

NOTICE OF PUBLIC HEARING ON THE PROPOSED CONTRACT WITH SCHOOL SUPERINTENDENT FOR SOUTH BEND COMMUNITY SCHOOL CORPORATION

Notice is hereby given to the Public pursuant to IC 20-26-5-4.3 and IC 5-3-1 that on January 12, 2026, during a regular meeting of the Board of Trustees for the South Bend Community School Corporation, will conduct a public hearing in the Board Meeting Room at 737 Beale Street, South Bend, IN 46616 (Brown School), for the purpose of discussing and hearing objections to and in support of a proposed contract for the Superintendent. The proposed contract calls for the payment of a salary for the 2026-2027 School year ending June 30, 2027, in the amount of \$212,321.00; other benefits include the following: (a) all benefits approved by the Board for administrative/management employees, including but not limited to, group medical insurance, dental insurance, vision insurance, disability insurance, family illness/sick days, leaves of absence, and personal leave. The Superintendent shall be responsible for paying any employee premiums associated with the above-referenced group insurance policies, except that the Board shall pay on behalf of the Superintendent one hundred percent (100%) of the premium related to the group medical insurance coverage; (b) deferred compensation benefits, including contribution into the Indiana State Teacher's Retirement Fund Annuity Savings Account for the Superintendent's benefit at the maximum amount permitted by law; contributions on behalf of the Superintendent to the Internal Revenue Code Section 401(a) plan and the Voluntary Employees Beneficiary Association ("VEBA") plan sponsored by SBCSC. Specifically, the Board shall contribute an amount equivalent to one percent (1%) of the Superintendent's annual salary to the 401(a) plan and an amount equivalent to one percent (1%) of his annual salary into the VEBA plan; (c) an additional contribution into the 401(a) in an amount equivalent to any amount that he contributes to his 403(b) account during the term of this Contract; (d) a car allowance in the amount of Seven Hundred Fifty and 00/100 Dollars (\$750.00); (e) a cell phone and laptop computer for purposes of conducting business on behalf of SBCSC; (e) membership and participation in Indiana and national professional organizations for educational administrators, attendance at seminars and courses, and meetings of the State Superintendent and State Board of Education; (f) paid holidays and vacation days; (g) term life insurance in the amount of \$300,000.

The monetary value of the benefits for the contract are calculated as follows:

2026-27 Superintendent Annual Compensation Worksheet	
Annual Base Contract Amount 2026-27 SY	\$ 212,321.00
Annual Car Allowance	\$ 9,000.00
401(a)	\$ 2,123.21
VEBA	\$ 2,123.21
FICA, Medicare, Social Security Taxes/Benefits	\$ 16,931.06
Reimbursement for Employee Medical Insurance Premium	\$ 2,582.88
Employer Share of Medical	\$ 6,983.34
Employer Share of Dental	\$ 808.20
Employer Share of Vision	\$ 241.92
Employer Share of Life	\$ 881.88
Employer Share of LTD	\$ 450.96
TRF	\$ 42,050.99
Total Approx. Monetary Value of All Benefits Annually (2026/27 full year)	\$ 84,177.65
Total Approx. Monetary Value of All Compensation & Benefits Annually (2026/27 full year)	\$ 296,498.65

Carlos Leyva, Secretary
Board of Trustees of South Bend
Community School Corporation

DATED this 23rd day of December, 2025.