

**CENTER GROVE COMMUNITY
SCHOOL CORPORATION ADDENDUM TO THE
SUPERINTENDENT OF SCHOOLS BASIC REGULAR TEACHER CONTRACT**

The Board of School Trustees of the Center Grove Community School Corporation (the “Board”) and Dr. William Long (the “Superintendent”), based on the mutual interest of the Center Grove Community School Corporation (the “School Corporation”) and of the Superintendent, to more completely and precisely define the employment relationship of the Superintendent with the School Corporation and the Board, agree to this Addendum to the Superintendent of Schools Basic Regular Teacher Contract (the “Addendum”) as follows:

1. Annual Base Salary, Stipends and Contract Term. The School Corporation agrees to employ Dr. William Long as the Superintendent of Schools for the term of this Addendum from July 1, 2024 through June 30, 2026. Effective July 1, 2024, the School Corporation agrees to pay the Superintendent annual compensation of Two Hundred Fifteen Thousand Dollars (\$215,000.00), which compensation will be increased by the Board in the Board’s sole discretion in accordance with the terms of this Addendum. If other Level A administrators in the same performance evaluation category as the Superintendent receive a base salary and/or one-time stipend increase in any contract year, then the Superintendent will be granted the same increase.

2. 403(b) and 401(a) Plans. Effective July 1, 2024, the Board will pay to the Superintendent during the contract term the amounts set forth below, which at the Superintendent’s election he may use to make salary reduction contributions to a 403(b) plan and/or a 401(a) plan (hereinafter referred to as a “Salary Reduction Payment”) or receive as additional wages.

2024 Calendar Year: A total payment of \$20,000, which the Superintendent is electing to deposit into his annuity plans as follows:

\$10,500 – 403(b)
\$9,500 – 401(a)

2025 Calendar Year: A total payment of \$40,000, which the Superintendent is electing to deposit into his annuity plans as follows:

\$30,500 – 403(b)
\$9,500 – 401(a)

2026 Calendar Year: A total payment of \$20,000, which the Superintendent is electing to pay into his 403(b) plan.

The Superintendent will be immediately vested in all contributions made to the 403(b) plan.

3. Health, Dental and Vision Insurance and Long Term Disability Insurance. The Superintendent may participate in the School Corporation's health, dental and vision insurance plans and long term disability insurance plan under the same terms and conditions applicable to all other Level A administrators in the School Corporation.

4. Contracted Work Days. The Superintendent agrees to work 260 days in each twelve-month period between July 1 and June 30 in each contract year of this Addendum.

5. Term Life Insurance. The School Corporation agrees to provide the Superintendent a term life insurance policy with a face value that is not less than \$450,000.00 but not more than \$500,000.00. The Superintendent shall contribute \$1.00 annually toward the cost of the premium for such term life insurance.

6. Additional Fringe Benefits. The Superintendent shall receive all other fringe benefits provided to all other Level A administrators employed by the School Corporation.

7. Personal Leave Days, Sick Leave Days, Holidays, and Funeral Leave Days. In each contract year, the Superintendent shall be granted paid personal leave days, sick leave days, holidays, and funeral leave days, all in accordance with the School Corporation's Administrative Benefits Statement applicable to Level A administrators.

8. Dues/Membership Fees for Professional Organizations. Upon pre-approval by the Board, the Board will pay on behalf of the Superintendent the cost of membership and participation in professional organizations.

9. State and National Conferences. The Board agrees to pay all reasonable expenses (which is determined in the sole discretion of the Board) for the Superintendent to attend state and national conferences to enhance his professional skills and knowledge, provided the Superintendent receives advance approval from the Board to attend such conference(s). All expenses will be submitted by the Superintendent in accordance with the Center Grove Community School Corporation Travel Guidelines.

