

# **MIDDLE/SENIOR HIGH SCHOOL PRINCIPAL CONTRACT OF EMPLOYMENT**

This Contract (hereafter "this Contract") supplements and is in addition to the basic teacher contract for the employment of Terry Thompson as Middle/Senior High School Principal by the Board of Education of the Rossville Consolidated School District by consent of the parties in the manner permitted by Indiana Code 20-28-8.

## **1. Parties to this Contract and Definition of Terms.**

*"Middle/Senior High School Principal"* means Terry Thompson, and the *"Board"* means the Board of School Trustees acting as the governing body of the Rossville Consolidated School District. The term *"Superintendent"* shall mean the Chief Executive Officer of the Rossville Consolidated School District.

The term *"school year,"* as used in this Contract, means a period beginning on July 1 of one calendar year and concluding on June 30 of the following calendar year.

## **2. Employment of Middle/Senior High School's Principal and Term of Employment.**

The Board employs the Middle/Senior High School Principal, and the Middle/Senior High School Principal agrees to be employed by the Board as the Middle/Senior High School Principal for Rossville Middle/Senior High School for the period beginning on July 1, 2022, and concluding on June 30, 2025 subject to the terms of this Contract.

The parties agree that the Middle/Senior High School Principal shall provide services for two-hundred twenty (220) days during each school year. These work days shall be provided in accordance with a schedule established by the Superintendent to ensure the full and competent performance of the duties specified in paragraph 3 of this Contract. Proposed use of personal leave during the school year shall be submitted in advance to the Superintendent in writing, and approval or disapproval of such leave shall be within the discretion of the Superintendent.

The Middle/Senior High School Principal's two hundred twenty (220) scheduled work days shall include sick leave days pursuant to paragraph 4.2 of this Contract, personal leave days in accordance with paragraph 4.3, and any other paid leave pursuant to paragraph 4.4 of this Contract. For the 2022-2023 school year The two hundred twenty (220) days consist of 185 teacher contract days (the reduction of one day for the teacher's 186 is the elimination of the day provided for parent/teacher conferences), twenty-two (22) days from July 1 until the first student day (including registration), seven (7) days following the last staff day, graduation day, and five (5) additional days during the summer months. Contract days for subsequent years will be scheduled with the Superintendent.

The Superintendent shall annually review the Middle/Senior High School Principal's performance.

**3. Duties of Middle/Senior High School Principal.**

The parties agree that the duties of the position of Middle/Senior High School Principal to be performed pursuant to this Contract are outlined in Board policy in a job description for the position, which is incorporated into this Contract by reference as a material term. Therefore, the review of the Middle/Senior High School Principal's job performance in this Contract shall be based upon the duties outlined in the job description for the Middle/Senior High School Principal.

The Middle/Senior High School Principal agrees that at all times while he is employed pursuant to this Contract, he will fully meet the minimum qualifications for the position of Middle/Senior High School Principal, which include maintaining a license from the State of Indiana required for the position of Middle/Senior High School Principal.

**4. Salary & Benefits.**

As consideration for the performance of the duties and meeting the qualifications established by the Contract, the Board agrees that the Middle/Senior High School Principal shall receive the following:

#### **4.1. Salary.**

The Middle/Senior High School Principal will be paid one-hundred thousand seven hundred fifty dollars (\$100,750.00) ("Base Salary") for the 2022-2023 school year. In addition, beginning July 1, 2023, and each school year thereafter through the terms of the Contract, the Board agrees if the Principal is evaluated as either effective or highly effective using the corporation's evaluation criteria for the previous school year, he shall receive additional compensation of an amount equal to the base salary increase awarded to the highest compensated teacher as provided through the compensation model component of the Master Teacher Contract between the Rossville Consolidated School District and Rossville Classroom Teachers Association, multiplied by 1.183, the base and the increase total shall be rounded up to the nearest ten dollars (\$10). The Board agrees this additional compensation will be placed either on the base salary of the Principal or as a stipend in the same manner as provided for a teacher in the Master Teacher Contract. For example: if a teacher receives \$1,000 on their base salary, the Principal will receive \$1,183 on his base salary; if a teacher receives \$1,000 as a stipend per the compensation model in the Contract, the Principal will receive \$1,183 as a stipend. This amount would be added to the principal's current salary and that salary would be rounded up to the nearest ten dollars (\$10). The Principal shall be paid in equal installments on a schedule fixed for all employees of the Board.

