

Notice of Public Hearing

In accordance with IC 20-26-5-4.3, the Board of School Trustees of South Adams Schools will meet on November 14, 2017 immediately after the regular meeting (the regular meeting begins at 6:00 p.m.) in High School Room 715 located at 1000 West Parkway Street, Berne, IN for a public hearing regarding objections to and support for a proposed Superintendent of Schools employment contract.

Summary of the Agreement between South Adams Schools Board of Trustees Employing
Scott Litwiller as Superintendent
Effective July 1, 2017 through June 30, 2019

Annual Base Salary..... \$107,500

Annual Board Contribution to Group Health Insurance Premium* \$19,584
(The school board pays \$15,021 of the premium for teachers on a family plan and \$5,984 of the premium for teachers on a single plan.)

“Total Salary” on the **Regular Teacher Contract** \$127,084
The “Total Salary” on the **Regular Teacher Contract** for administrators is the sum of the annual base salary and the school board’s contribution for health insurance. With each pay, the cost of the health insurance premium is deducted from the administrator’s check.

Appreciation Grant – If South Adams Schools earns a school performance award or appreciation grant from the IDOE, the administrator is eligible to be paid a one-time stipend at the Board’s discretion.

Employer Social Security Contribution \$8,224

Annual LTD Premium* \$419
(As for all full-time school employees, the school board pays the entire premium at the rate of 0.39% of the annual base salary.)

Annual Term Life Premium (\$50,000 Death Benefit)* \$65
(As for all full-time school employees, the school board pays the entire life insurance premium except for \$1.00.)

Annual Contribution to 401(a) Plan..... \$1,613
(As for all full-time school employees, the school board contributes 1.5% of the annual base salary to the employees 401(a) plan.)

Annual Contribution to the Indiana State Teacher Retirement Fund \$3,813
(As for all full-time school certificated employees/teacher & administrators, the school board makes a 3% or a 10.5% contribution, depending on when they enrolled in the TRF – 3% or 10.5% of the annual base salary for teachers and 3% or 10.5% of the sum of the annual base salary plus health insurance premium for administrators).

Annual Auto Allowance None
(As for all full-time school employees, a school vehicle is provided for school business travel or mileage is reimbursed.)

Annual Technology Allowance \$360
(A monthly reimbursement is determined each year by the school board to pay for school calls made with the administrator’s personal cell phone. A school laptop computer is provided for school business.)

Annual Board Contribution to Dental & Vision Insurance Premium*	None
Annual 403(b) Plan Contribution	None
Total of Listed Contract Provisions	\$141,577

*Indicates that the Board contribution may be adjusted if the carrier increases the premium for same level of coverage.

Agreement Length: The Agreement extends through June 30, 2019 and is a rolling two (2) year contract. However, the Agreement can be canceled by the Board for the same list of reasons applicable to cancelation of the contract of an “established teacher” found in IC 20-28-7.5-1(e). The administrator can cancel the Agreement by giving 90 days written notice of resignation.

Working Days: The Agreement calls for 260 working days in each school year minus paid recognized holidays and paid vacation days per established rate with all 12-month employees (9 paid holidays and 15 paid vacation days for 2017-2018). Vacation days are provided on July 1 at and must be used by December 31 of the following calendar year. Unused vacation days are lost and cannot be sold back to the school. Twelve leave days are provided for illness and personal business per the Master Teacher Contract.

Added Base Salary Rather Than Reimbursement for Expenses: The Board’s contribution for group health insurance will be paid as “additional base salary” for the benefit of the administrator when his 20 highest calendar quarters are used to compute his ISTRF retirement benefit. This approach has been reviewed with ISTRF and is an accepted practice from their perspective. While the benefit to the administrator planning to retire within 5 years may be substantial in comparison to the cost to the Board, the decision to employ this strategy does result in some additional expenses to the Board-employer because, as compared to reimbursed business expenses, the dollars paid as added base salary are subject to added ISTRF contributions and employer FICA/Medicare.

Evaluation: The administrator will be evaluated and rated using the same categories applied to teachers and other administrators: “highly effective,” “effective,” “improvement necessary,” or “ineffective.” Like any certificated employee, salary changes will be based upon performance.

Tuition Reimbursement: Superintendent will be reimbursed tuition and fees for post-graduate classes.