10. Job Duties of the Superintendent. The Superintendent is responsible for and shall perform those functions as specified in the job description for the position for which the Superintendent is hereby employed, as such may be amended from time to time by the Board. The Superintendent shall be responsible to, and shall be subject to, the direct supervision and evaluation of the Board. The Superintendent is also responsible for complying with all directives of the Board which are authorized by official Board action. In addition, the Superintendent shall, during the term of this Addendum, hold and maintain such state licenses and certifications as may be applicable or required, and shall devote his full working time to the performance of his duties as Superintendent. If the Superintendent desires to engage in outside employment or consulting, then he agrees he will not do so without obtaining prior Board approval.

11. Evaluation of the Superintendent. The Board will review the Superintendent's performance no less than twice each contract year, with one evaluation being a verbal review and one evaluation being a written review.

12. Automobile and Mileage Allowance. The Board agrees to pay an allowance in the sum of \$12,000.00 during each contract year of this Addendum for automobile and mileage expenses. The Superintendent agrees he will not submit any claims for reimbursement for automobile or mileage expenditures.

13. Contract Cancellation/Non-Renewal. The parties agree that the Superintendent's employment may be terminated in accordance with Indiana law, including the relevant procedures set forth in Indiana Code 20-28-7.5 et seq. and Indiana Code 20-28-8 et seq., as may be amended from time to time.

In addition, the Board may elect in its sole discretion to terminate the Superintendent's complete employment without cause by giving the Superintendent not less than a six (6) month advance written notice; provided, however, that such termination without cause must be approved by a super majority vote of the Board taken at a public meeting. For purposes of this provision, a super majority vote of the Board requires at least four (4) of the five (5) Board members to vote in favor in terminating the Superintendent's complete employment without cause. If the Board elects to terminate the Superintendent's complete employment without cause pursuant to this provision, no compensation or benefits which accrue subsequent to the six (6) month anniversary of the date such written notice is given shall be owed to the Superintendent.

14. Indemnification. The Board shall defend, hold harmless, and indemnify the Superintendent from any and all demands, claims, suits, actions or legal proceedings brought against him, either in his official capacity as agent or employee of the Board or in his individual capacity, provided the incident arose while he was acting within the scope of his employment with the Board. All actions, choices and decisions made, which are customarily and usually considered within the authority and responsibility of an Indiana public school superintendent, or which were made under apparent authority of statute or applicable common law or were specifically or impliedly authorized by the Board, shall be considered within the scope of employment for purposes of this provision.

15. Severability. The Superintendent and the Board stipulate and agree that all clauses and provisions of this Addendum are distinct and severable, and the Superintendent and Board understand, and it is their intent, that in the event this Addendum is ever held to be invalid or unenforceable (in whole or in part) as to any particular provision herein, all other provisions shall remain fully valid and enforceable.

16. Non-waiver. The waiver by the Parties, or either of them, of a breach of any provision of this Addendum shall not operate or be construed as a waiver of any

subsequent breach. No waiver shall be valid unless in writing and signed by the School Board (after approval in a public meeting) and the Superintendent.

17. Entire Addendum. The Superintendent Contracts constitute the complete Addendum between the Parties with regard to the subject matter addressed herein, shall supersede any and all previous Addendums and/or commitments, whether oral or written, between the Parties and shall not be amended or modified absent an Addendum signed by both Parties. The Parties further agree that no verbal or other statements, discussions, or impressions, other than those provisions contained in the Superintendent Contracts, have been relied upon by either party in executing this Addendum.

18. INPRS Reporting. It is intended that to the extent permitted by law, the Base Salary Amount, Elective Contributions, and taxable portion of the Automobile allowance, all as described above, shall be: (i) included in Superintendent's "annual compensation" as defined in Indiana Code 5-10.2-4-3(c), (ii) used to determine the "average of annual compensation" as defined in Indiana Code 5-10.2-4-3(c), and iii) otherwise reported to the Indiana State Teachers Retirement Fund as compensation for purposes of calculating Superintendent's retirement benefit.

This Addendum to the Superintendent of Schools Basic Regular Teacher Contract is agreed upon and entered into this _____ day of _____, 2024.

SUPERINTENDENT

THE BOARD OF CENTER GROVE
COMMUNITY SCHOOL
CORPORATION

Dr. William Long

President

Vice President

Secretary

Member

Member