

NOTICE

Notice is hereby given that the Board of School Trustees of the School Town of Highland shall convene on December 11, 2017, at 5:30 p.m. at the Administration Building of the School Town of Highland, Lake County, Indiana, which is located at 9145 Kennedy Avenue, Highland, Indiana 46322, for a public hearing on the Proposed Fourth Amendment to Contract for Superintendent, at which time the Board of School Trustees will meet to discuss and hear objections to and support for the proposed contract amendment.

Proposed Contract Details

3 Year Term Effective July 1, 2017 to June 30, 2020

Annual Salary	\$147,400.00**
Annual Tax Sheltered/Deferred Annuity	\$ 4,200.00
Annual Automobile Allowance	\$ 6,000.00 plus business related mileage outside of Lake County
Annual Professional Dues*	\$ 1,000.00
Annual Term Life Premium*	\$ 758.04
Annual Board Contribution to Group Health/Dental/Vision Insurance Premium*	\$ 18,932.40

*Indicates that the Board contribution may be adjusted if the carrier increases the premium for same level of coverage, or if the membership dues are increased for same memberships.

**Indicates that the annual salary is the only item that has Proposed Changes from the prior Contract and Amendments. All other financial details remain the same, other than adjustments for a carrier's increase in premiums for the same level of coverage.

Vacation. The Agreement calls for 25 calendar days of vacation annually exclusive of the following legal holidays: New Years Day, Presidents' Day, Good Friday, Memorial Day, independence Day, Labor Day, Thanksgiving Day and the following day, Christmas Eve and Christmas Day. Any unused vacation days will be transferred to accumulative sick leave.

Sick Leave. The Agreement calls for 15 days of sick leave annually. Accumulated sick leave remaining on record shall be paid as per the severance pay formula currently in effect for the teachers at retirement.

Bereavement. The Agreement calls for bereavement not exceeding 5 school days within 7 calendar days following the death of the Superintendent's spouse, parents, children, brother, sister or person living in the same home as part of the family. A leave not exceeding 3 school days may be taken within 7 calendar days following the death of a grandparent, grandchild, father-in-law, mother-in-law, sister-in-law, daughter-in-law or son-in-law.

Medical Examination. The Agreement calls for an annual comprehensive medical examination for the Superintendent with the cost of the same borne by the Board of School Trustees.

A copy of the draft contract is available at the School Town of Highland's Internet web site: www.highland.k12.in.us.

Patrick Krull, Secretary
Board of School Trustees
School Town of Highland

*Please note that the Open Meeting
Law must be followed (Indiana Code 5-14-1.5)
by the Board of School Trustees.*

**FOURTH AMENDMENT TO
ADDENDUM TO SUPERINTENDENT'S CONTRACT**

THIS FOURTH AMENDMENT TO ADDENDUM TO SUPERINTENDENT'S CONTRACT is attached to the Superintendent's Contract dated the 10th day of June, 2013, by and between **SCHOOL TOWN OF HIGHLAND, OF LAKE COUNTY, INDIANA** (hereinafter called the "Board"), and **BRIAN J. SMITH** (hereinafter called "Superintendent").

WITNESSETH THAT:

WHEREAS, a Superintendent's Contract was entered into by and between the Board and Superintendent pursuant to IC 20-28-6-3 as the regular uniform contract for the employment of teachers pursuant to IC 20-28-6-4(b); and

WHEREAS, the parties entered into an Addendum to the Contract with additional provisions which are specifically incorporated by reference and made a part hereof of the Contract (the "Addendum");

WHEREAS, the parties entered in a First Amendment to the Addendum with additional provisions which are specifically incorporated by reference and made a part hereof of the Contract (the "First Amendment");

WHEREAS, the parties entered into a Second Amendment to the Addendum with additional provisions which are specifically incorporated by reference and made a part hereof of the Contract (the "Second Amendment");

WHEREAS, the parties entered into a Third Amendment to the with additional provisions which are specifically incorporated by reference and made a part hereof of the Contract (the "Third Amendment"); and

WHEREAS, the parties now desire to modify Paragraph 2 of the Addendum entitled "Salary".

NOW, THEREFORE, in consideration of the mutual covenants contained herein, it is agreed by and between the parties as follows:

1. That Paragraph 2 entitled "Salary" is hereby deleted in total and said Paragraph 2 shall now read as follows:

"2. **SALARY.** The annual base salary for the Superintendent shall be adjusted retroactive to July 1, 2017, to the amount of One Hundred Forty-Seven Thousand, Four Hundred Dollars (\$147,400.00).

2. The parties further agree that all other terms, conditions and covenants of the Superintendent's Contract and subsequent Addendums entered into between the parties shall remain unaltered and in full force and effect except as herein expressly modified or supplemented thereto.

IN WITNESS WHEREOF, the parties have executed this Fourth Amendment to Addendum to Superintendent's Contract this 19th day of December, 2017.

**SCHOOL TOWN OF HIGHLAND
OF LAKE COUNTY, INDIANA**

SUPERINTENDENT:

ROBERT KUVA, President

BRIAN J. SMITH

CARON GREEN-FRALEY, Vice President

PATRICK KRULL, Secretary

VICKI CROWEL, Member

LUANNE JURCZAK, Member