

## Notice of Public Hearing on Proposed Superintendent Addendum to Teacher Contract

The Governing Body of the School City of Mishawaka will convene a Public Hearing on April 10, 2019 at 7:00 pm at the School City of Mishawaka Administrative Center located at 1402 South Main Street, Mishawaka, Indiana. The purpose of the Public Hearing is to comply with IC 20-26-5-4.3 which requires that at least seven (7) days before a contract for employment is entered into by a Governing Board and a School Superintendent, the Governing Board shall hold a Public Hearing on proposed contract at which public comment is heard. The Proposed Superintendent Addendum to Teacher Contract will be available for review 48 hours prior to the Public Hearing on the School Corporation website [www.mishawakaschools.com](http://www.mishawakaschools.com). The Proposed Superintendent Addendum to Teacher Contract will provide for the following:

- A) A three-year contract from July 1, 2019 through June 30, 2022.
- B) An annual salary of at least One Hundred Seventy Thousand (\$170,000) Dollars between July 1, 2019 and June 30, 2022.
- C) Performance Incentive Pay of Ten Thousand (\$10,000) Dollars based on the following metrics in the following areas.
  - 1) Evaluation - Highly Effective - (Indiana School Board Association Evaluation Tool - 45%;
  - 2) School Corporation Grade from Indiana Department of Education Metrics - A - Highly Effective or B - Effective - 10%
  - 3) Board of School Trustees Goals and Metrics Mutually Agreed Upon by the Board and the Superintendent - 45%
- D) Benefits, including fully funded Health Insurance, Dental Insurance, Vision Insurance, Long-Term Disability Insurance, Term Life Insurance, and qualifies for Holiday, Vacation, Paid Time Off and Bereavement Days.
- E) An monthly automobile expense reimbursement of Six Hundred (\$600) Dollars.

F) The Board shall make any contributions to the Indiana Public Retirement System that would otherwise be required to be paid by the Superintendent.

G) The Board shall provide a laptop and iPad for the performance of duties as outlined in this Addendum to Contract. Reimbursement of One Hundred and Twenty-Five (\$125) Dollars per month shall be provided for monthly cell and internet service.

After the Public Hearing, the Board of School Trustees will consider the Proposed Addendum to Teacher Contract for the Superintendent as an Agenda item for consideration at the April 24, 2019 Board meeting at Liberty Elementary School, 600 Pregel Drive, Mishawaka, Indiana 46545 at 7:00 pm.