

Notice of Public Hearing on December 13, 2021  
7:00 PM  
Administration Building-Eastbrook Community Schools Corporation  
560 S. 900 E.  
Marion, IN 46953

On December 13, 2021, at 7:00 PM, the Board of School Trustees of the Eastbrook Community Schools Corporation will meet to discuss and hear objections to and support for a proposed Superintendent contract. A summary of the proposed contract is as follows:

- Base Annual Salary - \$124,513
- Contract Term - July 1, 2021-June 30, 2022
- A work year of 260 days with annual entitlement to 20 vacation days, 3 personal days, and 10 sick leave days. Personal days accumulate to a maximum of 6 days. Sick leave days accumulate up to a maximum of 185 days. Superintendent is permitted to transfer 144 1/2 unused personal illness days from his previous school employer.
- The Corporation contributes an amount equal to 3% of the Superintendent's annual base salary to the Indiana Public Retirement System (Teachers' Retirement Fund).
- The Superintendent shall be given ten (10) paid holidays.
- Health Insurance – As with other administrators within the corporation, the Superintendent will be eligible to participate in the group medical insurance plans. The School Corporation shall pay \$20,932 towards the Superintendent's premiums for a family medical insurance policy.
- Life Insurance - The Corporation provides a term life insurance policy for the Superintendent with a face value of \$150,000. The School Corporation pays the entire contribution except \$1.00 toward the Superintendent's premiums. As of December 13, 2021, the cost to the School Corporation for this plan is \$197.
- Vision Insurance – The Corporation provides a vision insurance policy for the Superintendent. The School Corporation pays the entire contribution except \$1.00 toward the Superintendent's premiums for a family vision insurance policy. As of December 13, 2021, the cost to the School Corporation is \$287.
- Long-Term Disability Insurance – The Corporation provides a long-term disability policy for the Superintendent. The School Corporation pays the entire contribution except \$1.00 toward the Superintendent's premiums. As of December 31, 2021, the cost to the School Corporation for this plan is \$631.

- Conferences – The School Corporation pays all reasonable expenses for the Superintendent to attend state and national conferences with prior Board approval.
- Mileage reimbursement – The School Corporation reimburses the Superintendent for mileage for school business travel at \$.50 per mile.
- Clubs/Organizations – The School Corporation reimburses the Superintendent for the annual cost of membership in the Indiana Association for Public School Superintendents and the Indiana Association of School Business Officials.
- The Superintendent is reviewed at least once each school year. If the Superintendent is evaluated as either highly effective or effective, then the Board may (but is not required to) in its sole discretion grant the Superintendent a base salary increase.
- Work product of the Superintendent that is prepared in the scope of his employment is the property of the School Corporation.
- The Superintendent is required to direct his full time and attention to the business of the School Corporation and not to outside activities unless specifically approved by the Board of School Trustees.
- The School Corporation will defend, hold harmless and indemnify the Superintendent in legal actions involving incidents in which the Superintendent was legally acting within the scope of his employment.
- Language that provides for two ways in which the Superintendent's contract may be terminated prior to the end of its term.

The complete proposed contract of the Superintendent will be available on the Eastbrook Community Schools Corporation's website ([eastbrook.k12.in.us](http://eastbrook.k12.in.us)) and will be presented at the December 13, 2021, public hearing. After the hearing, the Board of School Trustees will consider the input and then it will consider the proposed contract as an agenda item for consideration at the Eastbrook Board of School Trustees public board meeting on January 10, 2022, at 7:00 p.m.