

# 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 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.
4. Teacher Retirement Fund (TRF): 3% of the Superintendent's base salary, which is statutory for the State of Indiana.
5. 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).
6. 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.
7. Life Insurance and Disability - FCS provides \$125,000 life insurance and disability insurance.
8. 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.
9. 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.
10. Professional Conferences - FCS will pay fees and travel expenses for the Superintendent to attend professional conferences approved in advance by the Board.
11. Evaluation - The Board of School Trustees will meet each contract year for the purpose of the annual performance evaluation.

**AMENDMENT TO SUPERINTENDENT’S CONTRACT**

**WHEREAS**, the Franklin Community School Corporation (“FCSC”) is an Indiana public school corporation; and,

**WHEREAS**, the duly elected or appointed Board of School Trustees of FCSC, pursuant to law, acts on behalf of FCSC, and is authorized by law to employ a superintendent, and the Board of School Trustees did, on July 1, 2018, employ Dr. David Clendening (“Superintendent”) as Superintendent of FCSC pursuant to written Agreement (“Agreement”); and,

**WHEREAS**, FCSC and Superintendent now desire to further amend the Agreement and, therefore, based upon the mutual promises, covenants and considerations contained in the Agreement, and any Amendments to the Agreement, FCSC and Superintendent agree as follows:

1. Superintendent shall receive a One Thousand Six Hundred Sixty-Nine Dollars and 72/100 (\$1,669.72) one (1) year stipend for the 2020-2021 School Year to compensate Superintendent for extra work done in connection with addressing Covid-19 issues at FCSC. Superintendent shall receive the stipend within thirty (30) days of the adoption of this Resolution.

This Amendment has been entered into by and between FCSC and Superintendent this 11<sup>th</sup> day of January, 2021.

FRANKLIN COMMUNITY SCHOOL CORPORATION

\_\_\_\_\_  
Andrew Lamm, President  
Board of School Trustees

ATTEST:

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Becky Nelson, Secretary  
Board of School Trustees

SUPERINTENDENT

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Dr. David Clendening, Superintendent  
Franklin Community School Corporation