

## **NOTICE OF PUBLIC HEARING**

Notice is hereby given to the residents, taxpayers and owners of lots, parcels of real property and buildings in the School District for the Griffith Public School Corporation, Lake County, Indiana, that the Board of Trustees, at its regular meeting place at the Griffith High School, LGI Room, 600 North Wiggs Street, in Griffith, on the 22<sup>nd</sup> day of July, 2024, at 5:30 p.m., will conduct a Public Hearing concerning the hiring of a Superintendent and the Regular Teacher Contract and Addendum to Regular Teacher's Contract for Superintendent as related thereto.

### **REGULAR TEACHER CONTRACT**

*Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract for the employment of teachers pursuant to Ind. Code 20-28-6-4(b).* This regular teacher contract ("Contract") is by and between the governing body of the Griffith Public Schools ("Corporation") and Leah Dumezich ("Teacher"). Leah Dumezich is a teacher as defined in Ind. Code 20-18-2-22. In exchange for the Teacher's services described below, the Corporation and the Teacher agree that: (1.) The Teacher shall teach in the schools of the Corporation for the school term, beginning July 1, 2024, and ending on June 30, 2027. Ind. Code 20-28-6-2(a)(3)(A); (2.) The school term described in paragraph 1 immediately above for services under this Contract consists of 260 days. Ind. Code 20-28-6-2(a)(3)(B); (3.) The number of hours per day the Teacher is expected to work under this Contract is N/A. Ind. Code 20-28-6-2(a)(3)(E); (4.) The Corporation shall pay the Teacher for services under this Contract the total salary of \$173,023.00 during the school year. Ind. Code 20-28-6-2(a)(3)(C); (5.) The Corporation shall pay this amount in 26 installments on a bi-weekly basis. Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1); (6.) This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3; (7.) This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

### **Addendum to Regular Teacher's Contract for Superintendent**

This Addendum made and entered into this \_\_\_\_ day of July, 2024, by and between the Griffith Public School Corporation ("Corporation") and Leah Dumezich ("Superintendent") replaces any previous addendum and supersedes any Regular Teachers Contract language contrary to the provisions and language contained in this addendum. The Corporation and the Superintendent hereby mutually agree to the following terms which shall supplement the terms set forth in the Regular Teacher's Contract executed on the \_\_\_\_ day of July, 2024, by the Corporation and the Superintendent.

1. That for the period July 1, 2024, through June 30, 2027, the Corporation shall pay Superintendent an annual contract salary of \$173,023.00.

2. That the Superintendent shall be entitled to all of the fringe benefits contained in the Griffith Public School Corporation Administrative Fringe Benefits Package policy approved by the Board of School Trustees on March 27, 2018, effective March 27, 2018 (specifically excluding the entire verbiage of Section II, Entitled: "Contracts"; and Section III, Sub-Section A, Entitled: "Vacation"), and the same is incorporated into this contract addendum in its entirety by this reference. Provided, however, that on behalf of the Superintendent the Corporation will annually contribute 10% of the Superintendent's base salary to the annuity program established under Griffith Public School Corporation Administrative Fringe Benefits Package. The parties will agree to decrease the Superintendent Family Insurance Stipend to reflect "not to exceed \$20,000.00", which is a \$6,000.00 reduction to the Superintendent's overall benefit package. Additionally, a net stipend in the amount of \$10,000.00 will be paid to the Superintendent by the

District for the 2024 school year. Finally, a gross stipend equal to the highest teacher base or stipend increase will be paid to Superintendent by the District.

3. That the Corporation agrees that it shall defend, hold harmless and indemnify Superintendent from any and all demands, claims, suits, actions and legal proceedings brought against Superintendent in his individual capacity or in her official capacity as agent and employee of the Corporation, provided the incident arose while Superintendent was acting within the scope of her employment except that, in no case, will individual Board members be considered personally liable for indemnifying Superintendent against such demands, claims, suits, actions and legal proceedings. The above indemnification shall not apply to any activity of the Superintendent that is found to be wanton and willful misconduct on the part of the Superintendent.

4. That the Superintendent's employment contract may be terminated by:
- a. Mutual agreement of the parties.
  - b. Retirement of Superintendent.
  - c. Disability of Superintendent.
  - d. Discharge for cause.

except that in the event that the Superintendent chooses to retire or becomes disabled prior to the expiration date of this contract, Article four (4) shall become vested and the Superintendent shall suffer no loss of any benefits contained in Article four (4) because of such early retirement or disability. The parties agree that "discharge for cause" means for any grounds as provided by I.C. 20-28-7.5-1(e) pertaining to the contract cancellation of teachers. Those grounds are specifically: (1) immorality; (2) insubordination; (3) incompetence; (4) neglect of duty; (5) conviction for an offense listed in IC20-28-5-8(c); (6) other good and just cause. It is further understood that "other good and just cause" as used in this contract, means a ground which is put forward in good faith, and which is not arbitrary, irrational, unreasonable, or irrelevant to the School Board's task of building up and maintaining an efficient school system.

5. That the parties also agree that the Board may, without cause, at its option, and by a minimum of ninety (90) days notice to Superintendent, unilaterally, or with the concurrence of the Superintendent, terminate this contract. In the event of such termination, the School Corporation shall pay to Superintendent, as severance pay, the sum of one (1) year's salary. If, for any reason, the remaining term of the Superintendent's contract is less than one year, the Board shall pay as severance pay an amount equal to the balance of the salary owed under the remaining term of the contract. The parties will also agree to collaborate on a mutually acceptable press release regarding the Superintendent's separation from the District.

6. That if, during the term of this contract, it is determined by a court of law that a specific clause of the contract is illegal in Federal or State law, the remainder of the contract not affected by such a ruling shall remain in force.