

AGENDA for January 3rd RESTRUCTURING BOARD of SCHOOL TRUSTEES PUBLIC MEETING

The White River Valley Board of School Trustees will meet for restructuring in regular open session on Wednesday, January 3, 2024 at 5:00PM in the Wolverine Center in Switz City. There is a hearing for a potential Superintendent's Contract following the reorganization meeting at 5:15.

OPEN SESSION BUSINESS and AGENDA ITEMS

- I. Call to Order
- II. Board Elections
 - A. President
 - B. Vice-President
 - C. Secretary
- III. Appointment of Co-Treasurers
- IV. Appointment of School Corporation Lawyer
- V. Confirmation of Compensation
 - A. \$2,000 per year for service
- VI. Information
 - A. Next Calendar Items/Meetings
 - a. Board of Finance Annual Meeting Monday, January 15, 2024 6:45PM
 - b. Regular Meeting Monday, January 15, 2024 7PM
 - c. Executive Session Monday, January 15, 2024 6PM
 - d. Superintendent/Admin. Office Hours
Monday, January 8, 2024 4-6:30PM
- VII. Adjournment

HEARING for POTENTIAL SUPERINTENDENT'S CONTRACT

- I. Call to Order
- II. Potential Superintendent's Contract
- III. Call for Public Comment
- IV. Adjournment

AGENDA ITEMS for POTENTIAL SUPERINTENDENT'S CONTRACT

- I. Call to Order**
- II. Potential Superintendent's Contract**
- III. Call for Public Comment on Potential Superintendent's Contract**
- IV. Adjournment**

SUPERINTENDENT'S ADDENDUM TO TEACHER CONTRACT

This Superintendent's Addendum to Teacher Contract (the "Addendum") is attached to and made a part of the regular Teacher's Contract (the "Contract") and is entered into on this _____ day of _____, 2024, to be effective as of the _____ day of _____, 2024 (the "Effective Date"), by and between **The White River Valley School District** (the "District"), as employer, and **[Insert Name of Superintendent]** (the "Superintendent"), as employee.

WHEREAS, the District desires to employ Superintendent as the District's School Superintendent; and

WHEREAS, Superintendent is willing to accept such employment.

NOW, THEREFORE, in consideration of the mutual covenants and conditions set forth herein and set forth in the Contract, the District and Superintendent agree as follows:

1. Term of Superintendent Contract.

The initial contract will be three years (the "Term"):

- A. Year 1: [Insert start date], 2024 – [Insert end date], 2025;
- B. Year 2: [Insert start date], 2025 – [Insert end date], 2026; and
- C. Year 3: [Insert start date], 2026 – [Insert end date], 2027

2. Working Days, Vacation & Leave

The Superintendent shall work a minimum of 260 days per academic year, shall be entitled to 15 vacation days and shall be entitled to the same number of leave days as provided in the Contract.

3. Annual Job Performance Evaluation

A job performance evaluation must be completed in November of each year with a personal meeting with the Board President to be held with the Superintendent no later than the first Friday of December of each calendar year. If either the evaluation or the meeting is not completed, the Superintendent will be deemed Highly Effective, and he/she will be eligible to receive an increase in compensation equal to, but not greater than, as set forth in the Contract.

4. Extensions of Term

Beginning with the 2025 – 2026 academic year, the Term shall be automatically extended for 1 additional year for each year that the Superintendent is evaluated as "highly effective" or "effective".

5. Salary

The Superintendent's salary at the outset of the Term shall be based on the Superintendent's current education level and amount of experience. Upon certain contract will be figured on the individual's current education and experience; however, the following plan will be utilized once the individual earns the following milestones:

- | | |
|---|-------------------------|
| A. Base Pay with no licensure or additional degree: | \$94,000 per year; |
| B. Base Pay with licensure and Ed. S. degree: | \$98,000 per year; |
| C. Base Pay with Advanced Degree (PhD or EdD) | \$101,000 per year; and |

If the Superintendent is rated "highly effective" or "effective" during the 2025-2026 academic year, the Superintendent's salary shall be increased by \$2,000 for the 2026-2027 academic year.

If the Superintendent is rated "highly effective" or "effective" during the 2026-2027 academic year or in any subsequent academic years during the Term, the Superintendent shall be entitled to the same stipend or percentage-based raise as provided in the Contract during the following academic year.

6. Additional Benefits

- A. The Superintendent shall be entitled to reimbursement for mileage on any work-related travel outside of Greene County, Indiana, with the reimbursement rate to be as prescribed by the Internal Revenue Service for the year in which the travel occurs.
- B. The District will bear the costs associated with any dues and/or membership fees for the Superintendent's membership in the Indiana Association of Public School Superintendents and the Indiana School Board Association.
- C. The Superintendent shall be entitled to \$200,000 of term life insurance coverage through the District and the District shall pay all premiums associated with such life insurance.
- D. The Superintendent shall be entitled to family level health, vision, and dental insurance for a price of \$1 through the District.
- E. The Superintendent shall be entitled to reimbursement of costs incurred as a result of the Superintendent's enrollment in a doctoral program in pursuit of an advanced degree, however the District's reimbursement shall be limited to \$1,000 per semester. If Superintendent voluntarily terminates his employment with the District within 5 years following the Effective Date, the Superintendent shall repay the aforescribed reimbursements to the District, which repayment may be completed by the District withholding such amounts from salary payments or retirement contributions to the Superintendent, at the District's sole, absolute, and unfettered discretion.

7. Addendum Controls

If any provisions of this Addendum are contradictory to or inconsistent with any provisions of the Contract, the provisions of this Addendum shall control with regard to the employment relationship between the District and the Superintendent.

So agreed this ____ day of _____, 2024, effective as of the Effective Date.

SUPERINTENDENT

WHITE RIVER VALLEY SCHOOL DISTRICT
BOARD OF SCHOOL TRUSTEES

[Insert Name]

_____, Board President

_____, Board Secretary