

NOTICE OF PUBLIC MEETING CONCERNING THE
 PROPOSED CONTRACT BETWEEN
 FREMONT COMMUNITY SCHOOL CORPORATION
 EMPLOYING A SUPERINTENDENT

On June 10, 2019 at 6:00 p.m. in the Fremont Community Schools Administration Office, located at 1100 West Toledo Road, Fremont, Indiana 46737, the Board of School Trustees will meet to discuss and hear from the public objections to and support for the proposed superintendent's contract with Dr. William Stitt, which will be effective from July 1, 2019 to June 30, 2022.

Proposed Contract Details

	<u>2019-22 School Years</u>
Annual Base Salary	\$ 115,047
Annual Teacher Retirement Fund Contribution #	\$ 3,451
Annual 401(a)/403(b) Plan Contribution	\$ 2,301
Whole Life Premium	\$ 1,586
Annual Group Health Insurance Premium *	\$ 10,778
Annual Group Dental Insurance Premium*	\$ 438
Annual Group Vision Insurance Premium*	\$ 99
Annual Long Term Disability Premium *	\$ 552
Annual Term Life Premium *	\$ 744
Automobile Allowance	\$ 2,000
Cellular Phone Allowance	\$ <u>600</u>
 Total of Proposed Contract Details	 \$ <u>137,596</u>

* Indicates that Fremont Schools' contribution may be adjusted if the insurance carrier increases the premiums for same level of coverage.

Indicates that Fremont Schools' contribution on behalf of the superintendent is the same percentage of salary that is contributed on behalf of certified teachers.

Agreement Length: Indiana statute permits the superintendent contract to be for a term of at least 36 months. The proposed contract can be canceled by the Board of School Trustees for the reasons set out in Indiana statute. The superintendent and Fremont Schools can by mutual agreement cancel the proposed contract at any time.

Work days: The superintendent receives 20 vacation days each calendar year, 10 days of which may be used the following calendar year prior to June 30, 9 paid holidays, and 9 absence days, which may accrue if not used, but not to exceed 90 total accrued absence days. Each year, the superintendent may choose to be paid for unused vacation days and holidays at the substitute teacher's daily pay rate.

Other: The superintendent also acts as executive director of the local Head Start program and is directly paid from that program an additional \$12,953 for those services.

The superintendent plans to marry this summer and then add his wife as family to the group health insurance plan of which Fremont Schools contributes \$26,903 to the premium for that insurance benefit.

The superintendent also receives benefits provided to teachers of Fremont Schools that are nonduplicative of the benefits set out in the proposed contract.

Increases: The Board of School Trustees annually reviews the superintendent's performance, salary and benefits and may approve changes in base salary, contributions, or allowances at that time.