Increases: The Board reviews the administrator’s salary and benefits annually and may approve an increase in the base salary of up to \$3750, contributions, or allowances at that time. Further, the Board determines what amount, if any, should be awarded under the performance-based pay provisions of the contract.

REGULAR TEACHER CONTRACT

Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract for the employment of teachers pursuant to Ind. Code 20-28-6-4(b)

This regular teacher contract ("Contract") is by and between the governing body of the SOUTH ADAMS SCHOOLS ("Corporation") and SCOTT A LITWILLER ("Teacher"). SCOTT A LITWILLER 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 07/01/2018, and ending on 06/30/2019. 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 260.00 days. Ind. Code 20-28-6-2(a)(3)(B)
3. The number of hours per day the Teacher is expected to work under this Contract is 7.5. 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 \$127,084.00 during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in 26 installments on a Bi-weekly basis. Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)
6. This Contract may be cancelled 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 public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this 1st day of July 2018.

Teacher

School Corporation by:

President

Attested:

Superintendent

Secretary

First of two-year Contract.

Contract Addendum for
Scott Litwiller, Superintendent
South Adams Schools
Effective July 1, 2017

1. This contract is a written agreement between the School Board of South Adams Schools (Board) and Scott Litwiller (Superintendent) and is the addendum to the Regular Teacher's Contract entered into between the same parties.
2. This contract is subject to IC 20-28-8-6, IC 20-28-8-7, and IC 20-28-8-8.
3. The Board agrees to employ Scott Litwiller as the Superintendent for South Adams Schools from July 1, 2017 through the expiration date of June 30, 2019. It is agreed by the parties that this is a rolling two (2) year contract so that on July 1, 2018, and each successive July 1st, the terms of the contract are automatically extended through and including June 30th of the second (2nd) year thereafter unless written notice is give prior to June 30th.
4. The yearly contract length is twelve months (260 working days).
5. The Board agrees to pay Superintendent an annual base salary of \$107,500 (\$413.47/day) for the 2017-2018 school year. On July 1, 2018 and each July 1 thereafter, Superintendent is eligible for a base salary increase of up to \$3000 provided a majority of Board members determine his performance evaluation is *Effective* and up to \$3750 for a *Highly Effective* evaluation.
6. If South Adams Schools received a performance award or appreciation grant from the IDOE, the Superintendent is eligible to be paid a one-time stipend at the Board's discretion.
7. Unless otherwise noted, Superintendent will be provided, at a minimum, the level of fringe benefits noted in School Board Policy and/or given to building-level administrators, and/or noted in the contract between the South Adams Schools and the South Adams Classroom Teacher's Association. This list includes, but is not limited to the following:
 - a. Superintendent will be eligible to receive coverage under the health insurance plan of South Adams Schools. As with other administrators, the Board will annually determine the Board's contribution for each administrator's health insurance, and the health insurance premium is added to the base salary and then deducted from Superintendent's paycheck twice a month.
 - b. Superintendent will receive the following fully paid insurance benefits: long-term disability; \$50,000 term life insurance; and Section 125
 - c. Board will pay Superintendent's share of the Teachers' Retirement Fund (currently 3%).
 - d. Board will deposit one and one-half percent (1.5%) of Superintendent's annual base salary into an employer sponsored 401(a) tax sheltered annuity plan.
 - e. Superintendent will be given 12 leave days per school year and access to the sick days accumulated over his career in public education. Unused current year leave days are added to Superintendent's accumulated sick days. As with other employees, the Superintendent has the option to cash in a certain number of unused current leave days in correlation with his years of experience.


