

OUTLINE OF SUPERINTENDENT CONTRACT TERMS FOR HUNTINGTON COUNTY COMMUNITY SCHOOL CORPORATION

On Monday, March 23, 2026, at 6:00 PM at Huntington North High School, 450 McGahan St. Huntington IN 46750, the Board of School Trustees as the governing body of the Huntington County Community School Corporation (“HCCSC”) will meet to discuss and hear objections to and support for the proposed Superintendent’s contract for employment.

The outline of terms and conditions for proposed Superintendent’s contract, which will be effective from April 6, 2026 to June 30, 2029.

Proposed Contract Details for Employment of HCCSC Superintendent	
Line Item	Per School Year
1. Annual Base Salary	\$ 170,000.00
2. Annual Teacher Retirement Fund contribution	\$ 17,170.00
3. Annual 401-A Plan contribution (10%)	\$ 17,000.00
4. Annual 403 – B Plan contribution	\$ 7,500.00
5. Annual Group Health Insurance Premium* (*rate based on current premium schedule)	*Premium estimated to be \$24,325.58
6. Annual Long Term Disability Premium* (*rate based on current premium schedule)	*Premium estimated to be \$270.00
7. Annual Term Life Premium* (*rate based on current premium schedule)	*Premium estimated to be \$180.00
8. Business and Professional expenses	\$ 2,000.00
9. Local Service Club membership and dues	\$ 750.00
10. Technology Support – Internet service	\$ 1,300.00
In addition, HCCSC is obligated to provide: • Employer share of OASDI - 6.2% and Medicare 1.45%. (\$13,005.00) • Automobile allowance – HCCSC provides car for Superintendent use • Communication allowance – Cellphone is provided by HCCSC	

Agreement Length: Indiana statute requires the superintendent contract must be for a term of at least one (1) year and not more than three (3) years. However, a contract may be extended for not more than an additional five (5) years beyond the term of the original contract. The proposed contract can be canceled by the Board of School Trustees for reasons set out in Indiana statute. By mutual agreement, the superintendent and HCCSC can cancel the proposed contract at any time.

Workdays: The superintendent will work two hundred sixty (260) days per school year and receive thirty (30) paid vacation days per school year that can accumulate to forty (40) days. In addition, they will receive all paid holidays, four (4) personal leave days per school year, and fourteen (14) sick leave days per school year, which sick leave days may accumulate to one hundred eighty (180) days total.

Other: The superintendent also receives benefits provided to certified teachers and administrators of HCCSC that are non-duplicative of the benefits set out in the proposed contract.

Increases: The Board of School Trustees annually reviews the superintendent’s performance, salary and benefits and may approve changes in base salary, contributions, or allowances at that time.