

SUPERINTENDENT CONTRACT: 7/1/2023- 6/30/2026

The Silver Creek School Corporation Board of School Trustees shall meet at 6:15PM on Tuesday, January 23, 2024 at Silver Creek Elementary School located at, 503 N Indiana Ave Sellersburg, Indiana, 47172 to hear support for and objections to the proposed contract. After the hearing the Board of School Trustees will consider the input and then it will consider the proposed contract as an agenda item for consideration at the regular board meeting on Tuesday, February 20, 2024. The proposed contract is posted on the SCSC website.

- I. This addendum is to become a part of the *Regular Teacher Contract* of Dr. Chad Briggs (the "Superintendent") with the Silver Creek School Corporation (the "Corporation") for the period of July 1, 2023 through June 30, 2026. This Contract shall automatically extend/rollover for an additional school year, up to five (5) years beyond the original three (3) year term, unless the Board of School Trustees votes in an open meeting to not extend/rollover said contract on or before January 1st of each year, subject to the terms and conditions in this contract as further set forth herein. It shall be the duty of the Superintendent and the Board to make a reasonable effort to acknowledge this provision and remind each party of the existence of the rollover provision reference herein by December 1st of each year. The parties agree this shall result in a continuous three (3) year contract unless one (1) party provides timely written notice to the other.
2. The parties agree that the Superintendent shall provide services for two hundred sixty (260) days during each school year.
3. The Superintendent's base salary, effective July 1, 2023, will be \$151,772.50 subject to applicable withholdings, payable in accordance with the School Corporation's regular payment practices for School Corporation administrators. The Superintendent will receive the same base salary increase or stipend, if any, as provided teachers for which the Superintendent qualifies. These future raises and stipends are contingent upon the following qualifying requirements:
 - a. This raise will be effective only if the Superintendent was not evaluated as either "needs improvement" or "ineffective" for the school year preceding the year in which the raise would take effect.
 - b. The Superintendent has met the qualifying requirements of the Performance Based Compensation Model applicable to the Superintendent's position.
 - c. If in any year teachers do not receive any base salary increase or stipend, the Superintendent will not receive any base salary increase or stipend.
 - d. Within 30 days of the Board establishing teacher raises for any one year, the Superintendent may submit a written waiver of an increase for that year and in such a case the proposed contract will provide that there will be no raise for that year.
 - e. The Board provides written notice to the Superintendent that it will no longer agree to these future increases for the Superintendent or any increase in any one particular year on or before the date it approves teacher raises.
4. The Corporation will provide a term life policy and Accidental Death and Disability insurance coverage for two (2) times the Superintendent's salary. All but one dollar (\$1.00) of the premium for these benefits shall be paid by the Corporation.
5. The Corporation will provide health insurance for the Superintendent and the Superintendent's immediate family, per the Superintendent's choice of plans offered by the Corporation. All but one

dollar (\$1.00) of the premium will be paid by the Corporation. The Corporation will also pay \$2,000 annually to a Health Savings Account should the Superintendent select a high deductible plan.

6. SCSC will provide ten (10) vacation days from January 1, 2024, to June 30, 2024. Any unused days will expire. Effective July 1, 2024, SCSC will provide twenty (20) vacation days per school year. Vacation days run concurrent with the school year. There is no accumulation of vacation days.
7. The Corporation will provide twelve (12) sick days per year. The maximum accumulation of sick days cannot exceed one hundred fifty (150) days.
8. The Corporation will provide three (3) Personal Days per year. Personal days can accumulate up to six (6) days. Excess days will be transferred to Sick days.
9. The Corporation will provide 12 paid holidays each year, as per the Classified Memorandum.
10. Bereavement leave is handled as per the CBA.
11. The Corporation will provide Long Term Disability at sixty percent (60%) of the wages. The Corporation will pay ninety-five percent (95%) of the premiums.
12. The Corporation will provide a Retirement Savings Plan and VEBA (Voluntary Employees Beneficiary Association) Plan in accordance with the CBA.
13. The Corporation will provide Professional Leave reimbursement for expenses as is necessary. Reimbursement will be paid in accordance with the CBA. Professional Development will be considered work days.
14. Mileage will be paid as per the CBA and Corporation Policy.
15. The Superintendent will be provided a cell phone and cell phone service for District business and an internet data service device and data plan for District business.
16. The Corporation will maintain an "institutional membership" to Indiana Association of Public School Superintendents (I.A.P.S.S.) on behalf of the Superintendent and will pay for the cost of three (3) memberships in any state or national professional association for the school year.

