

## **Notice of Public Meeting on Superintendent's Contract**

The Board of School Trustees of the Elkhart Community Schools ("Board") will hold a public meeting on Tuesday, January 27, 2026, at 6:00 p.m. at the J.C. Rice Educational Services Center located at 2720 California Road, Elkhart, Indiana, to discuss and hear public comments including objections to and support for the proposed terms of 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 contract at this same meeting.

### **Summary of Proposed Superintendent's Contract**

1. **Term:** A three (3) year term beginning July 1, 2026, and concluding on June 30, 2029, with a one (1) year extension unless notice given on or before January 1, 2029.
2. **Annual Base Salary:** \$195,000.00. Beginning on July 1, 2027, 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. **General Administrative Benefits:** equivalent to those provided to other full-time administrative employees.
4. **Retirement Benefits and Deferred Compensation:** Contribution to the Indiana State Teachers' Retirement Fund in the amount the Superintendent would otherwise be required to pay. Effective July 1, 2027, a contribution to the Superintendent's 403(b) account in an amount equivalent to 12% of the Superintendent's annual salary. Thereafter, the annual contribution will increase by an additional 1% per year.
5. **Vehicle Allowance:** \$10,000.00 per employment year.
6. **Cell Phone Stipend:** A monthly cell phone reimbursement stipend of \$150.00 per month.
7. **Business and Professional Expenses:** Reimbursement for ordinary expenses incurred in service of ECS, cost of attendance at pre-approved professional conferences, and cost of membership in recognized professional organizations.
8. **Physical Examination:** Any uninsured cost of an annual physical examination.
9. **Unused Vacation Days:** Beginning on July 15, 2027, compensation at per diem rate for up to 30 unused vacation days.
10. **Unused Sick Days:** Beginning on July 15, 2027, compensation at per diem rate for up to 30 unused sick days.
11. **Severance Benefit:** At the time of separation from employment, compensation at per diem rate for all accrued, but unused paid leave days.
12. **Duties:** Defined to include normal responsibilities of a superintendent, as detailed by policy and state law.
13. **Professional Liability:** ECS to indemnify and hold harmless the Superintendent from liability related to the scope of employment.
14. **Miscellaneous:** provisions regarding annual performance evaluation, contract termination, and other non-monetary terms consistent with Indiana law.
15. **Accumulated Sick Days:** Up to sixty (60) sick days accumulated during prior employment with an Indiana school corporation are eligible for use during each employment year once the annual allotment of sick days has been exhausted.