

NOTICE OF PUBLIC HEARING

The Board of School Trustees of the Mt. Vernon Community School Corporation will hold a public hearing at its regular public meeting on July 22, 2024 at 7:00 p.m. in the Administrative Building located at 1806 W. State Road 234, Fortville, Indiana 46040, for the purpose of discussing and hearing objections to and support for proposed changes to the contract between the Board of School Trustees and Superintendent, Dr. Jack Parker. Following the hearing, and at the same Board meeting, the Board will consider and vote on the proposed contract changes.

Summary of Proposed Contract Changes

- **Term:** Contract term updated to July 1, 2024 to June 30, 2027. The term is automatically extended one (1) school year on July 1, 2025, and then each successive July 1 thereafter, unless a party gives the other written notice on or before the preceding June 30 that the party does not agree to the automatic extension.
- **Base Salary:** Beginning with the 2024-2025 contract year, if the Superintendent is not evaluated as ineffective or improvement necessary, then the Superintendent will be granted annual base salary increases that are equivalent to the greater of the percentage or amount of increase received by the School Corporation's teachers for that contract year, up to a maximum of 3% of the Superintendent's base salary. All increases granted are retroactive to July 1st of the applicable contract year.
- **Vacation Days, Personal Leave Days, and Sick Leave Days:** In each school year, the Superintendent is granted paid vacation, personal and sick leave days in accordance with the District's Administrator Benefits Schedule as determined in the sole discretion of the Board, subject to the following minimum requirements: vacation days - minimum of 20 days per contract year (vacation days accumulate up to a maximum of 10 days); personal days - minimum of 5 days per contract year (unused personal days roll over into accumulated sick days); sick leave days - minimum of 10 days (unused sick leave days accumulate up to a maximum of 260 days). The Superintendent receives no compensation for unused and accumulated sick leave days.
- **Annuity Contributions:** Effective July 1, 2024, the Board will pay to the Superintendent each contract year the following amounts, which at the Superintendent's election he may use to make salary reduction contributions to a 403(b) plan and/or a 401(a) plan or receive as additional wages: 403(b) payment up to 2.75% of the Superintendent's salary, provided the Superintendent also contributes a matching 2.75% into his 403(b) plan; and 401(a) payment equivalent to 10% of the Superintendent's salary. All amounts paid are reported to INPRS for purposes of calculating the Superintendent's retirement benefit. The Superintendent is immediately vested in all amounts paid by the Board.
- **Health, Dental, Vision and Long Term Disability Insurance:** Each contract year, the Superintendent receives as additional basic salary an amount equal to 100% of the annual premium cost of employee + spouse coverage in the School Corporation's group health, dental and vision insurance plans, and 100% of the annual premium cost in the School Corporation's group long term disability plan. All amounts are paid in the same manner that the Superintendent's base salary is made payable to him. The Superintendent may elect to either use the payments to fund any qualified benefits selected by the Superintendent under a Section 125 plan or take the payments as additional wages (less applicable income and employment tax withholdings). All amounts paid are reported to INPRS for purposes of calculating the Superintendent's retirement benefit. The current annual employee + spouse plan premium cost for these group insurance plans are: health - \$18,046.34; dental - \$843.44; vision - \$189.02, and long term disability - \$806.00. The Board contributes annually the maximum allowable amount to the Superintendent's health savings account.
- **Automobile Allowance for Business Travel:** \$1,000 per month. Amounts paid are reported to INPRS for purposes of calculating the Superintendent's retirement benefit.
- **Early Contract Termination:** If the Board terminates the contract early without cause, then the School Corporation pays a severance that is the lesser of the amount of the Superintendent's base salary for one year or \$250,000.
- **Professional Organizations and Membership Fees:** The School Corporation pays for membership in professional organizations in which Indiana school corporation leaders are customarily members and participation in professional conferences.

All other current contract provisions will remain the same. This notice will also be posted on the School Corporation's website.