- f. As with other twelve-month employees with eleven or more years of service, Superintendent will be granted nine paid holidays and fifteen paid vacation days.
 - i. Nine Paid Holidays – July 4th, Labor Day, Thanksgiving, the Friday after Thanksgiving, Christmas, New Year's Day, an additional day associated with Christmas and New Year's Day, Good Friday, and Memorial Day.
 - ii. Fifteen vacation days may be used at any time during the eighteen months, which include the contract year and six months, thereafter. Vacation days not used by the end of the contract year, will not be carried over beyond the balance of the calendar year.
 - g. Superintendent will be reimbursed mileage paid when a school car is not available for school-related travel.
 - h. Board will pay expenses (registration, travel, lodging, food) related to Superintendent attending selected conferences.
 - i. Superintendent will have use of a laptop computer.
 - j. Superintendent will be reimbursed for school-related phone calls made with his personal cell phone. The amount reimbursed will be determined by the Board annually.
7. The Board agrees to provide Superintendent with the following benefits to help him fulfill his duties as superintendent. These benefits are an addition to what were received as a principal. The list includes, but may not be limited to the following:
- a. The Board agrees to pay the association dues so Superintendent can join these organizations:
 - i. Indiana Association of Public School Superintendents (IAPSS) – about \$650
 - ii. Upper Wabash School Study Council – about \$500
 - iii. Indiana Association of School Business Officials (IASBO) – about \$100
 - iv. Phi Delta Kappan (about \$70)
 - v. Educational Leadership (about \$50)
 - vi. Others organizations as approved by the Board
 - i. Superintendent will be reimbursed tuition and fees for post-graduate classes. As long as it does not interfere with his superintendent duties, Superintendent does not need to take vacation or leave days to attend post-graduate classes. Superintendent must keep the Board informed when classes are scheduled during working days.
8. Superintendent agrees to perform, to the best of his ability, the responsibilities and duties of superintendent, which are written in the school board policy #1230.
9. The Board agrees to provide Superintendent a written evaluation on an annual basis and will review the responsibilities of policy #1230, as well as the Board's goals and Superintendent's goals.
10. Defense and Indemnification of the Superintendent for Acts in Performance of His Duties as Superintendent - In all claims, demands, causes of action, and judgments arising out of the performance of the duties set out this Contract, except for the situation where the school board is attempting or has cancelled this Contract for any or the causes recognized in Title 20 of the Indiana Education Code, the Board agrees to provide the Superintendent with legal counsel selected and paid for by the Board and acceptable to the Superintendent; and to defend, indemnify, and hold the Superintendent harmless to the fullest extent permitted by law in all civil and administrative proceedings before a state or

federal court. The Paragraph shall not require nor prevent the Board from assuming, paying, or re-paying the costs of the defense of a state or federal criminal charge against the Superintendent or a proceeding to revoke the Superintendent's license from the Indiana Professional Standards Board where there is a dismissal of the charges or there is a finding in the Superintendent's favor.


In the circumstance in which the Superintendent is entitled to a defense, indemnification, or to be held harmless pursuant to this Paragraph, if the Board is advised in writing by its legal counsel of an actual or potential conflict of interest between the Board and the Superintendent which in the opinion of the Board's counsel warrants the employment of separate counsel for the Superintendent, the Board shall employ separate counsel selected by the Superintendent at the Board's expense. The Board could revoke paid legal expenses if the Superintendent is found to have acted outside the scope of employment or acted within the scope but knowingly violated established rights.

11. Requests for changes in this contract addendum must be presented in writing to both parties and finally agreed upon by both parties.

Executed this 12th day of December, 2017.

 _____ 12-12-17
Superintendent
South Adams Schools

 _____ 12-12-17
School Board President
South Adams Schools

 _____ 12-12-17
School Board Secretary
South Adams Schools

Summary of the Agreement between South Adams Schools Board of Trustees Employing Jason Arnold as
Athletic Director
Effective July 1, 2018 through June 30, 2019

