

**Proposed Agreement of the
Board of School Trustees of the Plymouth Community School Corporation
Employing the Superintendent**

The contract will be effective from July 1, 2026 to June 30, 2029.

Annual Base Salary	\$161,800.00
Annuity	\$9,000.00
VEBA	\$3,225.00
Vehicle Allowance	\$3,500.00
Technology Allowance	\$900.00
Professional Development Allowance	\$10,000.00
Life Insurance	\$468.00
Association Memberships	<u>\$800.00</u>
Total Value of Contract	\$189,693.00

Salary: Some expenses such as vehicle allowance, technology allowance and annuity will be paid as additional salary.

Evaluation: The Superintendent will be evaluated by the Board and rated using the same categories applied to teachers and other administrators: highly effective, effective, needs improvement, or ineffective. Like any certified employee, any salary changes will be based upon performance.

Salary: Provided the Superintendent receives a rating of Effective or Highly Effective as a result of the Board's evaluation under this contract, the Annual Base Salary shall automatically increase on July 1 of each year by a percentage equal to the highest percentage salary increase given to any corporation teacher under the most recent Master Contract, up to a maximum of 4%. The Board shall review the Superintendent's salary and benefits each year and may approve additional changes in base salary, contributions or allowances at that time.

Leave Days: The Board shall allow forty (40) days of paid time off, which may be utilized as sick days, personal days, or vacation days, at the Superintendent's sole discretion. The Superintendent shall also receive those other generally recognized holiday breaks provided for all staff members in the school calendar.

A copy of the contract is available on the School District's Internet website.

CONTRACT ADDENDUM

The following terms shall be considered as an Addendum to the Regular Teacher's Contract between the Plymouth Community School Corporation and its Superintendent, _____.

The following additional terms shall apply to the contract:

Salary: An annual salary of one hundred sixty-one thousand eight hundred dollars (\$161,800.00) shall be provided the Superintendent.

1. The School Corporation will devote at least one (1) meeting during the month of August in each school year (July 1 to June 30) to formulate goals for the Superintendent's performance, and at least one (1) meeting during the month of December and one (1) meeting during the month of June in the same year to evaluate progress toward those goals. During the evaluation meeting in the month of June, the Board shall rate the Superintendent as Highly Effective, Effective, Improvement Necessary, or Ineffective. If the Superintendent is rated as Highly Effective or Effective, Annual Base Salary shall automatically increase on July 1 of each year by a percentage equal to the highest percentage salary increase given to any corporation teacher under the most recent Master Contract, up to a maximum of 4%. If the Superintendent is rated Improvement Necessary or Ineffective, no salary increase shall be given. The Board may approve additional changes to the base salary, conditions or allowance. The School Corporation agrees to employ the Superintendent 260 days a year for a period beginning July 1, 2026 and concluding on June 30, 2029, (Contract Term).

2. The Superintendent shall have forty (40) allowable days of paid time off as well as those other generally recognized holiday breaks provided for all staff members in the school calendar. The Superintendent may utilize paid time off as vacation, sick leave, or personal days at the superintendent's sole discretion. Any days of paid time off that are earned but not used during any contract year will be added to the Superintendent's accumulated sick leave days, except that the Superintendent shall not be allowed to accumulate more than one hundred ninety (190) sick leave days. During any contract year, the Superintendent shall be required to use all days of paid time off for that year before using accumulated sick leave days, unless otherwise approved by the Board.

3. The Superintendent may undertake speaking engagements, writing, lecturing, or other professional obligations on local, state, or national levels. Actual expenses incurred for attendance at the above professional meetings will be paid in accordance with the Corporation's normal policy. The amount of Eight Hundred Dollars (\$800.00) will be paid on behalf of the Superintendent for professional organizations.

4. The Superintendent shall be reimbursed for documented out-of-pocket expenses incurred to cover necessary and extraordinary expenses during the performance of duties of the office of Superintendent for the benefit of the Corporation. Expenses include, but shall not be limited to, costs associated with conferences, seminars, and meetings such as registration fees, other travel expenses (except mileage), meals, professional materials and books. These expenses shall also include, if necessary, any litigation expenses resulting from the holding of the position of Superintendent of Schools.

5. The School Corporation shall provide the Superintendent with the annual amount of nine thousand dollars(\$9,000.00) that can electively be deferred to the Superintendent's account under the 403(b) plan. The school corporation shall annually contribute to a VEBA account in the amount of three thousand two hundred twenty- five dollars (\$3,225.00). The Superintendent shall be immediately vested in 403(b) and VEBA accounts. The School Corporation shall provide the benefits of a Section 125 Plan under the Internal Revenue Code.

6. The School Corporation shall provide the Superintendent with a vehicle allowance in the amount of three thousand five hundred dollars (\$3,500.00), which will be paid as additional salary each year. The Superintendent shall not be reimbursed for mileage.

7. The School Corporation shall provide the Superintendent life insurance in the amount of two (2) times the original base salary.

8. The School Corporation shall provide the Superintendent with a current laptop and iPad with no cost to the Superintendent.

9. The School Corporation shall provide the Superintendent with a technology allowance in the amount of nine hundred dollars (\$900.00), which will be paid as additional salary each year.

10. The School Corporation shall provide the Superintendent with an annual allowance of ten thousand dollars (\$10,000.00) for the costs of professional development (such as college classes or certificate programs). Enrollment in such programs shall be pre-approved by the Board of School Trustees. Payments shall be made directly to the sponsoring educational institution and will not be paid as additional salary.

11. The Superintendent shall receive all other benefits, not mentioned here but as outlined in the Administrative Conditions & Benefits currently in force, which are not otherwise superseded by the terms of this contract.

12. These terms shall be considered separate and severable, and in the event that any term should be determined to be invalid by the Indiana State Board of Accounts or any other entity, the same shall not impact the enforceability of any other items.

Plymouth Community School Corporation

Date

Stacey Patrick, President
Board of School Trustees

Robin Cupka, Secretary
Board of School Trustees
