

**GREATER JASPER CONSOLIDATED SCHOOL CORPORATION
PUBLIC HEARING**

March 31, 2025

7:00 p.m.

**Jasper High School Community Room
1600 St. Charles; Jasper, IN 47546**

The Greater Jasper Consolidated School Corporation Board of School Trustees will hold a public hearing to discuss and hear objections to and support for proposed amendments to the Superintendent contract on March 31, 2025 at the time and location above.

A summary of the proposed contract amendments are as follows:

- Base Annual Salary: \$139,250.00
- Performance Pay: If the Superintendent is evaluated as highly effective or effective and achieves annual performance objectives, then the Board may in its sole discretion grant a base salary increase in a range between 2% to 12% of the current base salary in effect at the time the increase is granted.
- Contract term: April 14, 2025 and concluding on April 14, 2028. The term is automatically extended one (1) school year on April 15, 2028, and then each successive April 15 thereafter, unless a party gives the other written notice on or before the preceding April 15 that the party does not agree to the automatic extension.
- Annuity: The Corporation pays an additional minimum salary amount of \$31,000 a year, which the Superintendent may, but need not, elect to be contributed to a 403(b) plan for each year of employment. This amount may be increased in a contract year in the sole discretion of the Board in an amount consistent with the IRS maximum limitation for the applicable contract year. Amounts paid are reported to the Indiana Public Retirement System for purposes of calculating the Superintendent's retirement benefit.
- Health, Vision and Dental Insurance: The Corporation pays an additional salary amount in an amount equal to the full premium of the Corporation's single plan. The Superintendent may use the additional amount to purchase Section 125 benefits or to take as additional wages as elected by the Superintendent. This amount is reported to the Indiana Public Retirement System for purposes of calculating the Superintendent's retirement benefit.
- Vacation Days: 20 days each contract year.
- Early Termination: Severance for no-fault termination limited to the maximum amount permitted by law.

Benefits and terms that will remain the same are as follows:

- Superintendent required to maintain Superintendent license.
- Duties of the Superintendent are summarized.
- INPRS employee contribution paid by the Board, which is currently 3% of base salary.
- Superintendent may use personal or vacation days for outside activities and may retain any honoraria paid.
- The Superintendent will continue participation in professional development activities and events and will be reimbursed for reasonable expenses associated with such activities and events.
- Board pays the premium for a term life insurance policy with a face value equal to \$200,000.00. The current annual premium is \$432.00.
- District pays dues for professional organizations not to exceed \$800 annually.
- Reasonable business expenses, including mileage for business travel, is reimbursed by the District.
- Indemnification provided by the School Corporation with respect to actions taken by the Superintendent within the scope of employment.
- The Superintendent receives all other benefits provided to teachers.
- Early termination permitted for cause, inability of Superintendent to work due to disability, death of the Superintendent or mutual agreement of the parties.

The complete proposed contract of the Superintendent will be presented at the March 31, 2025 public hearing.