Annual Base Salary	\$75,617
Appreciation Grant	\$284
(If South Adams Schools receives a teacher appreciation grant from the IDOE, the administrator is eligible to be paid a one-time stipend at the Board's discretion.)	
Annual Board Contribution to Group Health Insurance Premium*	\$19,584
(The school board pays \$15,021 of the premium for teachers on a family plan and \$5,984 of the premium for teachers on a single plan.)	
The "Total Salary" on the Regular Teacher Contract	\$95,201
The "Total Salary" on the Regular Teacher Contract for administrators is the sum of the annual base salary and the school board's contribution for health insurance. With each pay, the cost of the health insurance premium is deducted from the administrator's check.	
Employer Social Security Contribution	\$5,806
Annual LTD Premium*	\$296
(As for all full-time school employees, the school board pays the entire premium at the rate of 0.39% of the annual basic salary.)	
Annual Term Life Premium (\$50,000 Death Benefit)*	\$65
(As for all full-time school employees, the school board pays the entire life insurance premium except for \$1.00.)	
Annual Contribution to 401(a) Plan.....	\$1,134
(As for all full-time school employees, the school board contributes 1.5% of the annual basic salary to the employees 401(a) plan.)	
Annual Contribution to the Indiana State Teacher Retirement Fund	\$10,026
(As for all full-time school certificated employees/teacher & administrators, the school board makes a 3% or a 10.5% contribution, depending on when they enrolled in the TRF – 3% or 10.5% of the annual basic salary for teachers and 3% or 10.5% of the sum of the annual basic salary plus health insurance premium for administrators).	
Annual Auto Allowance	None
(As for all full-time school employees, a school vehicle is provided for school business travel or mileage is reimbursed.)	
Annual Technology Allowance	\$360
(A monthly reimbursement is determined each year by the school board to pay for school calls made with the administrator's personal cell phone. A school laptop computer is provided for school business.)	
Annual Board Contribution to Dental & Vision Insurance Premium*	None
Annual 403(b) Plan Contribution	None
Total of Listed Contract Provisions	\$113,173

*Indicates that the Board contribution may be adjusted if the carrier increases the premium for same level of coverage.

Agreement Length: The Agreement extends through June 30, 2019. However, the Agreement can be canceled by the Board for the same list of reasons applicable to cancelation of the contract of an “established teacher” found in IC 20-28-7.5-1(e). The Administrator can cancel the Agreement by giving written notice of resignation.

Working Days: The Agreement calls for 220 working days in each school year. Ten to twelve leave days are provided for illness and personal business based on experience at South Adams per the Master Teacher Contract.

Added Basic Salary Rather Than Reimbursement for Expenses: The Board’s contribution for group health insurance will be paid as “additional basic salary” for the benefit of the Administrator when his/her 20 highest calendar quarters are used to compute his/her ISTRF retirement benefit. This approach has been reviewed with ISTRF and is an accepted practice from their perspective. While the benefit to the Administrator planning to retire within 5 years may be substantial in comparison to the cost to the Board, the decision to employ this strategy does result in some additional expenses to the Board-employer because, as compared to reimbursed business expenses, the dollars paid as added basic salary are subject to added ISTRF contributions and employer FICA/Medicare.

Evaluation: The Administrator will be evaluated by his/her supervisor and rated using the same categories applied to teachers: “highly effective,” “effective,” “improvement necessary,” or “ineffective.” Like any certificated employee, salary changes will be based upon performance.

Increases: The Board reviews the Administrator’s salary and benefits annually and may approve changes in base salary, contributions, or allowances at that time. Further, the Board determines what amount, if any, should be awarded under the performance-based pay provisions of the contract.

A copy of the Administrator’s contract follows this summary.

REGULAR TEACHER CONTRACT

Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract for the employment of teachers pursuant to Ind. Code 20-28-6-4(b)

This regular teacher contract ("Contract") is by and between the governing body of the SOUTH ADAMS SCHOOLS ("Corporation") and JASON ARNOLD ("Teacher"). JASON ARNOLD 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 07/01/2018, and ending on 06/30/2019. 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 220.00 days. Ind. Code 20-28-6-2(a)(3)(B)
3. The number of hours per day the Teacher is expected to work under this Contract is 7.5. 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 \$95,201.00 during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in 26 installments on a Bi-weekly basis. Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)
6. This Contract may be cancelled 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 public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this 1st day of July 2018.

Teacher 

School Corporation by:

 _____

President 

Attested:

Superintendent

Secretary

First of two-year Contract.

Summary of the Agreement between South Adams Schools Board of Trustees
Employing Trent Lehman as High School Principal
Effective July 1, 2018 through June 30, 2019

