

NOTICE

Notice is hereby given that the Board of School Trustees of the School Town of Highland shall convene on Sept. 14, 2026, at 5:30 p.m. p.m. at the Administration Building of the School Town of Highland, Lake County, Indiana, which is located at 9145 Kennedy Ave., Highland, Indiana for a public meeting on the proposed Superintendent's Contract, at which time the Board of School Trustees will meet to discuss and hear objections to and support for the proposed amendment to contract.

Proposed Contract Details

3 Year Term Effective September 1, 2026 to June 30, 2029

Annual Salary	\$193,500
4% Annuity	\$7,740
Annual Automobile Allowance	\$4,200
Health PPO Family	\$27,942.59
Dental Family	\$1,286.02
Vision Family	\$154.68
Annual Term Life Premium	\$1,040.28
LTD	\$491.40
TRF	\$5,805
Total Amount of Annual Benefits:	\$242,159.97

The term of the Superintendent's contract shall be three (3) years commencing on September 1, 2026 and terminating on June 30, 2029. The Superintendent's raise will be based on the same percentage increase as all other administrators and non-certified personnel. In the event the School Town of Highland cannot or does not provide an increase to teachers through the collective bargaining process, the Superintendent shall also forgo any raise that year.

If the Superintendent relocates primary residence within the boundaries of the Town of Highland, the Superintendent will receive a one time stipend of \$5,000.00 upon closing and moving into the primary residence.

Vacation. The Agreement calls for fifteen (15) calendar days of vacation annually exclusive of the following legal holidays: New Year's Eve, New Year's Day, President's Day, Martin Luther King Jr. Day, Good Friday, Memorial Day, Juneteenth, Independence Day, Labor Day, Thanksgiving Day and the following day, Christmas Eve and Christmas Day. The value of fifteen (15) unused vacation days may be transferred to the following year. The maximum number of days that will be allowed to accumulate will be forty (40) days. Vacation time is not intended as deferred compensation and will have no monetary value at the end of the Superintendent's employment. .

Absent Days (Sick Leave). The Agreement provides that the Superintendent shall be entitled to ten (10) days of sick leave annually. Up to ten (10) days per year of accumulated sick leave can accumulate into the Superintendent's sick leave bank from year to year if unused. The maximum number of sick days that will be allowed to accumulate will be forty (40) days. Sick leave is not intended as deferred compensation and shall have no monetary value at the end of the Superintendent's employment.

Bereavement. A leave not to exceed five (5) school days shall be allowed within seven (7) calendar days following the death of the Superintendent's spouse, parents, children, brother, sister or person living in the same home as part of the family. A leave not to exceed three (3) school days may be taken within seven (7) calendar days following the death of a grandparent, grandchild, father-in-law, mother-in-law, sister-in-law, daughter-in-law or son-in-law. These days are not cumulative.

Medical Examination. The Agreement calls for annual and comprehensive medical examination for the Superintendent with the costs of the same being borne by the Board of School Trustees.

Insurance. The Board shall provide hospitalization, major medical insurance, dental insurance and vision insurance for the Superintendent and the members of the Superintendent's immediate family during the term of this Contract in accordance with the plan provided for administrators under the administrators benefit package. The Superintendent shall be obligated to pay fifteen percent (15%) of the costs for the family plan for administrators.

The Board shall provide term life insurance for the Superintendent during the term of this Contract in an amount equal to two (2) times his annual contract salary.

Evaluation. The Superintendent will be evaluated annually using the ISBA and IAPSS Indiana Superintendent Evaluation Process, which utilizes three primary components, namely, the evaluation instrument (rubric), Superintendent goals and/or objectives (minimum of 2 per year), and Corporation accountability (A-F).

A copy of the draft contract is available at the website of the School Town of Highland at:

<https://schooltownhighlandin.sites.thrillshare.com/documents/school-board/superintendent-contract-and-agenda/28465913>

Board of School Trustees School Town of Highland

*Please note that the Open Meeting
Law must be followed (Indiana Code 5-14-1.5) by the
Board of School Trustees*

REGULAR TEACHER CONTRACT

*Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract
for the employment of teachers pursuant to Ind. Code 20-28-6-4(b)*

This regular teacher contract ("Contract") is by and between the governing body of the

School Town of Highland ("Corporation") and

Schwuchow, John ("Teacher"). Schwuchow, John

is a teacher as defined in Ind. Code 20-18-2-22.