Superintendent/Teacher

Silver Creek School Corporation

Dr. Chad Briggs

Chris Rountree, President

Date

Kristy Franklin, Secretary

Proposed Administrator Contract
and Fringe Benefits Addendum
Assistant Principal
2023-2024

This addendum is to become part of the Regular Teacher Contract for Jonathan Adams (the "Assistant Principal") with the Silver Creek School Corporation (the "Corporation") for the period of July 1, 2023, through June 30, 2024.

- 1) The parties agree that the Assistant Principal shall provide services for one hundred ninety-five (195) days during each school year.
- 2) The Assistant Principal's base salary will be \$82,807.50 subject to applicable withholdings, payable in accordance with the School Corporation's regular payment practices for School Corporation administrators.
- 3) SCSC will provide a term life policy at two times each respective administrator's salary along with AD and D. SCSC will pay all but \$1.00 of the premium, which will be paid by the employee.
- 4) SCSC will provide health insurance and pay ninety-five percent (95%) of the annual payment of the individual's chosen plan.
- 5) SCSC will provide long term disability insurance at sixty percent (60%) of wages to a maximum of \$3,250.00 per month.
- 6) SCSC will provide eleven (11) sick days per year. The maximum accumulation of sick days cannot exceed one hundred fifty (150) days. The excess days are handled as per the 2023-2024 Master Contract.
- 7) SCSC will provide two (2) personal days per year that accumulate to six (6) days. Any excess personal days transfer to sick leave.
- 8) Bereavement Leave is handled as per the 2023-2024 Master Contract.
- 9) Mileage is paid as per the 2023-2024 Master Contract.
- 10) SCSC provides professional leave reimbursement for expenses as is necessary. Reimbursement is paid based upon SCSC policy and 2023-2024 Master Contract.
- 11) SCSC provides a retirement savings plan and a VEBA. The benefit is handled the same as per 2023-2024 Master Contract, or successor contract.
- 12) The Corporation shall allow an individual \$400.00 toward the reimbursement for professional dues.
- 13) The Corporation will pay the following amounts for approved stipends for the 23-24 school year: \$1,250 Expulsion Examiner.

Employee

Board Secretary

Board President

Proposed Administrator Contract
and Fringe Benefits Addendum
Assistant Superintendent/CFO
2023-2024

This addendum is to become part of the Regular Teacher Contract for Todd Balmer (the "Assistant Superintendent") with the Silver Creek School Corporation (the "Corporation") for the period of July 1, 2023, through June 30, 2024.