Annual Base Salary.....	\$91,317
Appreciation Grant.....	\$355
(If South Adams Schools receives a teacher appreciation grant from the IDOE, the administrator is eligible to be paid a one-time stipend at the Board’s discretion.)	
Annual Board Contribution to Group Health Insurance Premium*	\$19,584
(The school board pays \$15,021 of the premium for teachers on a family plan and \$5,984 of the premium for teachers on a single plan.)	
The “Total Salary” on the Regular Teacher Contract	\$110,901
The “Total Salary” on the Regular Teacher Contract for administrators is the sum of the annual base salary and the school board’s contribution for health insurance. With each pay, the cost of the health insurance premium is deducted from the administrator’s check.	
Employer Social Security Contribution	\$7,013
Annual LTD Premium*	\$358
(As for all full-time school employees, the school board pays the entire premium at the rate of 0.39% of the annual basic salary.)	
Annual Term Life Premium (\$50,000 Death Benefit)*	\$65
(As for all full-time school employees, the school board pays the entire life insurance premium except for \$1.00.)	
Annual Contribution to 401(a) Plan.....	\$1,370
(As for all full-time school employees, the school board contributes 1.5% of the annual basic salary to the employees 401(a) plan.)	
Annual Contribution to the Indiana State Teacher Retirement Fund	\$11,682
(As for all full-time school certificated employees/teacher & administrators, the school board makes a 3% or a 10.5% contribution, depending on when they enrolled in the TRF – 3% or 10.5% of the annual basic salary for teachers and 3% or 10.5% of the sum of the annual basic salary plus health insurance premium for administrators).	
Annual Auto Allowance	None
(As for all full-time school employees, a school vehicle is provided for school business travel or mileage is reimbursed.)	
Annual Technology Allowance	\$360
(A monthly reimbursement is determined each year by the school board to pay for school calls made with the administrator’s personal cell phone. A school laptop computer is provided for school business.)	
Annual Board Contribution to Dental & Vision Insurance Premium*	None
Annual 403(b) Plan Contribution	None
Total of Listed Contract Provisions	\$132,103

*Indicates that the Board contribution may be adjusted if the carrier increases the premium for same level of coverage.

Agreement Length: The Agreement extends through June 30, 2019. However, the Agreement can be canceled by the Board for the same list of reasons applicable to cancellation of the contract of an “established teacher” found in IC 20-28-7.5-1(e). The Administrator can cancel the Agreement by giving written notice of resignation.

Working Days: The Agreement calls for 220 working days in each school year. Ten to twelve leave days are provided for illness and personal business based on experience at South Adams per the Master Teacher Contract.

Added Basic Salary Rather Than Reimbursement for Expenses: The Board’s contribution for group health insurance will be paid as “additional basic salary” for the benefit of the Administrator when his/her 20 highest calendar quarters are used to compute his/her ISTRF retirement benefit. This approach has been reviewed with ISTRF and is an accepted practice from their perspective. While the benefit to the Administrator planning to retire within 5 years may be substantial in comparison to the cost to the Board, the decision to employ this strategy does result in some additional expenses to the Board-employer because, as compared to reimbursed business expenses, the dollars paid as added basic salary are subject to added ISTRF contributions and employer FICA/Medicare.

Evaluation: The Administrator will be evaluated by his/her supervisor and rated using the same categories applied to teachers: “highly effective,” “effective,” “improvement necessary,” or “ineffective.” Like any certificated employee, salary changes will be based upon performance.

Increases: The Board reviews the Administrator’s salary and benefits annually and may approve changes in base salary, contributions, or allowances at that time. Further, the Board determines what amount, if any, should be awarded under the performance-based pay provisions of the contract.

A copy of the Administrator’s contract follows this summary.

Summary of the Agreement between South Adams Schools Board of Trustees Employing Joseph Meyer
as Curriculum Director
Effective July 1, 2018 through June 30, 2019

