



HEARTLAND COMMUNITY SCHOOLS

SUPERINTENDENT CONTRACT: AMENDMENT / AGREEMENT 2025-2026 CONTRACT YEAR

Superintendent: Jeremy Klein

Start Of Annual Term: July 1, 2025

End Of Annual Term: June 30, 2026

Current Contract Expiration Date: June 30, 2027

Automatic One-Year Extension Date: January 15th

Salary Paid By The Board of Education:

Annual Salary: \$171,590

Health Insurance Provided & Paid For By The Board of Education:

Health Plan Deductible: PPO \$1,050 Ded

Health Coverage Tier: 4-Family

Dental Plan: PPO: 100A-80B-80C-50D (Option 4)

Dental Coverage Tier: 4-Family

Supplemental Contract Terms:

1. **Paid Sick Leave: 10 days each contract-year, accrued on July 1st - accumulated up to 50.**
 2. **Paid Sick Leave: No reimbursement for unused Sick Leave.**
 3. **Paid Vacation Leave: 20 days each contract-year, accrued on July 1st.**
 4. **Paid Vacation Leave: No reimbursement for unused Vacation Leave except to the extent required by law.**
 5. **Paid Holidays: Labor Day, Thanksgiving Day, Christmas Day, New Years Day, Good Friday, Memorial Day, July 4th**
 6. **Payment / reimbursement of necessary costs to annually attend a National Conference.**
 7. **Payment of annual dues for one State-level professional organization.**
 8. **Payment of annual dues for one National-level professional organization.**
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This amendment / agreement automatically incorporates and continues all material and lawful provisions of the Superintendent's existing / extended contract and its prior amendments, except such provisions that are specifically stated within this amendment / agreement.

Superintendent Signature

Date

Board President Signature

Date

Board Secretary Signature

Date