- 1) The parties agree that the Assistant Superintendent shall provide services for two hundred sixty (260) days during each school year.
- 2) The Assistant Superintendent's annual base salary, effective July 1, 2023 will be \$122,424.88 subject to applicable withholdings, payable in accordance with the School Corporation's regular payment practices for School Corporation administrators.
- 3) SCSC will provide a term life policy at two times each respective administrator's salary along with AD and D. SCSC will pay all but \$1.00 of the premium, which will be paid by the employee.
- 4) SCSC will provide health insurance and pay ninety-five percent (95%) of the annual payment of the individual's chosen plan.
- 5) SCSC will provide long term disability insurance at sixty percent (60%) of wages to a maximum of \$3,250.00 per month. After ninety (90) days ninety-five percent (95%) will be paid by SCSC.
- 6) SCSC will provide twelve (12) sick days per year. The maximum accumulation of sick days cannot exceed one hundred fifty (150) days. The excess days are handled as per the 2023-2024 Master Contract.
- 7) SCSC will provide three (3) personal days per year that accumulate to six (6) days. Any excess personal days transfer to sick leave.
- 8) SCSC will provide ten (10) vacation days from January 1, 2024, to June 30, 2024. Any unused days will expire. Effective July 1, 2024, SCSC will provide twenty (20) vacation days per school year. Vacation days run concurrent with the school year.
- 9) Bereavement Leave is handled as per the 2023-2024 Master Contract.
- 10) Mileage is paid as per the 2023-2024 Master Contract.
- 11) SCSC provides professional leave reimbursement for expenses as is necessary. Reimbursement is paid based upon SCSC policy and 2023-2024 Master Contract.
- 12) SCSC provides twelve (12) paid holidays each year as approved for classified employees.
- 13) SCSC provides a retirement savings plan and a VEBA. The benefit is handled the same as per 2023-2024 Master Contract, or successor contract.
- 14) The Corporation shall allow an individual \$400.00 toward the reimbursement for professional dues.

Employee

Board Secretary

Board President

Proposed Administrator Contract
and Fringe Benefits Addendum
Assistant Principal
2023-2025

This addendum is to become part of the Regular Teacher Contract for Kristin Bye (the "Assistant Principal") with the Silver Creek School Corporation (the "Corporation") for the period of July 1, 2023, through June 30, 2025.

- 1) The parties agree that the Assistant Principal shall provide services for one ninety-five (195) days during each school year.
- 2) The Assistant Principal's base salary will be \$81,500 subject to applicable withholdings, payable in accordance with the School Corporation's regular payment practices for School Corporation administrators.
- 3) SCSC will provide a term life policy at two times each respective administrator's salary along with AD and D. SCSC will pay all but \$1.00 of the premium, which will be paid by the employee.
- 4) SCSC will provide health insurance and pay ninety-five percent (95%) of the annual payment of the individual's chosen plan.
- 5) SCSC will provide long term disability insurance at sixty percent (60%) of wages to a maximum of \$3,250.00 per month.
- 6) SCSC will provide twelve (12) sick days per year. The maximum accumulation of sick days cannot exceed one hundred fifty (150) days. The excess days are handled as per the 2021-2023 Master Contract.
- 7) SCSC will provide three (3) personal days per year that accumulate to six (6) days. Any excess personal days transfer to sick leave.
- 8) Bereavement Leave is handled as per the 2021-2023 Master Contract.
- 9) Mileage is paid as per the 2021-2023 Master Contract.
- 10) SCSC provides professional leave reimbursement for expenses as is necessary. Reimbursement is paid based upon SCSC policy and 2021-2023 Master Contract.
- 11) SCSC provides twelve (12) paid holidays each year as approved for classified employees.
- 12) SCSC provides a retirement savings plan and a VEBA. The benefit is handled same as per 2021-2023 Master Contract, or successor contract.
- 13) The Corporation shall allow an individual \$400.00 toward the reimbursement for professional dues.

Employee

Board Secretary

Board President

Proposed Administrator Contract
and Fringe Benefits Addendum
Principal
2023-2024

This addendum is to become part of the Regular Teacher Contract for Abbey Campbell (the "Principal") with the Silver Creek School Corporation (the "Corporation") for the period of July 1, 2023, through June 30, 2024.