Annual Base Salary.....	\$80,670
Appreciation Grant	\$355
(If South Adams Schools receives a teacher appreciation grant from the IDOE, the administrator is eligible to be paid a one-time stipend at the Board's discretion.)	
Annual Board Contribution to Group Health Insurance Premium*.....	\$19,584
(The school board pays \$15,021 of the premium for teachers on a family plan and \$5,984 of the premium for teachers on a single plan.)	
"Total Salary" on the Regular Teacher Contract	\$100,254
The "Total Salary" on the Regular Teacher Contract for administrators is the sum of the annual base salary and the school board's contribution for health insurance. With each pay, the cost of the health insurance premium is deducted from the administrator's check.	
Employer Social Security Contribution	\$6,198
Annual LTD Premium*	\$316
(As for all full-time school employees, the school board pays the entire premium at the rate of 0.39% of the annual base salary.)	
Annual Term Life Premium (\$50,000 Death Benefit)*.....	\$65
(As for all full-time school employees, the school board pays the entire life insurance premium except for \$1.00.)	
Annual Contribution to 401(a) Plan.....	\$1,210
(As for all full-time school employees, the school board contributes 1.5% of the annual base salary to the employees 401(a) plan.)	
Annual Contribution to the Indiana State Teacher Retirement Fund.....	\$10,564
(As for all full-time school certificated employees/teacher & administrators, the school board makes a 3% or a 10.5% contribution, depending on when they enrolled in the TRF - 3% or 10.5% of the annual base salary for teachers and 3% or 10.5% of the sum of the annual base salary plus health insurance premium for administrators).	
Annual Auto Allowance	None
(As for all full-time school employees, a school vehicle is provided for school business travel or mileage is reimbursed.)	
Annual Technology Allowance.....	\$360
(A monthly reimbursement is determined each year by the school board to pay for school calls made with the administrator's personal cell phone. A school laptop computer is provided for school business.)	
Annual Board Contribution to Dental & Vision Insurance Premium*	None
Annual 403(b) Plan Contribution	None
Total of Listed Contract Provisions	\$119,322

*Indicates that the Board contribution may be adjusted if the carrier increases the premium for same level of coverage.

Agreement Length: The Agreement extends through June 30, 2019. However, the Agreement can be canceled by the Board for the same list of reasons applicable to cancelation of the contract of an "established teacher" found in IC 20-28-7.5-1(e). The Administrator can cancel the Agreement by giving written notice of resignation.

Working Days: The Agreement calls for 220 working days in each school year. Ten to twelve leave days are provided for illness and personal business based on experience per the Master Teacher Contract.

Added Base Salary Rather Than Reimbursement for Expenses: The Board's contribution for group health insurance will be paid as "additional base salary" for the benefit of the administrator when his 20 highest calendar quarters are used to compute his ISTRF retirement benefit. This approach has been reviewed with ISTRF and is an accepted practice from their perspective. While the benefit to the administrator planning to retire within 5 years may be substantial in comparison to the cost to the Board, the decision to employ this strategy does result in some additional expenses to the Board-employer because, as compared to reimbursed business expenses, the dollars paid as added base salary are subject to added ISTRF contributions and employer FICA/Medicare.

Evaluation: The administrator will be evaluated and rated using the same categories applied to teachers and other administrators: "highly effective," "effective," "improvement necessary," or "ineffective." Like any certificated employee, salary changes will be based upon performance.

Increases: The Board reviews the Administrator's salary and benefits annually and may approve changes in base salary, contributions, or allowances at that time. Further, the Board determines what amount, if any, should be awarded under the performance-based pay provisions of the contract.

REGULAR TEACHER CONTRACT

Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract for the employment of teachers pursuant to Ind. Code 20-28-6-4(b)

This regular teacher contract ("Contract") is by and between the governing body of the SOUTH ADAMS SCHOOLS ("Corporation") and JOSEPH R MEYER ("Teacher"). JOSEPH R MEYER 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 07/01/2018, and ending on 06/30/2019. 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 220.00 days. Ind. Code 20-28-6-2(a)(3)(B)
3. The number of hours per day the Teacher is expected to work under this Contract is 7.5. 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 \$100,254.00 during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in 26 installments on a Bi-weekly basis. Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)
6. This Contract may be cancelled 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 public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this 1st day of July 2018.

Teacher

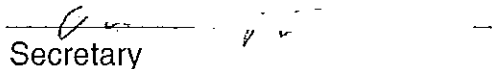


School Corporation by:


President

Attested:

Superintendent


Secretary

First of two-year Contract.

Summary of the Agreement between South Adams Schools Board of Trustees Employing Shellie Miller as
Elementary School Principal
Effective July 1, 2018 through June 30, 2019