#### **4.2. Sick Leave.**

The Middle/Senior High School Principal shall have seven (7) paid days for personal illness or illness of a family member for each subsequent year of the contract. The Principal shall notify his office staff of an absence due to sickness and shall, upon return to work, provide written notice to the Superintendent's Office on the form provided. Sick leave days shall accumulate from year-to-year if unused but shall not accumulate to exceed ninety (90) sick leave days.

#### **4.3. Personal Leave.**

The Middle/Senior High School Principal shall be entitled to three (3) days of leave to conduct personal business for each subsequent year of the Contract. Unused personal leave days shall accumulate to six (6) days. Personal leave days not used during the year and accumulated beyond the six (6) days shall be added to accumulated sick leave thereafter to the maximum allowed. The Principal shall provide written notice to the Superintendent's Office prior to using personal days. Personal leave shall not be taken immediately before or after a school vacation identified in the school 180-day district calendar without the Superintendent's written approval.

#### **4.4. Other Leave.**

The Middle/Senior High School Principal shall be entitled to paid or unpaid leave in a circumstance other than sick leave in which paid or unpaid leave is required by state or federal law or permitted by the Board for its certified employees.

#### **4.5. Health, Life, and Long-Term Disability Insurance.**

New employees will be insured at the beginning of the first day of the month following employment. In cases wherein a Principal resigns during the school year, insurance will be dropped at the end of the month when employment was severed.

##### **4.5.1. Health Insurance**

The Board's contribution to the cost of Principal's health insurance premiums shall be 1.413 times the Board's contribution to teacher health insurance, rounded to the next highest whole dollar for either a single or family plan. The Principal shall pay not less than one (1) dollar per year for the health insurance coverage he elects.

#### **4.5.2. Life Insurance**

The Board will provide a \$50,000.00 term life insurance policy with an additional \$50,000.00 accidental death and dismemberment provision for the Principal. Therefore, the Board's share of the cost of this policy will be 100% less than \$1.00.

#### **4.5.3. Group Income Protection Plan**

The Board will provide a group income protection plan for the Principal in case of a qualifying disability. The group income protection plan requires a (90) ninety-day waiting period and a qualifying condition and shall provide no less than 66% of income. Therefore, the Board's share of the cost of this policy will be 100% less than \$1.00.

#### **4.6. Section 125**

The benefits provided to administrators by Section 125 of the Revenue Act of 1978, both Generation I and Generation II, shall be available. In addition, the school district will pay any start-up cost and annual fee (if charged), and the monthly administrative fee will be paid by participating Principal.

#### **4.7. 403(b) Plan**

The Board shall allow the Principal to participate in a voluntary tax sheltered 403(b) program, subject to Internal Revenue Service regulations. Except for changes required by the IRS or other regulatory entity, changes to the plan document or the adoption agreement shall be made only upon the recommendation of a committee comprised of three (3) members appointed by the Board and three (3) teachers appointed by the association; all members of the committee must be current plan participants.

#### **4.8. Business and Professional Expenses.**

The Board shall reimburse the Middle/Senior High School Principal for appropriate business and professional expenses approved in advance by the Superintendent.

**5. Entire Contract of Parties.**

The parties agree that each has had sufficient time to consider and understand the terms of this Contract and that this Contract, therefore, contains all the agreed terms of employment of the Middle/Senior High School Principal by the Board and will not be modified except in a written document making specific reference to this Contract and the specific provision to be modified. Both parties shall approve modifications to this Contract in writing in the same manner that this Contract was approved.

If required for compliance with a standard or request of the State Board of Accounts of the State of Indiana, the parties agree that they will execute a standard teacher contract to implement this Contract's terms. The parties further agree that to the extent that this Contract is inconsistent with the Middle/Senior High School Principal's basic teacher contract, this Contract supplements what this Contract's terms shall control.

**6. Contract as a Public Record.**

The parties acknowledge that this Contract is a public record under the Indiana Public Records Law.

**AGREED THIS 11<sup>TH</sup> DAY OF OCTOBER, 2022**

**MIDDLE/ SENIOR HIGH  
SCHOOL PRINCIPAL**

**BOARD OF SCHOOL TRUSTEES**

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**By:** \_\_\_\_\_

*President*

**Attest:** \_\_\_\_\_