- 1) The parties agree that the Principal shall provide services for two hundred (200) days during each school year.
- 2) The Principal's base salary will be \$95,792.31 subject to applicable withholdings, payable in accordance with the School Corporation's regular payment practices for School Corporation administrators.
- 3) SCSC will provide a term life policy at two times each respective administrator's salary along with AD and D. SCSC will pay all but \$1.00 of the premium, which will be paid by the employee.
- 4) SCSC will provide health insurance and pay ninety-five percent (95%) of the annual payment of the individual's chosen plan.
- 5) SCSC will provide long term disability insurance at sixty percent (60%) of wages to a maximum of \$3,250.00 per month. After ninety (90) days ninety-five percent (95%) will be paid by SCSC.
- 6) SCSC will provide eleven (11) sick days per year. The maximum accumulation of sick days cannot exceed one hundred fifty (150) days. The excess days are handled as per the 2023-2024 Master Contract.
- 7) SCSC will provide two (2) personal days per year that accumulate to six (6) days. Any excess personal days transfer to sick leave.
- 8) Bereavement Leave is handled as per the 2023-2024 Master Contract.
- 9) Mileage is paid as per the 2023-2024 Master Contract.
- 10) SCSC provides professional leave reimbursement for expenses as is necessary. Reimbursement is paid based upon SCSC policy and 2023-2024 Master Contract.
- 11) SCSC provides a retirement savings plan and a VEBA. The benefit is handled the same as per 2023-2024 Master Contract, or successor contract.
- 12) The Corporation shall allow an individual \$400.00 toward the reimbursement for professional dues.

Employee

Board Secretary

Board President

Proposed Administrator Contract
and Fringe Benefits Addendum
Special Education Director
2023-2025

This addendum is to become part of the Regular Teacher Contract for Ashley Compton (the "Director") with the Silver Creek School Corporation (the "Corporation") for the period of June 1, 2023, through June 30, 2025.

- 1) The parties agree that the Director shall provide services for two hundred sixty (260) days during each school year.
- 2) The Director's base salary will be \$102,100 subject to applicable withholdings, payable in accordance with the School Corporation's regular payment practices for School Corporation administrators.
- 3) SCSC will provide a term life policy at two times each respective administrator's salary along with AD and D. SCSC will pay all but \$1.00 of the premium, which will be paid by the employee.
- 4) SCSC will provide health insurance and pay ninety-five percent (95%) of the annual payment of the individual's chosen plan.
- 5) SCSC will provide long term disability insurance at sixty percent (60%) of wages to a maximum of \$3,250.00 per month. After ninety (90) days ninety-five percent (95%) will be paid by SCSC.
- 6) SCSC will provide twelve (12) sick days per year. The maximum accumulation of sick days cannot exceed one hundred fifty (150) days. The excess days are handled as per the 2023-2024 Master Contract.
- 7) SCSC will provide three (3) personal days per year that accumulate to six (6) days. Any excess personal days transfer to sick leave.
- 8) SCSC will provide ten (10) vacation days from January 1, 2024, to June 30, 2024. Any unused days will expire. Effective July 1, 2024, SCSC will provide twenty (20) vacation days per school year. Vacation days run concurrent with the school year.
- 9) Bereavement Leave is handled as per the 2023-2024 Master Contract.
- 10) Mileage is paid as per the 2023-2024 Master Contract.
- 11) SCSC provides professional leave reimbursement for expenses as is necessary. Reimbursement is paid based upon SCSC policy and 2023-2024 Master Contract.
- 12) SCSC provides twelve (12) paid holidays each year as approved for classified employees.
- 13) SCSC provides a retirement savings plan and a VEBA. The benefit is handled the same as per 2023-2024 Master Contract, or successor contract.
- 14) The Corporation shall allow an individual \$400.00 toward the reimbursement for professional dues.

Employee

Board Secretary

Board President

Proposed Administrator Contract
and Fringe Benefits Addendum
Assistant Principal
2023-2024

This addendum is to become part of the Regular Teacher Contract for Neil Losey (the "Assistant Principal") with the Silver Creek School Corporation (the "Corporation") for the period of July 1, 2023, through June 30, 2024.

