

**ADDENDUM TO THE REGULAR TEACHER'S CONTRACT  
OF  
Steve Baker**

The Board of School Trustees of the Bluffton-Harrison Metropolitan School District (hereinafter the "Corporation") offers the following provisions to become a part of the Regular Teacher's Contract of Steve Baker (hereinafter "the Administrator"). The assignment will be: Principal of Bluffton High School.

1. **Term:** The Regular Teacher Contract shall be for a period of two (2) years, beginning July 1, 2024, and ending June 30, 2026.
2. **Salary:** For the school year beginning July 1, 2024, and ending June 30, 2025 , a salary of \$124,102.00 will be paid for services rendered. Services will be performed for two hundred thirty (230) days. One hundred eighty five (185) of those days will correspond to teachers' days as scheduled on the school year calendar approved by the Board. With the exception that ten (10) days may be reported for essential activities performed during school year student vacation periods. The remaining thirty-six (36) days will be divided in such a way as to allow for required activities before or after the school year. At least one week should be scheduled before and after the school year. Payment for services will be made in 26 pay periods beginning with the first payroll after July 1, 2024. Certification of work days must be provided to the Superintendent by July 1, 2025 .

Salary considerations for the second year of this contract will be made within thirty (30) days of the administrator's final summative evaluation rating.

3. **Teacher's Retirement Fund Contribution:** The Corporation shall pay the Administrator's share of the Indiana Teacher Retirement Fund contribution.
4. **Group Health Insurance:** The Corporation shall pay the premium for the major medical insurance plan (single or family) for the Administrator, his/her spouse and the dependent members of his/her immediate family, in accordance with the major medical insurance plan provided to certificated members of the professional staff. The maximum amount of this benefit will be the cost of the premium less One Dollar (\$1.00).
5. **Health Savings Account:** Each year the Corporation shall deposit into the Administrator's health savings account an amount equal to the difference in the Corporation premium costs for the Administrator for the PPO (single or family) insurance plan and the Administrator elected High Deductible (single or family) health insurance plan. Such payment shall be made in one lump sum no later than January 31 of each year. The Administrator shall vest immediately as to the deposits made by the Corporation into the health savings account. To qualify to receive the Administrator's health savings account contribution the Administrator must be enrolled in a qualified high-deductible health plan for the calendar year in which the health savings account contribution is transacted. The deposit into the Administrator's health savings account shall not exceed an amount equal to the IRS maximum allowable contribution.
6. **Group Term Life and A.D. & D. Insurance:** The administrator shall be enrolled in the Corporation's Group Term Life and A. D. & D. Insurance Plan and the Corporation shall pay all but One Dollar (\$1.00) of the premium of a \$60,000 life insurance plan. (The Administrator is responsible for payment of taxes on premiums as required in Section 89J of the IRS Code.)
7. **Long-Term Disability Insurance:** The Corporation shall pay all but One Dollar (\$1.00) of a Long-Term Disability Insurance which will provide a benefit of Sixty-Six and Two-Thirds Percent (66-2.3%) of the contracted salary.
8. **Sick Leave:** The Corporation shall provide Seven (7) sick leave days each year of employment with unused sick days accumulating to a maximum of One Hundred Eighty-Five (185).
9. **General Purpose Leave:** The Corporation shall provide Seven (7) General Purpose days each year of employment with any unused GPL Days accumulating as sick leave with the 185 maximum sick day balance still in effect.
10. **Physical Examination:** The Corporation shall provide a biennial physical examination which the Administrator shall be required to undergo. Any costs in excess of health insurance coverage will be paid by the Corporation. The Corporation reserves the right to determine the provider and the scope of services.
11. **Severance:** If the employee terminates employment, i.e., resigns, retires, or dies, after completing ten (10) years of continuous service with the Bluffton Harrison Metropolitan School District, he, or his named beneficiary, or his estate, in the absence of a named beneficiary, will receive the following severance benefits:
  - a. Each year following the formation of the District's 401(a) Plan, an amount equal to 2.00% of the Administrator's base salary will be deposited in the administrator's 401(a) Plan account. Such payment will be made quarterly or on a more frequent basis depending on the requirements of the 401(a) Plan Administrator.