Annual Base Salary	\$84,317
School Performance Award	\$355
(If South Adams Schools receives a teacher appreciation grant from the IDOE, the administrator is eligible to be paid a one-time stipend at the Board's discretion.)	
Annual Board Contribution to Group Health Insurance Premium*	\$19,584
(The school board pays \$15,021 of the premium for teachers on a family plan and \$5,984 of the premium for teachers on a single plan.)	
The "Total Salary" on the Regular Teacher Contract	\$103,901
The "Total Salary" on the Regular Teacher Contract for administrators is the sum of the annual base salary and the school board's contribution for health insurance. With each pay, the cost of the health insurance premium is deducted from the administrator's check.	
Employer Social Security Contribution	\$6,477
Annual LTD Premium*	\$330
(As for all full-time school employees, the school board pays the entire premium at the rate of 0.39% of the annual basic salary.)	
Annual Term Life Premium (\$50,000 Death Benefit)*	\$65
(As for all full-time school employees, the school board pays the entire life insurance premium except for \$1.00.)	
Annual Contribution to 401(a) Plan.....	\$1,265
(As for all full-time school employees, the school board contributes 1.5% of the annual basic salary to the employees 401(a) plan.)	
Annual Contribution to the Indiana State Teacher Retirement Fund	\$10,947
(As for all full-time school certificated employees/teacher & administrators, the school board makes a 3% or a 10.5% contribution, depending on when they enrolled in the TRF – 3% or 10.5% of the annual basic salary for teachers and 3% or 10.5% of the sum of the annual basic salary plus health insurance premium for administrators).	
Annual Auto Allowance	None
(As for all full-time school employees, a school vehicle is provided for school business travel or mileage is reimbursed.)	
Annual Technology Allowance	\$360
(A monthly reimbursement is determined each year by the school board to pay for school calls made with the administrator's personal cell phone. A school laptop computer is provided for school business.)	
Annual Board Contribution to Dental & Vision Insurance Premium*	None
Annual 403(b) Plan Contribution	None
Total of Listed Contract Provisions	\$123,700

*Indicates that the Board contribution may be adjusted if the carrier increases the premium for same level of coverage.

Agreement Length: The Agreement extends through June 30, 2019. However, the Agreement can be canceled by the Board for the same list of reasons applicable to cancelation of the contract of an “established teacher” found in IC 20-28-7.5-1(e). The Administrator can cancel the Agreement by giving written notice of resignation.

Working Days: The Agreement calls for 220 working days in each school year. Ten to twelve leave days are provided for illness and personal business based on experience at South Adams per the Master Teacher Contract.

Added Basic Salary Rather Than Reimbursement for Expenses: The Board’s contribution for group health insurance will be paid as “additional basic salary” for the benefit of the Administrator when his/her 20 highest calendar quarters are used to compute his/her ISTRF retirement benefit. This approach has been reviewed with ISTRF and is an accepted practice from their perspective. While the benefit to the Administrator planning to retire within 5 years may be substantial in comparison to the cost to the Board, the decision to employ this strategy does result in some additional expenses to the Board-employer because, as compared to reimbursed business expenses, the dollars paid as added basic salary are subject to added ISTRF contributions and employer FICA/Medicare.

Evaluation: The Administrator will be evaluated by his/her supervisor and rated using the same categories applied to teachers: “highly effective,” “effective,” “improvement necessary,” or “ineffective.” Like any certificated employee, salary changes will be based upon performance.

Increases: The Board reviews the Administrator’s salary and benefits annually and may approve changes in base salary, contributions, or allowances at that time. Further, the Board determines what amount, if any, should be awarded under the performance-based pay provisions of the contract.

A copy of the Administrator’s contract follows this summary.

REGULAR TEACHER CONTRACT

Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract for the employment of teachers pursuant to Ind. Code 20-28-6-4(b)

This regular teacher contract ("Contract") is by and between the governing body of the SOUTH ADAMS SCHOOLS ("Corporation") and SHELLIE R MILLER ("Teacher"). SHELLIE R MILLER 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 07/01/2018, and ending on 06/30/2019. 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 220.00 days. Ind. Code 20-28-6-2(a)(3)(B)
3. The number of hours per day the Teacher is expected to work under this Contract is 7.5. 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 \$103,901.00 during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in 26 installments on a Bi-weekly basis. Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)
6. This Contract may be cancelled 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 public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this 1st day of July 2018.

Teacher

School Corporation by:

President

Attested:

Superintendent

Secretary

First of two-year Contract.

