

**Summary of the Draft Agreement between the Richmond Community Schools
Board of Trustees Employing Dr. Allen B. Bourff as Superintendent
To be Heard on Wednesday, March 26, 2014, at 6:30 p.m. in the
Board Room of the Administration Building,
300 Hub Etchison Parkway, Richmond, Indiana.**

Annual Basic Salary	\$126,000.00
Annual Auto Allowance	\$4800.00
Annual Board Contribution to Group Health/ Dental/Vision Insurance Premium*	\$8,139.12
Annual Contribution to VEBA	\$630.00
Annual Contribution to Workers Compensation	\$441.00
Annual LTD Premium*	\$441.00
Annual Term Life Premium (\$252,000 Death Benefit)*	\$438.48
Annual Contribution to 401(a) Plan	\$2520.00
Yearly Annuity Contribution by RCS	\$7560.00
Annual Contribution to Indiana State Teacher Retirement Fund	\$13,230.00
Total of Listed Contract Provisions	\$164,199.60

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

Optional Performance Based Pay	Undetermined
Retirement Provision	Undetermined

Agreement Length: Indiana Code 20-28-8-6(2) states that “The contract must be for a term of at least thirty-six (36) months.” The Agreement’s “evergreen clause” would result in a continuous 2+ school year contract unless a party objects before July 15, 2014 to an extension of the length of the contract for an added school year on August 1. However, the Agreement can be cancelled by the Board for the same list of reasons applicable to cancellation of the contract of an “established teacher” found at Indiana Code 20-28-7.5-1(e). The Superintendent can cancel the Agreement by giving 90 days written notice of resignation.