

**NOTICE OF PUBLIC HEARING ON  
SEPTEMBER 19, 2013  
7:00 PM  
North Putnam Community School Corporation  
Administration Building  
300 North Washington Street  
Bainbridge, IN**

On September 19, 2013, at 7:00 p.m. at the North Putnam High School, the Board of School Trustees of the North Putnam Community School 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 - \$100,000.00
- Contract term – July 1, 2013 to June 30, 2018
- A work year of 240 days with annual entitlement of 20 vacation days and 13 sick leave days. Sick leave days accumulate up to a maximum of 190 total days. Superintendent is permitted to transfer 25 unused personal illness days from his previous school employer.
- The Corporation contributes an amount equal to 5% of the Superintendent's annual base salary to a retirement annuity plan.
- The same paid holidays as are provided to other full year administrators.
- Health insurance – As with other administrators, the Superintendent will be eligible to participate in the group insurance plans. The School Corporation pays the entire contribution except \$1.00 toward the Superintendent's premiums for a family medical insurance policy. That amount, as of July 1, 2013 is \$16,847.00.
- Life insurance – The Corporation provides a term life insurance policy for the Superintendent with a face value of \$150,000. As of July 1, 2013, the costs to the School Corporation for this plan is \$252.00 per year.
- Teachers Retirement Fund (TRF) – The School Corporation pays the Superintendent's statutorily required TRF contribution, which is currently 10.5% of the Superintendent's base salary with reimbursement from the corporation of 7.5%.
- 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 does not reimburse the Superintendent for mileage for school business travel.
- Clubs/Organizations – The School Corporation reimburses the Superintendent for the annual cost of membership in the Indiana Association of Public School Superintendents and the Indiana Association of School Business Officials.
- Cell phone – One will be provided.
- Other benefits provided to other 12 month administrators of the School Corporation that are not inconsistent with the Superintendent's contract.
- 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 North Putnam Community School Corporation's website and will be presented at the September 19, 2013 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 September 19, 2013 public board meeting at 7:00 p.m. at the North Putnam High School.