Notice of Public Meeting

The Board of School Trustees of the Lebanon Community School Corporation has scheduled a public hearing for Friday, April 26, 2019, at 8:00 a.m. in the Herman B Wells Conference Center, Lebanon High School, Tiger Way, Lebanon, Indiana. The purpose of the hearing is to discuss and hear public comments, including objections to and support for, the proposed terms of the employment contract between the Board and its to-be-named Superintendent of Schools.

The material terms of the proposed contract are summarized as follows:

1. A contract term of three years commencing on July 1, 2019, and ending on June 30, 2022. The contract will annually roll-over and be extended for an additional year unless by February 1st of that year either party provides written notice to the other of an intent not to renew on then-current terms;
2. Duties shall include the normal functions of an Indiana public school superintendent and as otherwise enumerated in school policy or reasonably directed by the Board;
3. A base salary of $145,000 per year with increases only as approved by vote of the Board;
4. The contract calls for 260 working days per year except for recognized state and federal holidays and with twenty days of paid vacation, fourteen days of paid miscellaneous leave, and five days of bereavement leave per year. The Superintendent shall also be allowed to bring with him from his prior employment up to sixty days of accumulated sick leave to be phased-in over a three-year period;
5. Disability, health, dental, and vision insurance benefits consistent with the school corporation’s plan for administrators;
6. A policy of term insurance coverage on the Superintendent’s life in the sum of $175,000;
7. The school’s payment of the annual employer and employee’s contribution for the Superintendent to the Indiana State Teacher’s Retirement Fund;
8. A first-year contribution of $19,000 to a retirement or deferred compensation account for the Superintendent, with the school’s contribution increased by $1,000 for each of the second and third years of the contract term;
9. An annual automobile allowance of $6,000 for travel within the school corporation boundaries and reimbursement for approved out-of-school corporation travel at the IRS mileage rate;
10. A monthly contribution of $75 toward the Superintendent’s cell phone expense.
11. Reimbursement of up to $3,000 in family moving expense actually incurred by the Superintendent;
12. Payment of or reimbursement for appropriate business and professional expenses including the cost of membership and participation in professional associations of school leaders, community organizations, and expenses related to the Superintendent’s attendance at appropriate conferences and professional or civic activities in accordance with school policy or as approved by the Board;
13. Unless in conflict with a term of the Superintendent’s contract, any other benefit made available to other twelve-month certified administrative employees, teachers through the certified school employee bargaining unit, or other benefits to which teachers of public school corporations are entitled under the law;
14. Provisions regarding the performance evaluation and termination process consistent with Indiana law, including a provision allowing for the Superintendent to be involuntarily terminated without cause in exchange for a severance payment equal to the amount of his annual salary; and
15. Miscellaneous provisions regarding non-monetary aspects of the contract.

The Board anticipates taking final action on a contract at a special meeting tentatively scheduled for Friday, May 3rd at 8:00 a.m. in the Herman B Wells Conference Center, Lebanon High School, Tiger Way, Lebanon, Indiana.

After approved by Board vote in a public meeting, a complete copy of the Superintendent’s contract will be posted on the School’s website at www.leb.k12.in.us.

Board of School Trustees
Lebanon Community School Corporation

To be published in the Lebanon Reporter one time on or before April 16, 2019