

PUBLIC HEARING NOTICE

June 13, 2023

6:00 pm

South Knox Middle-High School
Cafeteria
6136 IN 61
Vincennes, IN 47591

On June 13, 2023 at 6:00 p.m., the Board of School Trustees of the South Knox School Corporation will meet to discuss and hear objections to and support for a proposed Superintendent's contract for Jeff Cochren. A summary of the proposed contract terms are as follows:

- Contract Term: July 1, 2023 – June 30, 2026
- Base Salary: \$112,000 in the first contract year, with performance base salary increases and one-time stipends available beginning in the second year of the contract that are consistent with the base salary raises and stipends granted to teachers employed by the district.
- Health, dental and vision insurance benefits: Provided under the same terms and conditions as are provided to the teachers employed by the district. The approximate current annual cost is estimated to be \$22,000.
- HSA: \$3,000 deposited by the School Corporation each contract year.
- Employee share of INPRS contribution: Paid by the School Corporation. Current cost is 3% of base salary, which is \$3,360 in the first contract year.
- 401(a) annuity: 3% of base salary is contributed by the Board each contract year. Current cost is \$3,360 in the first contract year.
- VEBA – 5% of base salary is contributed by the Board each contract year. Current cost: \$5,600 in the first contract year.
- Cell phone: Provided by the School Corporation. Current approximate annual cost is \$1,200.
- Work Days: 260
- Retirement VEBA severance: Same as the benefit offered to teachers under Article VIII, Paragraph d of the master teacher. \$3,000 maximum possible benefit at retirement if all criteria applicable to teachers are met by the Superintendent.

- Transfer of sick leave days from current school employer: Permitted to transfer all unused sick leave days with current employer. All transferred days will go into a catastrophic sick leave bank and will have no cash value upon separation of employment.
- Long term disability: 100% of premium (minus \$1.00) paid by School Corporation.
- Term life insurance policy with \$120,000 face value: 100% of premium (minus \$1.00) paid by School Corporation.
- Sick leave days: 15 days each contract year (max accumulation at 260 days).
- Family illness leave day: 3 days each contract year.
- Bereavement leave days: Same as the teachers employed by the district.
- Personal leave days: 3 days each contract year (may accumulate up to maximum of 6 days).
- Vacation: 15 days each contract year.
- Holidays – Same paid holidays each contract year as are provided to other full-time employees who receive paid holidays.
- Business and professional expenses: School Corporation reimburses for reasonable expenses for conferences, professional meetings and dues for professional organizations that are Board approved.
- Termination – Contract termination is governed by Indiana law.

The complete proposed contract of the Superintendent will be available on the South Knox School Corporation's website and will be presented at the June 13, 2023 public hearing. The Board will vote on the proposed contract at its regular public meeting on June 20, 2023 at 7:00 pm, which will be held at the South Knox Middle-High School cafeteria located at 6136 IN 61, Vincennes, Indiana.