

**The Details of the approved contract are as follows:**

- **Base Salary** - \$94,000.00
- **Residency**- \$2,500 increase when relocation to Greene county complete
- **Licensing**- \$2,500 increase when superintendent's license earned
- **Term of Agreement** – A three year contract term
- **Work Year** – A work year of 260 days with an annual entitlement of 25 vacation days and 10 sick days.
- **Section 403(b) Contribution** – The salary reduction contribution to a 403(b) retirement annuity plan of \$8,000, shall be included as additional basic salary.
- **Paid Holidays** – The same paid holidays as are provided to other 260-day employees.
- **Health Insurance** – As with other administrators, the Superintendent is eligible to participate in the group insurance plans. The Superintendent will receive as additional basic salary the amount the Board contributes for teachers employed by the Eastern Greene School Corporation as set forth in the collective bargaining agreement between the Eastern Greene School Corporation and the Eastern Greene Teachers Association, which is currently \$17,459.
- **Life Insurance** – The School Corporation provides a term life insurance policy for the Superintendent with a face value of \$150,000 which costs \$142.00 per year.
- **Dental and Vision Insurance** – The School provides dental insurance and vision insurance for the Superintendent at a cost of \$1,124.64 for dental insurance and \$186.96 for vision insurance per year.
- **Social Security** - \$7,027.26
- **Retirement Plan** – The School Corporation shall contribute two percent (2%) of the base salary to a 401(a) plan, \$1,880.00.
- **Teacher's Retirement Fund (TRF)** – The School Corporation pays the Superintendent's statutorily required TRF contribution, which is 3% of the Superintendent's base salary, \$2,820.
- **Conferences** – The School Corporation will pay up to \$2,500.00 per year for state, local, or national conferences with prior approval from the Board and upon submission of itemized expense reports following such conferences.
- **Automobile Allowance** – The School Corporation will pay an annual stipend of \$3,600.00 (payable in increments of the superintendent's choice).
- **Professional Organizations** – The Board shall pay for institutional memberships including IASBO, (\$99.00) the Indiana State Superintendents Association, (\$675.00).

- **Cell Phone/Internet Allowance** – The Superintendent shall be provided a \$1,300.00 annual stipend for a cell phone and internet service (payable in monthly installments).
- **Other Benefits** – Other benefits as provided to other teachers employed by the School Corporation that are not inconsistent with the Superintendent’s contract.
- **Nonrenewal** – Nonrenewal of the Superintendent’s contract at the end of the contract term may be effectuated in accordance with Indiana law.
- **Annual Evaluation** - The Superintendent is evaluated no later than May 31<sup>st</sup> of each school year.
- **Indemnification** – The School Corporation will defend, hold harmless, and indemnify the Superintendent in legal actions in which the Superintendent was legally acting within the scope of his employment.
- **Termination of Contract** – The Superintendent’s contract may be terminated in one of the following ways: cause, mutual agreement, without cause.