

Notice of Public Meeting

The Board of School Trustees of Carmel Clay Schools (CCS) will hold a public meeting on July 2, 2021 at 8:00 a.m. at the Carmel Education Center, 520 East Main Street, Carmel, Indiana, to discuss and hear public comments including objections to and support for the proposed terms in the employment contract between the Board and the Superintendent of Schools.

The proposed terms include the following details:

1. Duration starting effective July 1, 2021 and concluding on June 30, 2026, with consideration of extensions on or before December 15, 2025;
2. Duties defined including the normal functions of a public school superintendent and as enumerated in board policy;
3. Annual salary of \$189,000 with an annual increase equal to that granted other administrators depending upon the results of the Superintendent's evaluation;
4. A contribution of 10% of base salary to either the Code Section 403(b) or 401(a) retirement plan maintained by CCS;
5. Any other fringe benefit available to other certified administrative employees or to teachers through the Master Contract, including contribution to the Indiana State Teacher's Retirement Fund and contributions to CCS 401(a) and 403(b) retirement plans with an approximate value of \$17,400 per year;
6. A program of incentive compensation not to exceed 10% of Superintendent's annual base salary to be awarded to Superintendent based upon achievement of annual goals;
7. Appropriate business and professional expense payments including the cost of membership and participation in professional associations of school leaders, community organizations, and expenses related to the Superintendent's attendance at appropriate conferences and activities, pursuant to reporting and budgeting requirements;
8. Any uninsured cost of an annual, routine medical-physical examination;
9. Additional basic salary of \$750.00 a month in lieu of an auto allowance and fuel for the vehicle in lieu of mileage reimbursement except reimbursement for mileage will be allowed for travel more than fifty (50) miles outside CCS;
10. Access to life insurance, long-term disability insurance, health and hospitalization insurance, dental insurance, vision insurance and other benefit plans offered to other employees and on the same terms as provided to other certified administrative employees with an approximate value of \$21,250 annually;
11. All leave equivalent to other full time administrative employees;
12. Provisions regarding evaluation and termination process consistent with the law but no buyout provision; and
13. Miscellaneous provisions regarding non-monetary aspects of the contract.

The Board anticipates taking final action on this contract at a public meeting on or after July 10, 2021. A copy of the proposed contract is posted on the CCS website.