In exchange for the Teacher's services described below, the Corporation and the Teacher agree that:

1. The Teacher shall teach in the schools of the Corporation for the school term, beginning 09-01-26, and ending on 06-30-29. Ind. Code 20-28-6-2(a)(3)(A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of 260.00 days. Ind. Code 20-28-6-2(a)(3)(B)
3. The number of hours per day the Teacher is expected to work under this Contract is N/A. Ind. Code 20-28-6-2(a)(3)(E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of \$193,500.00 during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in 22 installments on a Biweekly basis. Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(e) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this 1st day of September, 2026.

Teacher

School Corporation by:



President

Attested:



Secretary



SCHOOL TOWN OF HIGHLAND
Board of School Trustees
Special Meeting – September 14, 2026
5:30 p.m.
Agenda

- I. Call to Order
 - II. Opening Ceremonies
 - A. Pledge of Allegiance
 - III. Roll Call
 - IV. Personnel
 - 1. Public Comments – present and hear public comments on the proposed superintendent employment contract as required by Indiana law
 - V. Adjournment
- Information
- Action

ADDENDUM TO SUPERINTENDENT'S CONTRACT

THIS ADDENDUM is attached to the Superintendent's Contract dated the 1st day of September, 2026, by and between ***SCHOOL TOWN OF HIGHLAND, OF LAKE COUNTY, INDIANA*** (hereinafter called the "Board"), and _____ (hereinafter called "Superintendent").

WITNESSETH THAT:

WHEREAS, a Superintendent's Contract was entered into by and between the Board and Superintendent pursuant to IC 20-28-6-3 as the regular uniform contract for the employment of teachers pursuant to IC 20-28-6-4(b); and

WHEREAS, the parties wish to supplement that Contract with additional provisions which are specifically incorporated by reference and made a part hereof of the Contract.

NOW, THEREFORE, in consideration of the mutual covenants to each other and intending to be mutually bound according to the terms of this Addendum, the parties agree as follows:

1. **TERM**. The term for the Superintendent's Contract shall be three (3) years commencing on September 1, 2026 and terminating on June 30, 2029.

2. **SALARY**. The annual base salary for the Superintendent for the school year commencing September 1, 2026 and ending on June 30, 2029 shall be One Hundred Ninety-Three Thousand Five Hundred Dollars (\$193,500.00). Each year the Superintendent's raise will be based on the same percentage increase as all other administrators and non-certified personnel as detailed below.

For the school year beginning July 1, 2027 and annually thereafter, if the Superintendent receives an evaluation rating of "Effective" or "Highly Effective" on the

board's evaluation the previous year, then the Superintendent's compensation paid pursuant to this Paragraph (2) will increase by the same amount or percentage increase, if any, granted by the School Town of Highland (hereinafter called "STOH") to all other STOH administration for that year and may be distributed in like manner as a combination of base salary, retirement plan contribution and lump sum payment(s).

Increases in base salary, retirement plan contribution, and lump sum payment(s) by operation of Paragraph (2) shall be approved by the Board retroactive to the beginning of the school year for which the increase is applicable, shall constitute an amendment to this contract and shall become a part hereof, but shall not be considered a new agreement or an extension of the contract. In the event the STOH cannot or does not provide an increase to teachers through the collective bargaining process, the Superintendent shall also forgo any raise that year.

If the Superintendent relocates primary residence within the boundaries of the Town of Highland, Indiana, the Superintendent will receive a one-time stipend of Five Thousand Dollars (\$5,000.00) upon closing and moving into the primary residence.

3. EVALUATION PROCESS. The Board adopts the ISBA and IAPSS Indiana Superintendent Evaluation Process. The Indiana Superintendent Evaluation Process has the following three primary components:

- a. The evaluation instrument (Rubric).
- b. Superintendent goals and/or objectives (minimum of two per year).
- c. Corporation accountability (A-F).

This evaluation process shall be in accordance with the requirements of IC 20-28-11.5-4 as amended from time to time and agreed upon by the Superintendent and the Board.

Cumulative evaluation will be completed each school year for any base salary increase or stipend distribution shall become effective. The Superintendent shall be ineligible for any increase in salary or stipends for the applicable school year if his evaluation rating is "Improvement Necessary" or "Ineffective".

4. **PERFORMANCE OF DUTIES.** In consideration of a base salary of One Hundred Ninety-Three Thousand Five Hundred Dollars (\$193,500.00), the Superintendent agrees to devote such time, skill, labor and attention to this employment during the term of this Contract, except as otherwise provided in this Contract, and perform faithfully the duties of Superintendent for this school corporation as set forth in this Contract. The annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of salary to other certified members of the professional staff.

