

## NOTICE OF PUBLIC HEARING

Revised Draft Agreement Provision between the Kankakee Valley School Corporation and Superintendent as per IC 5-3-1 and IC 20-26-5-4.3, the Kankakee Valley School Board of Education will meet on Monday, November 8, 2021 at 6:00 p.m. at 12021 N. 550 W. Wheatfield, IN for the purpose of discussing and hearing summary of the draft agreement provision for the superintendent contract.

Effective July 1, 2021 to June 30, 2024

### ADDENDUM TO REGULAR TEACHER CONTRACT

This Addendum to Regular Teacher Contract ("Addendum") is entered into by Donald L. Street, Jr. and the Kankakee Valley School Corporation Board of Education to supplement and otherwise modify the provisions of the Regular Teacher Contract between parties. This Addendum and the Regular Teacher Contract shall collectively be referred to as the Contract.

#### 1. Employment

The Board employs the Superintendent and the Superintendent agrees to be employed by the Board for an initial period beginning July 1, 2021 and concluding June 30, 2024, subject to the terms of this Contract. The parties agree that the Superintendent shall provide services on two hundred and sixty (260) working days each school year.

#### 2. Salary and Benefits

##### a. Salary

The Superintendent's base salary shall be \$132,000 beginning July 1, 2021. The Board agrees if the Superintendent is evaluated as either effective or highly effective using the corporation's evaluation criteria for the previous school year, he shall receive additional compensation of an amount equal to the salary increase awarded to the teachers as provided through the compensation model component of the Master Teacher Contract between the Kankakee Valley School Corporation and Kankakee Valley Teachers Association, multiplied by 1.406, when the teacher compensation model is distributed. The Board agrees this additional compensation will be placed either on the base salary of the superintendent or as a stipend in the same manner as provided for a teacher in the Master Teacher Contract. For example: if a teacher receives \$1,000 on his or her base salary, the Superintendent would receive \$1,406 on his base salary; if a teacher receives \$1,000 as a stipend per the compensation model in the contract, the Superintendent would receive \$1,406 as a stipend. The amount paid shall be rounded to the nearest whole dollar. The Superintendent shall receive the same amount as teachers for the Teacher Appreciation Grant. The Superintendent shall be paid in equal installments on a schedule fixed for all employees of the Board.

##### b. Health, Vision, and Dental Insurance

- i. Shall follow the Collective Bargaining Agreement

##### c. Vacation

- i. The Contract calls for 20 days with pay each calendar year as vacation time to be taken during the period of July 1 through June 30 of each year. Vacation days may carry over from one (1) year to the next and accumulate without maximum. At time of termination or retirement, accumulated vacation days will be paid at the current daily rate.

##### d. Personal Days

- i. Shall follow the Collective Bargaining Agreement

##### e. Sick Leave

- i. Shall follow the Collective Bargaining Agreement
- ii. The Superintendent will be allowed to transfer 103 sick days from his previous employer to be utilized after all Kankakee Valley School Corporation days have been depleted. Any remaining transfer days cannot be used for retirement severance pay.

- f. Bereavement Leave
  - i. Shall follow the Collective Bargaining Agreement
- g. Holidays
  - i. Kankakee Valley Schools observes nine (9) holidays a year as listed below:
    - 1. New Year's Day
    - 2. Good Friday
    - 3. Memorial Day
    - 4. Independence Day (July 4th)
    - 5. Labor Day
    - 6. Thanksgiving Day
    - 7. Day after Thanksgiving
    - 8. Christmas Eve
    - 9. Christmas Day

h. Additional Benefits

Annual 403(b) retirement contribution:	6,000.00
Annual ISTRF contribution (employee share 3%):	3,960
Annual professional dues:	1,000.00
Annual term life premium:*	356.40
Annual long term disability premium:*	534.60
Matching annuity per schedule in the Collective Bargaining Agreement to increase \$50.00 per consecutive year:	450.00

\*Indicates that the Board contribution may be adjusted if the carrier increases the premium for the same level of coverage.

3. Evaluation

- a. The Superintendent will be evaluated annually related to the position description of the Superintendent and the goals and objectives set by the Board.

4. Automatic Extension of Contract

- a. The terms of this contract shall be deemed to be extended for an additional period of one (1) year unless prior to March 1, 2022, and March 1 of every year thereafter, the Board notifies the Superintendent that the Board does not intend to extend this Contract for such an additional one (1) year period. All provisions other than the length of this Contract shall remain the same upon extension by operation of this Paragraph unless the parties specifically agree in writing to the modification of a term in addition to the modification of the length of this Contract. The superintendent is required to annually remind the board in writing of the deadline for preventing the roll-over.

5. Termination of Contract

- a. The Contract between the Board and Superintendent may be terminated under the conditions set forth in IC 20-28-8-7 and IC 20-28-8-8.
- b. This employment contract may be terminated by:
  - i. Mutual agreement of the parties
  - ii. Retirement of the Superintendent
  - iii. Discharge for Cause
  - iv. Death of the Superintendent
- c. Discharge for cause shall be in accordance with the Indiana Statues stipulating cause for dismissal of teachers.

- d. The Board may elect to cancel the Superintendent's Contracts without cause by giving not less than a six (6) months advance written notice to the Superintendent. Upon the Board's written notice to cancel the Superintendent's Contracts without cause pursuant to this provision and the end of the Superintendent's employment, the Board shall pay the Superintendent a total amount that may not exceed the lesser of: (A) the Superintendent's salary for one (1) year; or (B) two hundred fifty thousand dollars (\$250,000). Payment shall be made within six (6) months following the employment separation. Upon receiving the Board cancellation notice set forth above, the Superintendent has thirty (30) calendar days to request a conference with the Board. If the Superintendent requests a conference with the Board, then such request shall be submitted in writing to the Board President. Upon the Board President's receipt of the Superintendent's request for a conference, the Board shall hold a conference with the Superintendent within ten (10) business days unless the parties mutually agree otherwise.

A copy of the draft contract is available at the Kankakee Valley School Corporation website: [www.kv.k12.in.us](http://www.kv.k12.in.us)