NOTICE OF PUBLIC HEARING

The Board of Education of the Metropolitan School District of Martinsville will hold a meeting on November 23, 2026, at 6:30 p.m. in the Central Education Center 389 E. Jackson St., Martinsville, IN 46151 in order to receive public input on a proposed contract between the Board of Education and the Superintendent.

The entire proposed contract will be posted on the Metropolitan School District of Martinsville website no later than ten (10) days before the hearing and copies will be made available at the public hearing. After the hearing the Board of Education will consider the input and then it will consider the proposed contract as an agenda item for consideration at the board meeting.

Summary of Contract Provisions

1) Superintendent's annual base salary is $175,000.

2) Thereafter, the Superintendent's wage increases will equal the highest percentage base salary increase awarded to collective bargaining unit (CBU) members, and any stipend or additional compensation will equal the highest stipend or additional compensation given to CBU members. The Superintendent will not receive a wage increase or additional compensation in any year that CBU members do not receive additional compensation.

3) The contract is a three-year contract that extends each year by an additional one year so long as the Superintendent receives an effective or highly effective performance rating and the Board does not supply notice.

4) The Superintendent shall provide services on two hundred sixty (260) scheduled work days each year.

5) The Superintendent receives twenty (20) paid vacation days per year; unused vacation days will be bought out annually at the Superintendent's daily rate of pay (annual wages ÷ 260 days).

6) The Superintendent receives six (6) personal business days per year; unused personal business days roll over to sick days.

7) The Superintendent receives six (6) sick days per year, and sick days accumulated in previous districts will be transferred in. Unused sick days accumulate from year to year. Upon retirement, the Board will pay a retirement severance of $50, plus $1 for each year of service with the District, for each accumulated and unused sick leave day.

8) The Superintendent receives paid leave for absences required by state or federal law (e.g., jury duty), absences authorized by Board policy for administrative employees, and the Board's recognized legal holidays.

9) The District will credit or pay the Superintendent an amount equal to the health, vision, and dental insurance premiums of the high-deductible family health plan, minus $1, which the Superintendent may use to purchase benefits under a Section 125 plan or take as additional wages. These amounts are reported to the Indiana State Teachers' Retirement Fund (TRF) for purposes of calculating retirement benefits in accordance with applicable law.

10) The Board will provide a term life insurance policy with a face value of $100,000, toward which the Superintendent contributes $1 annually.

11) The Board will contribute 1% towards a VEBA plan consistent with the collective bargaining agreement.

12) The Superintendent may participate in the District's long-term disability plan on the same terms as other administrators, with the Board paying all but $1 of the premium.

13) The Board will pay the Superintendent's contribution to the Indiana State Teachers' Retirement Fund.

14) The District will pay annually to the Superintendent additional salary equal to the IRS annual maximum (including any catch-up amount) that may be contributed to a Section 403(b) plan. To the extent permitted by law, these amounts will be included in annual compensation reported to TRF. Absent a salary reduction agreement, these amounts are paid as additional wages, less applicable withholdings.

15) The District will contribute annually to a 401(a) plan on the Superintendent's behalf an amount equal to three percent (3%) of the Superintendent's annual base salary.

16) The Superintendent will receive an annual payment of $30 for each education credit hour earned above a master's degree.

17) The Board will provide daily use of a District-owned vehicle (or a comparable vehicle allowance not to exceed $400 per month) and cell phone reimbursement of $39 per month.

18) The Board will pay business and professional expenses approved by the Board, dues and membership fees for professional organizations, and reasonable expenses to attend state and national conferences.

19) The Superintendent will not be reassigned to a new position or new duties without mutual written agreement of the Superintendent and the Board.

20) The contract may be cancelled (1) by the Board for cause, for one or more of the statutory reasons for cancellation of a teacher contract under Indiana law; (2) by the Board through a no-fault cancellation procedure; or (3) by mutual written agreement of the Board and the Superintendent. District policies and legal guidelines must be followed if the Board pursues cancellation.

21) The Board may provide the Superintendent with legal counsel selected by the Superintendent, with Board approval, and paid for by the Board, and the Board will defend, indemnify, and hold the Superintendent harmless for claims, demands, and judgments arising out of the performance of duties within the scope of employment.

22) The Superintendent is entitled to all other benefits established by the Board for management employees. Where those benefits, or benefits under the teachers' negotiated master agreement, duplicate a benefit specifically provided in the contract, the contract's benefit controls.