

# Superintendent Contract Extension

1. Term: Four years, July 1, 2020 - June 30, 2024
2. Base annual salary: \$170,311.89
3. This Collective Bargaining agreement dictates salaries and benefits for all certified employees. This agreement allows for a one-time base increase of \$1,000 for achieving a master's degree, and a one-time base increase of \$1,000 for accruing 90 sick days. This \$2,000 will be added to the base salary shown above.
4. A 1% stipend in an amount of \$1,669.72 will be disbursed, along with all administrators, in December of 2020.
5. A work year of 260 days with entitlement to 22 vacation days, annual holidays, sick days, personal days, and bereavement leave per the Franklin Community Schools Master Agreement.
6. Teacher Retirement Fund (TRF): 3% of the Superintendent's base salary, which is statutory for the State of Indiana.
7. Annuity - The School Corporation pays an amount of \$10,000, and 1% of Superintendent's base salary, plus a matching amount of .5% of the Superintendent's base salary into a 401(a).
8. Health Insurance - FCS will pay 87% of the health premium as of November 1, 2020. The Superintendent will be responsible for the remaining 13%, which is currently \$246/month. Health Premium stipend - FCS will contribute \$2,516 for a family policy for health insurance. The Collective Bargaining agreement also provides a \$500 HSA distribution for those certified staff that elects a HSA plan for their health insurance.
9. Life Insurance and Disability - FCS provides \$125,000 life insurance and disability insurance.
10. Car Allowance - FCS pays an amount of \$3,500 annually for a car allowance. Such payments will include payments for in-state and out of state mileage.
11. Professional Memberships - Dues to professional organizations shall be paid by FCS if approved in advance by the Board of School Trustees and permitted by the State Board of Accounts.
12. Professional Conferences - FCS will pay fees and travel expenses for the Superintendent to attend professional conferences approved in advance by the Board.
13. Evaluation - The Board of School Trustees will meet each contract year for the purpose of the annual performance evaluation.