- 1) The parties agree that the Assistant Principal shall provide services for one hundred ninety-five (195) days during each school year.
- 2) The Principal's base salary will be \$91,162.13 subject to applicable withholdings, payable in accordance with the School Corporation's regular payment practices for School Corporation administrators.
- 3) SCSC will provide a term life policy at two times each respective administrator's salary along with AD and D. SCSC will pay all but \$1.00 of the premium, which will be paid by the employee.
- 4) SCSC will provide health insurance and pay ninety-five percent (95%) of the annual payment of the individual's chosen plan.
- 5) SCSC will provide long term disability insurance at sixty percent (60%) of wages to a maximum of \$3,250.00 per month. After ninety (90) days ninety-five percent (95%) will be paid by SCSC.
- 6) SCSC will provide eleven (11) sick days per year. The maximum accumulation of sick days cannot exceed one hundred fifty (150) days. The excess days are handled as per the 2023-2024 Master Contract.
- 7) SCSC will provide two (2) personal days per year that accumulate to six (6) days. Any excess personal days transfer to sick leave.
- 8) Bereavement Leave is handled as per the 2023-2024 Master Contract.
- 9) Mileage is paid as per the 2023-2024 Master Contract.
- 10) SCSC provides professional leave reimbursement for expenses as is necessary. Reimbursement is paid based upon SCSC policy and 2023-2024 Master Contract.
- 11) SCSC provides a retirement savings plan and a VEBA. The benefit is handled the same as per 2023-2024 Master Contract, or successor contract.
- 12) The Corporation shall allow an individual \$400.00 toward the reimbursement for professional dues.

Employee

Board Secretary

Board President

Proposed Administrator Contract
and Fringe Benefits Addendum
Principal
2023-2024

This addendum is to become part of the Regular Teacher Contract for Sandy Myers (the "Principal") with the Silver Creek School Corporation (the "Corporation") for the period of July 1, 2023, through June 30, 2024.

- 1) The parties agree that the Principal shall provide services for two hundred (200) days during each school year.
- 2) The Principal's base salary will be \$102,192.14 subject to applicable withholdings, payable in accordance with the School Corporation's regular payment practices for School Corporation administrators.
- 3) SCSC will provide a term life policy at two times each respective administrator's salary along with AD and D. SCSC will pay all but \$1.00 of the premium, which will be paid by the employee.
- 4) SCSC will provide health insurance and pay ninety-five percent (95%) of the annual payment of the individual's chosen plan.
- 5) SCSC will provide long term disability insurance at sixty percent (60%) of wages to a maximum of \$3,250.00 per month. After ninety (90) days ninety-five percent (95%) will be paid by SCSC.
- 6) SCSC will provide eleven (11) sick days per year. The maximum accumulation of sick days cannot exceed one hundred fifty (150) days. The excess days are handled as per the 2023-2024 Master Contract.
- 7) SCSC will provide two (2) personal days per year that accumulate to six (6) days. Any excess personal days transfer to sick leave.
- 8) Bereavement Leave is handled as per the 2023-2024 Master Contract.
- 9) Mileage is paid as per the 2023-2024 Master Contract.
- 10) SCSC provides professional leave reimbursement for expenses as is necessary. Reimbursement is paid based upon SCSC policy and 2023-2024 Master Contract.
- 11) SCSC provides a retirement savings plan and a VEBA. The benefit is handled the same as per 2023-2024 Master Contract, or successor contract.
- 12) The Corporation shall allow an individual \$400.00 toward the reimbursement for professional dues.
- 13) The Corporation will pay the following amounts for approved stipends for the 2023-2024 school year: \$2,000 Corporation School Safety Coordinator.

Employee

Board Secretary

Board President

Proposed Administrator Contract
and Fringe Benefits Addendum
Principal
2023-2024

This addendum is to become part of the Regular Teacher Contract for Christy Nunn (the "Principal") with the Silver Creek School Corporation (the "Corporation") for period July 1, 2023 to June 30, 2024.

