

ADDENDUM TO SUPERINTENDENT'S CONTRACT
ROCHESTER COMMUNITY SCHOOL CORPORATION

Jana K. Vance
260 Days

A. Length of Contract – 3 Years

Year 1 - July 1, 2023 to June 30, 2024--\$136,297

Year 2 – July 1, 2024 to June 30, 2025—\$136,297 or as amended by Board.

Year 3 – July 1, 2025 to June 30, 2026—\$136,297 or as amended by Board.

B. Salary – The salary for a Rochester Community School Corporation Superintendent shall be \$136,297 for year one of the contract. The contract amount for years 2 and 3 will be adjusted by the Board, after notice.

C. Contract Days: A work year of 260 days with annual entitlement of 20 vacation days and 14 personal days. Personal days accumulate up to a maximum of 185 total days. Superintendent is entitled to the same paid holidays as are provided to the other full year administrators.

D. Health insurance – As with other administrators, the Superintendent will be eligible to participate in the group insurance plans. Upon retirement, the Superintendent will be eligible to participate in RCSC health insurance under the single or employee and spouse plan until reaching an age eligible for Medicare, at which time eligibility to participate in RCSC health insurance will terminate. The Superintendent will pay the same health insurance rate as certified employees as negotiated in the RCSC Collective Bargaining Agreement. The rate is subject to change based on continued RCSC Collective Bargaining Agreement negotiations.

E. Dental insurance – The Corporation pays \$174 per year toward desired coverage.

F. Value of Benefits:

1. Insurance:

Medical – Superintendent will pay according to the Corporation Educational Leaders benefit package. The value of the medical benefit is \$21,958 adjusted annually with the contract. If RCSC contributes to a HSA, it will be equal to other administrators' contribution.

Dental – Superintendent will pay according to the Corporation Educational Leaders benefit package. The value of the dental benefit is \$174.00

Long Term Disability Coverage - Single coverage - all but \$.01 is paid by the corporation, currently set at \$340.20 per year.

Life Insurance - \$100,000 term life policy all but \$.01 is paid by the corporation currently at the rate of \$337.50 per year, the beneficiary of the policy to be chosen by the superintendent.

Electronics – The Corporation provides a cell phone and service valued at \$400 per year, plus an iPad and laptop computer for business.

2. Other Leaves/Benefits:

Annuity: The Employer will make a contribution on behalf of the Superintendent to an annuity in the amount of \$5,000.00 annually.

Superintendent may attend such state and national conferences as deemed appropriate, and as reported to the Board. Reimbursement of expenses in accordance with the Board Policy # 3243 E1-3 shall be permitted.

The corporation will reimburse mileage directly related to school purposes. The adopted mileage rate as per IRS guidelines, adopted by the board on July 16, 2018, for the school corporation related travel and may be claimed by submitting a properly documented mileage claim Form No. 101.

Leave days will have a "term value" and have no cash value other than for the intended purpose and use. Leave days shall not accumulate more than one hundred eighty-five (185) days.

The Corporation requires the Superintendent to be a member of the Indiana Association of Public School Superintendents and the Indiana Association of School Business Officials at an estimated cost to the corporation of \$863 per year.

ISTRF Employee Contribution - In addition to the other consideration provided to the Superintendent by this paragraph of this Contract, the Board shall make any contribution to the Indiana State Teachers' Retirement Fund at the same rate paid for certificated employees, currently set at 3% of salary or \$3969.81. All payments to the Superintendent subject to federal income tax and the Superintendent's contribution to the Indiana State Teachers' Retirement Fund shall be included in the Superintendent's salary for purposes of the Indiana State Teachers' Retirement Fund.

G. Equipment:

The Employer shall provide a cell phone and service, IPAD and laptop computer for business use.

H. Other Terms:

Other benefits provided to other 12 month administrators of the School Corporation that are not inconsistent with the Superintendent's contract.

The Superintendent is evaluated by the Board at least once each school year. If the Superintendent is evaluated as either highly effective or effective, then the Board may (but is not required to) in its sole discretion grant the Superintendent a base salary increase.

Work product of the Superintendent that is prepared in the scope of her employment is the property of the School Corporation.

The Superintendent is required to direct her full time attentions to the business of the School Corporation and not to outside activities unless specifically approved by the Board of School Trustees.

The School Corporation will defend, hold harmless and indemnify the Superintendent in legal actions involving incidents in which the Superintendent was legally acting within the scope of her employment.

The Superintendent's contract may be terminated prior to the end of it term, as permitted under State Law, in effect at the time of the proposed termination.

Katie Miller
Board President

Date

Jennie Smith
Board Secretary

Date

Jana K. Vance
Superintendent

Date