



# NORTH WHITE SCHOOL CORPORATION

Mr. Nicholas G. Eccles - Superintendent  
Mr. W. Dean Cook –Dir of Trans/Bdgs/Grnds  
Mrs. Emma Conwell – Corporation Treasurer

Mrs. Karen Pfladderer – Corporation Secretary  
Mrs. MariAnne Rowlands – Transportation Secretary

402 E Broadway St – Monon, Indiana 47959 – (219) 604-4003 Fax (219) 604-4028

**BOARD OF SCHOOL TRUSTEES  
NORTH WHITE SCHOOL CORPORATION  
402 E. Broadway Street MONON, IN 47959**

**PUBLIC HEARING**

On Monday, November 4, 2024 at 6:00 p.m. in the Board Room at 402 E. Broadway Street, Monon, IN 47959, the North White School Board will meet to discuss and hear public objections to and support for the Superintendent’s contract. (Superintendent Contract Details & Compensation Summary is listed in the chart below) Pursuant to Ind. Code 20-26-5-4.3

**Superintendent Contract Details & Compensation Summary**

Superintendent: Nicholas G. Eccles

Contract Start Date: July 1, 2024 End Date: June 30, 2027

Contract Detail &/or Cost Item	July 1, 2024- June 30, 2025	July 1, 2025- June 30, 2026	July 1, 2026- June 30, 2027
Length of Contract	260 Days	260 Days	260 Days
Extension of Length Provision	NA	NA	NA
Basic Salary	\$118,251	\$120,025	\$121,825
Performance Incentive Stipend Based on Triggering Events	Not to Exceed \$6,000	Not to Exceed \$6,000	Not to Exceed \$6,000
Board Cost for Health Insurance	\$28,700	\$30,800 Estimated	\$32,032 Estimated
Board Cost for Dental Insurance	0	0	0
Board Cost for Vision	\$127.68	\$127.68	\$127.68
Board Cost for LTD	\$4,342	\$4,407	\$4,473
Board Cost for Life Insurance	\$163.80	\$163.80	\$163.80
Employee ISTRF Assumed by Board	\$7,095.06	\$7,201.50	\$7,309.50
Board ISTRF Contribution	\$3,547.53	\$3,600.75	\$3,654.75
Board Contribution to Added Retirement Savings: Section 401a	\$2,787	\$2,787	\$2,787
Section 403b	\$5,000	\$5,000	\$5,000
Section 457	0	0	0
Voluntary Employee Benefit Association (VEBA)	0	0	0
Additional Years of ISTRF Service Credit	0	0	0
Board Cost of Auto Expenses	0	0	0
Moving & Relocation Expenses	0	0	0
Board Cost of Cell & Internet Data Access & Communication	Not to Exceed \$2,000	Not to Exceed \$2,000	Not to Exceed \$2,000
Severance or Retirement Incentives That Vest & Are Not Subject to Risk of Forfeiture	0	0	0
Board Cost of Not Addressed Above	N/A	N/A	N/A
“Actual monetary value of the contract, benefits, and any additional forms of compensation for each year of the contract”	\$172,014.07- \$178,014.07	\$176,175.73- \$182,175.73	\$179,372.73- \$185,372.73



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## ADDENDUM TO THE EMPLOYMENT CONTRACT BETWEEN NICHOLAS G. ECCLES AND THE NORTH WHITE SCHOOL CORPORATION

Whereas, the North White School Corporation and Nicholas G. Eccles have agreed to enter into an employment relationship whereby the said Nicholas G. Eccles will serve as Superintendent of the North White School Corporation and:

NOW THEREFORE, the conclusion of the mutual covenants contained herein, and in the regular teacher's contract, the Parties agree as follows:

1. **Term:** The North White School Corporation hereby employs and designates Nicholas G. Eccles as Superintendent of Schools for a period of thirty-six (36) months beginning July 1, 2024 thru June 30, 2027.

### **Fringe Benefits for Position of Superintendent Only for the thirty-six (36) month Term of this Agreement:**

- a. **Vacation** - Twenty (20) days of paid vacation per year.
- b. **Sick Days** - Twelve (12) days of paid sick leave per year. Sick leave shall accumulate from year to year if unused up to a total of 180 sick leave days.
- c. **Personal Days** - Three (3) days of personal leave per year.
- d. **Holidays** - Thirteen (13) days when the school corporation offices are closed per year.
- e. **Transportation** - The Corporation shall pay any mileage at the current IRS mileage rate for school related travel and travel related to additional educational attainment.
- f. **Expenses** - Reimbursement of expenses incurred while on approved travel, including the cost of registration, meals, lodging, and transportation necessities by the event.
- g. **Health Insurance** - The Corporation shall credit or pay the Superintendent with an additional salary amount for the annual cost of family coverage under the Corporation group medical insurance plans in effect during the school year. The Superintendent may, but need not, elect to contribute to the Corporation Section 125 Flexible Spending Plan in order to pay for the premiums of the Corporation group health insurance program, and non-covered qualifying medical expenses.
- h. **Life Insurance** - The Corporation shall pay the cost of the annual premium, less four dollars (\$4.00), for group life insurance with a face amount of \$115,000.
- i. **Retirement Fund** - The Corporation shall pay the employee's contribution to the Indiana State Teachers Retirement Fund.
- j. **Dues** - The Corporation shall pay the annual dues for membership to AASA, IAPSS, ASCD, IASBO and other relevant association.
- k. **Annuity** - \$15,000 for section 403(b) for the length of the contract (AND) \$8,361 for section 401(a) for the length of the contract.
- l. **Incentive Pay** - Additional compensation may be available based upon specific criteria as set forth by the school board for improvements and achievements based upon the superintendent's performance evaluation.
- m. **Technology** - The Corporation pays up to \$2,000 for cell phone, computer, and internet access for the use of corporation business only during the length of the contract.



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- n. **Termination by Board** – This contract may be terminated unilaterally without cause by the board with 30 days written notice to the superintendent. In the event this contract is terminated by the board without cause, the board shall pay the superintendent an amount equal to one year of salary at the time of the termination.
- o. **Termination by Superintendent** – The superintendent may terminate this agreement by resignation or retirement during the term of this agreement.

## 2. Contract as a Public Record:

The Parties agree that this Contract is a public record under the Indiana Public Records Law, Indiana Code 5 14-3.

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BOARD PRESIDENT

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BOARD VICE PRESIDENT

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BOARD SECRETARY

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BOARD MEMBER

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BOARD MEMBER

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BOARD MEMBER

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BOARD MEMBER