Summary of the Agreement between South Adams Schools Board of Trustees Employing Jeff Rich as Middle School Principal
Effective July 1, 2018 through June 30, 2019

Annual Base Salary	\$84,317
School Performance Award	\$355
(If South Adams Schools receives a teacher appreciation grant from the IDOE, the administrator is eligible to be paid a one-time stipend at the Board's discretion.)	
Annual Board Contribution to Group Health Insurance Premium*	\$19,584
(The school board pays \$15,021 of the premium for teachers on a family plan and \$5,984 of the premium for teachers on a single plan.)	
The "Total Salary" on the Regular Teacher Contract	\$103,901
The "Total Salary" on the Regular Teacher Contract for administrators is the sum of the annual base salary and the school board's contribution for health insurance. With each pay, the cost of the health insurance premium is deducted from the administrator's check.	
Employer Social Security Contribution	\$6,477
Annual LTD Premium*	\$330
(As for all full-time school employees, the school board pays the entire premium at the rate of 0.39% of the annual basic salary.)	
Annual Term Life Premium (\$50,000 Death Benefit)*	\$65
(As for all full-time school employees, the school board pays the entire life insurance premium except for \$1.00.)	
Annual Contribution to 401(a) Plan	\$1,265
(As for all full-time school employees, the school board contributes 1.5% of the annual basic salary to the employees 401(a) plan.)	
Annual Contribution to the Indiana State Teacher Retirement Fund	\$3,128
(As for all full-time school certificated employees/teacher & administrators, the school board makes a 3% or a 10.5% contribution, depending on when they enrolled in the TRF – 3% or 10.5% of the annual basic salary for teachers and 3% or 10.5% of the sum of the annual basic salary plus health insurance premium for administrators).	
Annual Auto Allowance	None
(As for all full-time school employees, a school vehicle is provided for school business travel or mileage is reimbursed.)	
Annual Technology Allowance	\$360
(A monthly reimbursement is determined each year by the school board to pay for school calls made with the administrator's personal cell phone. A school laptop computer is provided for school business.)	
Annual Board Contribution to Dental & Vision Insurance Premium*	None
Annual 403(b) Plan Contribution	None
Total of Listed Contract Provisions	\$115,881

*Indicates that the Board contribution may be adjusted if the carrier increases the premium for same level of coverage.

Agreement Length: The Agreement extends through June 30, 2019. However, the Agreement can be canceled by the Board for the same list of reasons applicable to cancelation of the contract of an "established teacher" found in IC 20-28-7.5-1(e). The Administrator can cancel the Agreement by giving written notice of resignation.

Working Days: The Agreement calls for 220 working days in each school year. Ten to twelve leave days are provided for illness and personal business based on experience at South Adams per the Master Teacher Contract.

Added Basic Salary Rather Than Reimbursement for Expenses: The Board's contribution for group health insurance will be paid as "additional basic salary" for the benefit of the Administrator when his/her 20 highest calendar quarters are used to compute his/her ISTRF retirement benefit. This approach has been reviewed with ISTRF and is an accepted practice from their perspective. While the benefit to the Administrator planning to retire within 5 years may be substantial in comparison to the cost to the Board, the decision to employ this strategy does result in some additional expenses to the Board-employer because, as compared to reimbursed business expenses, the dollars paid as added basic salary are subject to added ISTRF contributions and employer FICA/Medicare.

Evaluation: The Administrator will be evaluated by his/her supervisor and rated using the same categories applied to teachers: "highly effective," "effective," "improvement necessary," or "ineffective." Like any certificated employee, salary changes will be based upon performance.

Increases: The Board reviews the Administrator's salary and benefits annually and may approve changes in base salary, contributions, or allowances at that time. Further, the Board determines what amount, if any, should be awarded under the performance-based pay provisions of the contract.

A copy of the Administrator's contract follows this summary.

REGULAR TEACHER CONTRACT

Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract for the employment of teachers pursuant to Ind. Code 20-28-6-4(b)

This regular teacher contract ("Contract") is by and between the governing body of the SOUTH ADAMS SCHOOLS ("Corporation") and JEFFREY S RICH ("Teacher"). JEFFREY S RICH 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 07/01/2018, and ending on 06/30/2019. 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 220.00 days. Ind. Code 20-28-6-2(a)(3)(B)
3. The number of hours per day the Teacher is expected to work under this Contract is 7.5. 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 \$103,901.00 during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in 26 installments on a Bi-weekly basis. Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)
6. This Contract may be cancelled 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 public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this 1st day of July 2018.

Teacher

School Corporation by:

President

Attested:

Superintendent

Secretary

1st of two-year Contract.