



Book	Policy Manual
Section	1000 Administration
Title	Copy of EMPLOYMENT OF ADMINISTRATORS IN ADDITION TO THE SUPERINTENDENT
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#### 1520 - EMPLOYMENT OF ADMINISTRATORS IN ADDITION TO THE SUPERINTENDENT

The School Board recognizes that it is vital to the successful operation of the School Corporation that positions created by the Board be filled with highly qualified and competent administrators.

The Board shall approve the employment, fix the compensation and establish the term of employment for each administrator employed by the Corporation.

In addition to the Superintendent, positions listed as administrators in the Administrative Handbook shall be considered administrators.

**An administrator who supervises one (1) or more certificated employees shall not be part of the bargaining unit established for purposes of implementing collective bargaining in compliance with I.C. 20-29.**

The contract entered into between the Board and an administrator other than the superintendent shall be subject to the following conditions:

- A. If the administrator is a certificated employee, the basic contract must be the Regular Teacher's Contract as prescribed by the State Superintendent.
- B. The term of the initial contract for principals, assistant principals, and the director of special education must be for at least two (2) school years.
- C. The contract may be altered, modified, or rescinded in favor of a new contract at any time by mutual consent of the Board and the administrator if the contract, when reduced to writing is consistent with Indiana law.
- D. Uncertified Administrators shall be "at will" employees. Their employment may be terminated with or without cause at any time.
- E. Unless a provision in a contract between the Board and a principal or an assistant principal entered into or renewed before July 1, 2019, provides otherwise, the Board may not pay to a principal or an assistant principal, to buy out a contract entered into between the Board and the principal or assistant principal, an amount that exceeds the principal's or assistant principal's salary for any one (1) year under the contract. For the purpose of this calculation, the principal's or assistant principal's salary does not include benefits or any other forms of compensation that the principal or assistant principal receives as payment under the contract other than the principal's or assistant principal's salary.
- F. Unless a provision in a contract between the Board and an assistant superintendent entered into or renewed before July 1, 2019, provides otherwise, the Board may not pay to an assistant superintendent, to buy out a contract entered into between the Board and the Assistant Superintendent, an amount that exceeds the lesser of: 1) the Assistant Superintendent's salary for any one (1) year under the contract; or 2) \$250,000. For purpose of this calculation, an assistant superintendent's salary

does not include benefits or any other forms of compensation that the Assistant Superintendent receives as payment under the contract other than the Assistant Superintendent's salary.

- G. **The contract between the Board and an assistant superintendent, principal or assistant principal may not provide for the awarding of a monetary bonus or other incentive that is based on the approval of a public question under I.C. 6-1.1-20 or I.C. 20-46 (referendum).**

Only those candidates for employment recommended by the Superintendent will be employed by the Corporation.

**All contracts for the employment of administrators shall be approved by a majority of the full Board and, after approval by the Board, they shall be signed by the Board President and Secretary, or the Board Vice-President if either of these officers is unavailable for any reason.**

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I.C. 12-32-1-6

I.C. 20-26-5-4(8)

I.C. 20-28-6-2 thru -7, 20-28-8-1 thru -12

I.C. 35-44.1-1-4