- 1) The parties agree that the Principal shall provide services for two hundred fifteen (215) days during each school year.
- 2) The Principal's base salary will be \$102,338.80 subject to applicable withholdings, payable in accordance with the School Corporation's regular payment practices for School Corporation administrators.
- 3) SCSC will provide a term life policy at two times each respective administrator's salary along with AD and D. SCSC will pay all but \$1.00 of the premium, which will be paid by the employee.
- 4) SCSC will provide health insurance and pay ninety-five percent (95%) of the annual payment of the individual's chosen plan.
- 5) SCSC will provide long term disability insurance at sixty percent (60%) of wages to a maximum of \$3,250.00 per month. After ninety (90) days ninety-five percent (95%) will be paid by SCSC.
- 6) SCSC will provide eleven (11) sick days per year. The maximum accumulation of sick days cannot exceed one hundred fifty (150) days. The excess days are handled as per the 2023-2024 Master Contract.
- 7) SCSC will provide two (2) personal days per year that accumulate to six (6) days. Any excess personal days transfer to sick leave.
- 8) Bereavement Leave is handled as per the 2023-2024 Master Contract.
- 9) Mileage is paid as per the 2023-2024 Master Contract.
- 10) SCSC provides professional leave reimbursement for expenses as is necessary. Reimbursement is paid based upon SCSC policy and 2023-2024 Master Contract.
- 11) SCSC provides a retirement savings plan and a VEBA. The benefit is handled the same as per 2023-2024 Master Contract, or successor contract.
- 12) The Corporation shall allow an individual \$400.00 toward the reimbursement for professional dues.

Employee

Board Secretary

Board President

Proposed Administrator Contract
and Fringe Benefits Addendum
Assistant Principal
2023-2024

This addendum is to become part of the Regular Teacher Contract for Hannah Oliver (the "Assistant Principal") with the Silver Creek School Corporation (the "Corporation") for the period of July 1, 2023, through June 30, 2024.

- 1) The parties agree that the Assistant Principal shall provide services for one hundred ninety-five (195) days during each school year.
- 2) The Assistant Principal's base salary will be \$87,937.59 subject to applicable withholdings, payable in accordance with the School Corporation's regular payment practices for School Corporation administrators.
- 3) SCSC will provide a term life policy at two times each respective administrator's salary along with AD and D. SCSC will pay all but \$1.00 of the premium, which will be paid by the employee.
- 4) SCSC will provide health insurance and pay ninety-five percent (95%) of the annual payment of the individual's chosen plan.
- 5) SCSC will provide long term disability insurance at sixty percent (60%) of wages to a maximum of \$3,250.00 per month.
- 6) SCSC will provide eleven (11) sick days per year. The maximum accumulation of sick days cannot exceed one hundred fifty (150) days. The excess days are handled as per the 2023-2024 Master Contract.
- 7) SCSC will provide two (2) personal days per year that accumulate to six (6) days. Any excess personal days transfer to sick leave.
- 8) Bereavement Leave is handled as per the 2023-2024 Master Contract.
- 9) Mileage is paid as per the 2023-2024 Master Contract.
- 10) SCSC provides professional leave reimbursement for expenses as is necessary. Reimbursement is paid based upon SCSC policy and 2023-2024 Master Contract.
- 11) SCSC provides a retirement savings plan and a VEBA. The benefit is handled the same as per 2023-2024 Master Contract, or successor contract.
- 12) The Corporation shall allow an individual \$400.00 toward the reimbursement for professional dues.

Employee

Board Secretary

Board President

Proposed Administrator Contract
and Fringe Benefits Addendum
Assistant Principal
2023-2024

This addendum is to become part of the Regular Teacher Contract for Jon Sifers (the "Assistant Principal") with the Silver Creek School Corporation (the "Corporation") for the period of July 1, 2023, through June 30, 2024.

