



Northwest Allen County Schools

Agenda Item Details

Meeting	Mar 28, 2022 - Executive Session and Regular Board Meeting
Category	3. Retirement and Release Agreement
Subject	A. High-level summary of the key terms of the Retirement and Release Agreement with Dr. Himself: refer to public content (below or attached)
Access	Public
Type	Action

Public Content

High-level summary of the key terms of the Retirement and Release Agreement with Dr. Himself:

- Superintendent will remain on medical leave from the present time through June 30, 2022, utilizing accrued sick days. He will also maintain all of his health, dental & vision benefits through September 30, 2022, as such coverage will have been prepaid by June 30, 2022. Value of the salary, associated benefits and taxes for this period is roughly \$87,914.
- Superintendent will be paid for 50% of unused sick and personal days according to NACS longstanding administrative guidelines. Value is approximately \$22,620.
- Superintendent will be paid for unused vacation days according to NACS policy and past practice. Value estimated at \$24,156.
- All salary and benefits will cease if the Superintendent begins work with another employer prior to June 30, 2022.
- NACS will deposit \$53,502 into Superintendent's 401(a) account which, if the Superintendent contributes an additional \$9,947 of his own funds, will be sufficient to purchase 12 months of additional TRF credits, in fulfillment of the Superintendent's contract for the 2018-2019, 2019-2020 and 2020-2021 school years.
- NACS accepts the Superintendent's irrevocable decision to retire on June 30, 2022.
- NACS may continue to employ a temporary Superintendent, and is permitted to immediately begin the search for a permanent Superintendent.

Administrative Content

Executive Content