contract year into a 401(a) account.
6. Health Insurance – Superintendent is eligible to participate in the School Corporation's then current family or single group health, dental and vision insurance plans at the current employee contribution rate. As of January 1, 2025, the annual premium cost to the School Corporation for a family plan is \$25,060 and for a single plan is \$10,336.
7. Life Insurance – The School Corporation provides a term life insurance policy for the Superintendent with a face value of \$150,000. As of January 1, 2025, the annual premium cost to the School Corporation is \$585.
8. Professional Memberships – The School Corporation pays the cost of annual memberships in the following professional organizations: IAPSS and IASBO. The anticipated total annual membership cost for these organizations is \$2,000.
9. Professional Conferences – The School Corporation pays the cost of attendance at professional conferences and seminars as approved in advance by the Board.
10. Vehicle Allowance – The School Corporation will provide a vehicle allowance of \$600.00 per month and a technology allowance of \$100.00 per month, each payable in installments on the School Corporation's normal payroll dates.
11. Other Benefits – The School Corporation provides the Superintendent with other benefits provided to its other twelve month administrators that are not inconsistent with the Superintendent's contract per the then current version of the Administrative Handbook including, annual \$2,000 contribution to VEBA account and early retirement supplement benefit.
12. Evaluation – The Board will meet with the Superintendent each contract year to discuss performance evaluation.
13. Professional Liability – As with all administrators, the Board provides the Superintendent with professional liability coverage and will defend, indemnify and hold harmless the Superintendent in legal actions involving incidents in which the superintendent was legally acting with the scope of his employment.

The complete proposed contract of the Superintendent will be available on the Lake Central School Corporation website and will be discussed at the Board meeting on January 6, 2025. After the meeting, the Board of School Trustees will consider the input received and will then consider the proposed contract at the January 21, 2025 board meeting.

Board of School Trustees
Lake Central School Corporation