- 1) The parties agree that the Assistant Principal shall provide services for one hundred ninety-five (195) days during each school year.
- 2) The Principal's base salary will be \$84,576.04 subject to applicable withholdings, payable in accordance with the School Corporation's regular payment practices for School Corporation administrators.
- 3) SCSC will provide a term life policy at two times each respective administrator's salary along with AD and D. SCSC will pay all but \$1.00 of the premium, which will be paid by the employee.
- 4) SCSC will provide health insurance and pay ninety-five percent (95%) of the annual payment of the individual's chosen plan.
- 5) SCSC will provide long term disability insurance at sixty percent (60%) of wages to a maximum of \$3,250.00 per month. After ninety (90) days ninety-five percent (95%) will be paid by SCSC.
- 6) SCSC will provide eleven (11) sick days per year. The maximum accumulation of sick days cannot exceed one hundred fifty (150) days. The excess days are handled as per the 2023-2024 Master Contract.
- 7) SCSC will provide two (2) personal days per year that accumulate to six (6) days. Any excess personal days transfer to sick leave.
- 8) Bereavement Leave is handled as per the 2023-2024 Master Contract.
- 9) Mileage is paid as per the 2023-2024 Master Contract.
- 10) SCSC provides professional leave reimbursement for expenses as is necessary. Reimbursement is paid based upon SCSC policy and 2023-2024 Master Contract.
- 11) SCSC provides a retirement savings plan and a VEBA. The benefit is handled the same as per 2023-2024 Master Contract, or successor contract.
- 12) The Corporation shall allow an individual \$400.00 toward the reimbursement for professional dues.
- 13) The Corporation will pay the following amounts for approved stipends for the 2023-2024 school year: \$1,500 Expulsion Examiner.

Employee

Board Secretary

Board President

Proposed Administrator Contract
and Fringe Benefits Addendum
Curriculum Director
2023-2025

This addendum is to become part of the Regular Teacher Contract for Tamara Swarens (the "Director") with the Silver Creek School Corporation (the "Corporation") for the period of July 1, 2023, through June 30, 2025.

- 1) The parties agree that the Director shall provide services for two hundred sixty (260) days during each school year.
- 2) The Director's base salary will be \$116,000 subject to applicable withholdings, payable in accordance with the School Corporation's regular payment practices for School Corporation administrators.
- 3) SCSC will provide a term life policy at two times each respective administrator's salary along with AD and D. SCSC will pay all but \$1.00 of the premium, which will be paid by the employee.
- 4) SCSC will provide health insurance and pay ninety-five percent (95%) of the annual payment of the individual's chosen plan.
- 5) SCSC will provide long term disability insurance at sixty percent (60%) of wages to a maximum of \$3,250.00 per month.
- 6) SCSC will provide twelve (12) sick days per year. The maximum accumulation of sick days cannot exceed one hundred fifty (150) days. The excess days are handled as per the 2023-2024 Master Contract.
- 7) SCSC will provide three (3) personal days per year that accumulate to six (6) days. Any excess personal days transfer to sick leave.
- 8) SCSC will provide ten (10) vacation days from January 1, 2024, to June 30, 2024. Any unused days will expire. Effective July 1, 2024, SCSC will provide twenty (20) vacation days per school year. Vacation days run concurrent with the school year.
- 9) Bereavement Leave is handled as per the 2023-2024 Master Contract.
- 10) Mileage is paid as per the 2023-2024 Master Contract.
- 11) SCSC provides professional leave reimbursement for expenses as is necessary. Reimbursement is paid based upon SCSC policy and 2023-2024 Master Contract.
- 12) SCSC provides twelve (12) paid holidays each year as approved for classified employees.
- 13) SCSC provides a retirement savings plan and a VEBA. The benefit is handled the same as per 2023-2024 Master Contract, or successor contract.
- 14) The Corporation shall allow an individual \$400.00 toward the reimbursement for professional dues.

Employee

Board Secretary

Board President

Proposed Administrator Contract
and Fringe Benefits Addendum
Assistant Principal
2023-2024

This addendum is to become part of the Regular Teacher Contract for Brad Troutman (the "Assistant Principal") with the Silver Creek School Corporation (the "Corporation") for the period of July 1, 2023, through June 30, 2024.