5. **TAX SHELTERED/DEFERRED ANNUITY.** The Board shall pay a Tax Sheltered/Deferred Annuity contribution on behalf of the Superintendent in the amount of four percent (4%) of the Superintendent's annual salary as long as this contract shall be in effect. This annuity will be owned by the Superintendent.

6. **AUTOMOBILE AND RELATED EXPENSES.** In lieu of the Board providing the Superintendent with the use of a vehicle, the Board shall provide the Superintendent a Three Hundred and Fifty Dollars (\$350.00) per month automobile allowance for business travel.

7. **PROFESSIONAL DUES.** The Board shall pay professional dues of the Superintendent for IAPSS, AASA, ISBO, IUSAA, IUAA and NSBA. In addition, the Board, recognizing the importance of the Superintendent's visibility and leadership in the

community, shall pay the annual dues to be a member of any community-based organizations. These dues and related expenses shall be paid annually in his capacity as Superintendent during the term of this Contract.

8. **PROFESSIONAL ACTIVITIES.** The Superintendent shall be encouraged to attend and participate in appropriate professional meetings and conferences at the local, state, national and university levels. Within budget constraints as approved by the Board, such costs of attendance shall be paid by the Board. The Superintendent will be provided with an appropriate credit card for business use to handle expenses incurred related to his attendance at professional meetings and conferences and for related business responsibilities serving in his role as Superintendent of Schools.

9. **VACATION.** The Superintendent shall receive fifteen (15) calendar days of vacation annually every July 1st exclusive of legal holidays as noted: New Years Day, Presidents' Day, Good Friday, Memorial Day, Juneteenth, Independence Day, Labor Day, Thanksgiving Day and the following day, Christmas Eve and Christmas day. The value of ten (10) unused vacation days may be transferred to the following year. The maximum number of days that will be allowed to accumulate will be forty (40) days. Vacation time is not intended as deferred compensation and shall have no monetary value at the end of the Superintendent's employment.

10. **ABSENCE DAYS (SICK LEAVE).** The Superintendent shall be entitled to ten (10) days of sick leave annually. Up to ten (10) days per year of accumulated sick leave can accumulate into the Superintendent's sick leave bank from year to year if unused. The maximum number of sick days that will be allowed to accumulate will be

forty (40) days. Sick leave is not intended as deferred compensation and shall have no monetary value at the end of the Superintendent's employment.

11. **BEREAVEMENT.** A leave not to exceed five (5) school days shall be allowed within seven (7) calendar days following the death of the Superintendent's spouse, parents, children, brother, sister or person living in the same home as part of the family. A leave not to exceed three (3) school days may be taken within seven (7) calendar days following the death of a grandparent, grandchild, father-in-law, mother-in-law, sister-in-law, daughter-in-law or son-in-law. These days are not cumulative. Additional days may be granted by the President of the Board if an emergency warrants such consideration.

12. **MEDICAL EXAMINATION.** At least once a year during the term of this Contract, the Superintendent shall obtain a comprehensive medical examination for which costs will be borne by the Board. The selection of the physician and health facility shall be determined by the Superintendent and a copy of the examination and/or certificate of results shall be available for review by the President of the Board and kept in strict confidence.

13. **INSURANCE.** The Board shall provide hospitalization, major medical insurance, dental insurance and vision insurance for the Superintendent and the members of the Superintendent's immediate family during the term of this Contract in accordance with the plan provided for administrators under the administrators benefit package. The Superintendent shall be obligated to pay fifteen percent (15%) of the costs for the family plan for administrators.

The Board shall provide term life insurance for the Superintendent during the term of this Contract in an amount equal to two (2) times his annual contract salary.

14. **SAVINGS CLAUSE.** If during the term of this Contract, it is found that a specific clause of the Contract is illegal in federal or state statute, the remainder of the Contract not affected by such a ruling shall remain in force.

15. **GOVERNING LAW.** This Contract and all of the terms herein shall be governed by the laws of the State of Indiana.

IN WITNESS WHEREOF, the parties have executed this Addendum to Superintendent's Contract this _____ day of _____, 2026.

**SCHOOL TOWN OF HIGHLAND
OF LAKE COUNTY, INDIANA**

SUPERINTENDENT:

PATRICK KRULL, President

ROBERT KUVA, Vice President

ERICA SMITH-GOMEZ, Secretary

VICTOR GARCIA, Member

RICHARD ALYEA, Member