

NOTICE OF PUBLIC HEARING

Notice is hereby given to the taxpayers of South Adams Schools, 1000 West Parkway Street, Berne, Adams County, Indiana, that the proper legal officers of said School Corporation will conduct a public hearing on the Superintendent's Compensation Package for the 2019-2020 school year. The hearing will be held at South Adams Schools, in High School Room 715 located at 1000 West Parkway Street, Berne, Indiana, on Thursday, November 14, 2019, at 6:00 p.m.

Compensation Proposal

Complete details of the proposal may be seen on the School Corporation Website at www.southadams.k12.in.us

2019-2020	
Annual Base Salary	\$ 55,000.00
Total Salary on Regular Teacher Contract*	\$ 66,550.00
Benefits Package**	\$ <u>12,000.50</u>
Total Compensation	\$ 78,550.50
2020-2021 and 2021-2022	
Annual Base Salary	\$ 110,000.00
Total Salary on Regular Teacher Contract*	\$ 133,100.00
Benefits Package**	\$ <u>24,001.00</u>
Total Compensation	\$ 157,101.00

*The Total Salary on the Regular Teacher Contract for administrators is the sum of the Annual Base Salary and the School Board's contribution for health insurance related to a group plan selected by the administrator. With each pay, the cost of the health insurance premium is deducted from the administrator's check. Cost of the annual health insurance premium is anticipated to be \$23,100.00, one half of which would be paid for the 2019-2020 school year. If the Superintendent's 2019-2020 performance is evaluated by the Board as *Effective*, the Annual Base Salary may be increased for 2020-2021 up to \$3,000.00, or up to \$3,750.00 if adjudged *Highly Effective*. Thereafter the Annual Base Salary may be adjusted similarly for school years based upon evaluations of the Superintendent's performance in the immediately preceding school year. The Contract will be an automatically extending term of one additional year for up to an additional 5 years, unless either party gives Notice to the other prior to June 30 of the then effective Contract year that the Contract shall not be extended.

**Benefits Package includes Employer Social Security Contribution, Long Term Disability Premium, Term Life Insurance Premium less \$1.00 (\$50,000.00 Death Benefit), 401 (a) contribution of 1.5% of the Annual Base Salary, Contribution to the Indiana State Teacher Retirement Fund at the rate required by law and based upon the Total Salary on the Regular Teacher Contract, and an Annual Technology Allowance determined annually by the Board. Annual costs of such benefits is anticipated to be \$24,001.00, one half of which would be paid for the 2019-2020 school year. Costs not included in the Benefits Package, but payable upon Board approval, include association membership fees or dues in various associations, including IAPSS, ISBA, IASBO, and AASA.