- 1) The parties agree that the Assistant Principal shall provide services for one hundred ninety-five (195) days during each school year.
- 2) The Assistant Principal's base salary will be \$87,937.59 subject to applicable withholdings, payable in accordance with the School Corporation's regular payment practices for School Corporation administrators.
- 3) SCSC will provide a term life policy at two times each respective administrator's salary along with AD and D. SCSC will pay all but \$1.00 of the premium, which will be paid by the employee.
- 4) SCSC will provide health insurance and pay ninety-five percent (95%) of the annual payment of the individual's chosen plan.
- 5) SCSC will provide long term disability insurance at sixty percent (60%) of wages to a maximum of \$3,250.00 per month. After ninety (90) days ninety-five percent (95%) will be paid by SCSC.
- 6) SCSC will provide eleven (11) sick days per year. The maximum accumulation of sick days cannot exceed one hundred fifty (150) days. The excess days are handled as per the 2023-2024 Master Contract.
- 7) SCSC will provide two (2) personal days per year that accumulate to six (6) days. Any excess personal days transfer to sick leave.
- 8) Bereavement Leave is handled as per the 2023-2024 Master Contract.
- 9) Mileage is paid as per the 2023-2024 Master Contract.
- 10) SCSC provides professional leave reimbursement for expenses as is necessary. Reimbursement is paid based upon SCSC policy and 2023-2024 Master Contract.
- 11) SCSC provides a retirement savings plan and a VEBA. The benefit is handled the same as per 2023-2024 Master Contract, or successor contract.
- 12) The Corporation shall allow an individual \$400.00 toward the reimbursement for professional dues.
- 13) The Corporation will pay the following amounts for approved stipends for the 2023-2024 school year: \$1,250 Expulsion Examiner.

Employee

Board Secretary

Board President

Proposed Administrator Contract
and Fringe Benefits Addendum
Curriculum Director
2023-2025

This addendum is to become part of the Regular Teacher Contract for Jessica Waters (the "Director") with the Silver Creek School Corporation (the "Corporation") for the period of July 1, 2023, through June 30, 2025.

- 1) The parties agree that the Director shall provide services for two hundred sixty (260) days during each school year.
- 2) The Director's base salary will be \$116,000 subject to applicable withholdings, payable in accordance with the School Corporation's regular payment practices for School Corporation administrators.
- 3) SCSC will provide a term life policy at two times each respective administrator's salary along with AD and D. SCSC will pay all but \$1.00 of the premium, which will be paid by the employee.
- 4) SCSC will provide health insurance and pay ninety-five percent (95%) of the annual payment of the individual's chosen plan.
- 5) SCSC will provide long term disability insurance at sixty percent (60%) of wages to a maximum of \$3,250.00 per month.
- 6) SCSC will provide twelve (12) sick days per year. The maximum accumulation of sick days cannot exceed one hundred fifty (150) days. The excess days are handled as per the 2023-2024 Master Contract.
- 7) SCSC will provide three (3) personal days per year that accumulate to six (6) days. Any excess personal days transfer to sick leave.
- 8) SCSC will provide ten (10) vacation days from January 1, 2024, to June 30, 2024. Any unused days will expire. Effective July 1, 2024, SCSC will provide twenty (20) vacation days per school year. Vacation days run concurrent with the school year.
- 9) Bereavement Leave is handled as per the 2023-2024 Master Contract.
- 10) Mileage is paid as per the 2023-2024 Master Contract.
- 11) SCSC provides professional leave reimbursement for expenses as is necessary. Reimbursement is paid based upon SCSC policy and 2023-2024 Master Contract.
- 12) SCSC provides twelve (12) paid holidays each year as approved for classified employees.
- 13) SCSC provides a retirement savings plan and a VEBA. The benefit is handled the same as per 2023-2024 Master Contract, or successor contract.
- 14) The Corporation shall allow an individual \$400.00 toward the reimbursement for professional dues.

Employee

Board Secretary

Board President