

REGULAR TEACHER CONTRACT

This regular teacher contract ("Contract") is by and between the governing body of the Shoals Community School Corporation ("Corporation") and **Audrey Gibson** ("Teacher"). **Audrey Gibson** is a teacher as defined in Ind. Code 20-18-2-22.

In exchange for the Teacher's services described below, the Corporation and the Teacher agree that:

1. The Teacher shall teach in the schools of the Corporation for the school term, beginning **July 1, 2023 and expiring on June 30, 2025**. Ind. Code 20-28-6-2 (a)(3)(A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **207 days**. Ind. Code 20-28-6-2 (a)(s)(B)
3. The number of hours per day the Teacher is expected to work under this Contract is **7.5 hours**. Ind. Code 20-28-6-2 (a)(3)(E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **\$72,980** during contract period. Ind. Code 20-28-6-2 (a)(3)(C)
5. The Corporation shall pay this amount in **26** installments on a biweekly basis. Ind. Code 20-28-6-2 (a)(3)(D). Ind. Code 20-28-6-5(1)
6. This Contract may be canceled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(e) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3

This Regular Teacher Contract was printed on **June 21, 2023**.

Teacher

School Corporation, Board President

Superintendent

School Corporation, Board Secretary

Note: Contract for the position of Elementary School Principal.

ADDENDUM TO TEACHER'S BASIC CONTRACT

This Addendum to the Teacher's Basic Contract (hereinafter "Agreement") is made and entered by and between the Board of School Trustees of Shoals Community School Corporation, (hereinafter "Board") for and on behalf of Shoals Community School Corporation, an Indiana school corporation, (hereinafter "Corporation") and Audrey Gibson (hereinafter "Administrator").

WHEREAS, the Board desires to hire Audrey Gibson as Elementary School Principal in the Corporation, and Shannon Wagoner, desires to obtain the opportunities of employment with the Corporation under the terms set forth in the Teacher's Basic Contract and this Agreement;

1. NATURE OF AGREEMENT: This Agreement is an Addendum to the Regular Teacher's Contract currently prescribed by the State Superintendent of Public Instruction for the State of Indiana for use with administrators pursuant to Indiana Code §20-28-8-1 et seq., as amended, and used by the Corporation, the terms and conditions of which are incorporated by reference into this Agreement. This Agreement supplements the terms of the Regular Teacher's Contract, and except as otherwise indicated, all terms of this Agreement have the same definition as in the Regular Teacher's Contract. In the event of any inconsistencies between this Agreement and the Regular Teacher's Contract, the terms of the Agreement shall prevail over the terms of the Regular Teacher's Contract when in conflict.

2. TERM:

The term of this Agreement shall be for a period beginning on **July 1, 2023, and expiring on June 30, 2025**, (hereinafter "Term"), subject to the conditions set forth in this Agreement. Effective July 1, 2019, if the Board does not provide written notice of non-renewal to the Principal by August 1st of each year of this Addendum thereafter, the Addendum shall result in a continuous two year contract, unless written notice of non-renewal is provided to the Principal as set forth herein or the Principal's teaching contract and this Addendum are canceled in accordance with the provisions of this Addendum or applicable law. Administrator is expected to work Two Hundred Seven (207) days per contract year. The use of the words "annual" or "contract year" shall refer to the period of July 1 through June 30 of the following year. Pursuant to the terms of the Regular Teacher Contract, the Administrator is expected to work a period of 7.5 hours per day. However, due to the nature of the position as an administrator, the Middle School Principal may be required to work additional hours to provide supervision at extracurricular events.

3. EMPLOYMENT: It is the intent of the parties that the Elementary School Principal shall serve as an administrator for the Corporation, as determined and directed by the Superintendent, throughout the Term of this Agreement and any extension thereof.

4. COMPENSATION AND BENEFITS:

A. **SALARY:** CORPORATION shall pay the Elementary School Principal at an annual salary rate of **\$72,980**. This annual salary rate shall be paid to the Elementary School Principal in installments in accordance with the schedule of salary payments in effect for other certified school employees.

B. **SICK LEAVE:** The Elementary School Principal shall be credited with 50 sick leave days beginning on July 1, 2017, to be included in her sick day leave account. The Elementary School Principal shall be entitled to participate in the certificated employee sick leave bank.

5. PROFESSIONAL CERTIFICATION AND RESPONSIBILITIES:

A. Certification: Administrator shall hold a valid administrator's license certificate or valid emergency permit issued by the State of Indiana and shall fully meet the minimum qualifications for the assigned administrative position as required by the Indiana Professional Standards Board throughout the Term of this Agreement and any extension thereof.

B. Responsibilities/Duties: The Elementary School Principal agrees to completely and faithfully serve the Board as an administrator in Corporation, doing and performing the duties generally recognized as being the normal functions of a public school administrator in the State of Indiana. Administrator agrees to perform at a professional level of competency as required by this Agreement, state law, and the policies of the Board of the Corporation.

6. TERMINATION: This Agreement may be terminated only at the following times and only upon the following conditions:

A. Mutual Agreement: This Agreement may be terminated on any date upon the written mutual agreement of the Board and the Administrator, and in that event, neither party shall have any obligations to the other party after the date of termination.

B. Termination by Board "For Cause:" The Board may terminate this Agreement at any time in accordance with the procedures of applicable law, including Indiana Code §20-28-8 et seq. and 20-28-7.5 et seq., as amended, and for cause or on grounds provided by law. If the Board terminates this Agreement during its Term by process provided in applicable law, all obligations of the Board to make further payments and/or to provide any other compensation or consideration hereunder shall cease upon the date of termination.

C. Notice of Termination Upon Expiration: This Agreement may be terminated at any time during the Term as provided herein in accordance with applicable law. Further, termination of this Agreement on and effective as of the expiration of the Term stated herein shall be upon notice as provided by law. Applicable law includes Indiana Code §20-28-8 et seq. and 20-28-7.5 et seq., as amended.

7. MISCELLANEOUS PROVISIONS:

A. Governing Law & Venue: This Agreement is governed by the laws of the State of Indiana, and shall be subject to the provisions of any applicable state law concerning the terms and conditions of an employment contract between an Indiana public school corporation and an administrator. The construction and interpretation of this Agreement shall at all times and in all respects be governed by the laws of the State of Indiana and any litigation arising as a result of this Agreement shall be brought in Martin County, Indiana. The parties hereby consent to the venue in the Courts of Martin County, Indiana.

B. Severability: In case any one or more of the provisions contained in this Agreement shall for any reason be held by a court or government agency of competent jurisdiction to be invalid, illegal, or unenforceable in any respect, such invalidity, illegality, or unenforceability shall not affect any other provision hereof, and this Agreement shall be construed as if such invalid, illegal, or unenforceable provision had never been contained herein.

C. Binding Effect: This Agreement shall be binding upon and inure to the benefit of the parties hereto and their respective heirs, executors, administrators, legal representatives, successors and assigns.

D. Entire Agreement: This Agreement constitutes the sole and only agreement of the parties hereto and supersedes any prior understandings or written or oral agreements between the parties respecting the subject matter hereof and cannot be modified without the written consent of both parties.

IN WITNESS WHEREOF, the Board and Administrator have executed this Agreement this

_____.

Corporation:

Administrator:

President

Audrey Gibson

Vice-President

Secretary

Board Member

Board Member