

Notice of Public Meeting on First Amendment to Superintendent's Contract

The Board of School Trustees of the Elkhart Community Schools ("Board") will hold a public meeting on Tuesday, May 13, 2025, at 7:00 p.m. at the Woodland Elementary School, 1220 County Road 3, Elkhart, Indiana, to discuss and hear public comments including objections to and support for the proposed terms of the first amendment to the employment contract between the Board and the Superintendent of Schools, as required by the terms of I. C. 20-26-5-4.3. This public meeting will be held during the regular school board meeting. The Board anticipates taking a vote on the proposed amendment at this same meeting.

Summary of Proposed Contract Amendment

1. **Term:** A four (4) year term retroactive to July 1, 2024, and concluding on June 30, 2028.
2. **Annual Base Salary:** No change in current salary. Beginning July 1, 2025, \$220,000.00. Beginning on July 1, 2026, and for each employment year thereafter, an increase in annual salary by an amount that is equivalent to the highest dollar or percentage salary increase (whichever is greater) that is approved by the Board for any group or subgroup of teachers within the ESC bargaining unit.
3. **Deferred Compensation:** Effective July 1, 2026, a contribution to the Superintendent's 403(b) account in an amount equivalent to 8% of the Superintendent's annual salary. Thereafter, the annual contribution will increase by an additional 1% per year.
4. **Vehicle Allowance:** Retroactive to July 1, 2024, a vehicle allowance in the amount of \$10,000.00 per employment year.
5. **Cell Phone Stipend:** Retroactive to July 1, 2024, a monthly cell phone reimbursement stipend in the amount of \$150.00 per month.
6. **Annual Performance Stipends:** Retroactive to July 1, 2024, annual performance stipends, as follows:
 - a. \$5,000.00 if ECS experiences an increase in IREAD scores that exceeds the State average growth;
 - b. \$5,000.00 if ECS experiences an increase in ILEARN scores that exceeds the State average growth;
 - c. \$5,000.00 if ECS experiences an increase in cumulative SAT scores for math and language arts that exceeds the State average growth; and
 - d. \$5,000.00 if ECS experiences an increase in high school graduation rate.
 - e. The total of annual performance stipends shall not exceed \$20,000.00 per year.
7. **Unused Vacation Days:** Beginning on July 15, 2025, compensation at per diem rate for up to 10 unused vacation days. Beginning on July 15, 2027, the number of eligible days will increase to 15 unused vacation days.
8. **Unused Sick Days:** Beginning on July 15, 2025, compensation at per diem rate for up to 10 unused sick days. Beginning on July 15, 2027, the number of eligible days will increase to 15 unused sick days.
9. **Retention Bonus:** \$10,000.00 if employed by ECS on June 30, 2028.