**NOTICE OF PUBLIC MEETING ON SUPERINTENDENT CONTRACT**

The Board of School Trustees of North Newton School Corporation will convene a public meeting on October 22, 2025 at 6 p.m. at 310 S. Lincoln, Morocco, Indiana, 47963. In compliance with IC 20-26-5-4.3, the Board will meet, discuss and hear objections to and support for a proposed modification of the Superintendent’s contract. A summary of the proposed Superintendent contract is as follows:

1. Term – Three years, November 1, 2025 – October 31, 2028.
2. Base Salary - Base annual salary of $150,000 beginning November 1, 2025. In addition to the annual performance bonus based on the Superintendent’s evaluation. The performance bonus potential shall be as follows:
   1. Contract Year 1: Up to 6.75% of Annual Salary.
   2. Contract Year 2: Up to 8% of Annual Salary.
   3. Contract Year 3: Up to 10% of Annual Salary.
3. A work year of 260 days with annual entitlement to 20 paid vacation days, 11 annual holidays, 12 sick leave days, and no more than 5 bereavement leave days for each qualifying event.
4. Deferred Annuity – The Board shall contribute 6.5% of the Superintendent’s base salary per year in the form of a 457(b) deferred compensation plan or annuity.
5. Health Insurance – The Board will provide an almost fully paid family insurance package of major medical insurance, dental and vision insurance, as well as a fully-paid long term disability policy with terms consistent with the long-term disability plan in effect in the school corporation. The superintendent will pay $1 per year per plan, and Board will cover the remaining premium cost, consistent with benefits provided to other administrative employees.
6. Life Insurance – The Board provides a term life insurance policy for the Superintendent with a face value of $10,000 and long-term insurance covering 60% of base salary.
7. Professional Memberships – The Board agrees to pay for institutional memberships for professional organizations or membership fees for professional organizations that the Superintendent desires to join (up to $5,000), provided the Superintendent receives advance approval from the Board prior to joining such professional organization(s).
8. Automobile Compensation – The Board shall provide the superintendent a $1000/month Automobile allowance to cover Vehicle Purchase, Gas, and Insurance. Additionally, the Superintendent shall receive stipends to cover job-related travel, lodging, and meal expenses incurred while performing for the school corporation. The stipends shall be calculated as follows:
   1. Food Stipend: $125 per week, with receipts required.
   2. Lodging Stipend: $375 per week, with receipts required.
9. Other Benefits – The Board provides the Superintendent with all other benefits established by the Board for all other administrative and certified employees of the School Corporation, provided such benefits are not inconsistent with the terms of the Superintendent’s Contract and are specifically approved by the Board for the Superintendent.
10. Evaluation – The Board will meet with the Superintendent semi-annually to review Superintendent’s performance and issue an evaluation rating.
11. Professional Liability –The Board provides the Superintendent with legal counsel selected and paid for by the Board and will defend, indemnify and hold harmless the Superintendent from any and all claims, demands and judgments arising out of the performance of the duties within the scope of Superintendent’s employment and excluding criminal conduct, malfeasance in employment, or all conduct that would be outside of the scope of the Superintendent’s duties.

The complete proposed contract of the Superintendent will be available on the North Newton School Corporation Board’s website and will be discussed at the public meeting on October 22, 2025. After hearing comments from the public at the meeting, the Board of School Trustees will consider the input received and then it will consider the proposed contract as an agenda item for consideration.

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Board of School Trustees

North Newton School Corporation