- b. If the administrator terminates employment after age fifty five (55) and after ten (10) years of consecutive service as an administrator with the Bluffton Harrison Metropolitan School District, the Board shall pay \$20,000 to the employee's health reimbursement arrangement account.

12. **Cellular Telephone:** The Corporation shall reimburse the Administrator for his/her business use of the Administrator's personal cell phone at the rate of \$30.00 per pay.

13. **Previous Addenda Superseded:** This addendum supersedes any previously signed agreement.

Attested to by a majority of members of the Board of School Trustees of the Bluffton Harrison Metropolitan School District on this, the 17th day of June, 2024.

[Signature]  
Board Member

[Signature]  
Board Member

Board Member

Approved: [Signature]  
Employee

Beneficiary: [Signature]  
Name

Approved by: [Signature]  
Employee

Witnessed by: [Signature]  
Superintendent

[Signature]  
Board Member

[Signature]  
Board Member

[Signature]  
Superintendent

[Signature]  
Relationship

6/20/24  
Date

6/20/24  
Date



**ADDENDUM TO THE REGULAR TEACHER'S CONTRACT  
OF  
Celeste Lewis**

The Board of School Trustees of the Bluffton-Harrison Metropolitan School District (hereinafter the "Corporation") offers the following provisions to become a part of the Regular Teacher's Contract of Celeste Lewis (hereinafter "the Administrator"). The assignment will be: Director of Area 18 Career and Technical Education.

1. **Term:** The Regular Teacher Contract shall be for a period of two (2) years, beginning July 1, 2024, and ending June 30, 2026.
2. **Salary:** For the school year beginning July 1, 2024, and ending June 30, 2025, a salary of \$102,816.00 will be paid for services rendered. Services will be performed for two hundred twenty (220) days. One hundred fifty (150) of those days will correspond to teachers' days as scheduled on the school year calendar approved by the Board unless pre-approved by the Superintendent. The remaining seventy (70) days will be divided in such a way as to allow for required activities before or after the school year. At least one week should be scheduled before and after the school year. The minimum work day will be eight (8) hours in length and begin no later than 8:30 a.m. The Administrator must maintain an electronic public calendar with a detailed listing of a daily schedule including the primary point of contact and nature of each meeting attended and including start/end times for each day. Following Superintendent approval, the Administrator may opt to complete duties remotely. Payment for services will be made in 26 pay periods beginning with the first payroll after July 1, 2024. Certification of work days must be provided to the Superintendent by July 1 of each contract year.

Salary considerations for the second year of this contract will be made within thirty (30) days of the Administrator's final summative evaluation rating.

3. **Renewal:** Contract renewal will be subject to, but not limited to, the Administrator's performance evaluation as well as the attainment of a valid Director of Career and Technical Education license as prescribed by the Indiana Department of Education.
4. **Teacher's Retirement Fund Contribution:** The Corporation shall pay the Administrator's share of the Indiana Teacher Retirement Fund contribution.
5. **Group Health Insurance:** The Corporation shall pay the premium for the major medical insurance plan (single or family) for the Administrator, his/her spouse and the dependent members of his/her immediate family, in accordance with the major medical insurance plan provided to certificated members of the professional staff. The maximum amount of this benefit will be the cost of the premium less One Dollar (\$1.00).
6. **Health Savings Account:** Each year the Corporation shall deposit into the Administrator's health savings account an amount equal to the difference in the Corporation premium costs for the Administrator for the PPO (single or family) insurance plan and the Administrator elected High Deductible (single or family) health insurance plan. Such payment shall be made in one lump sum no later than January 31 of each year. The Administrator shall vest immediately as to the deposits made by the Corporation into the health savings account. To qualify to receive the Administrator's health savings account contribution the Administrator must be enrolled in a qualified high-deductible health plan for the calendar year in which the health savings account contribution is transacted. The deposit into the Administrator's health savings account shall not exceed an amount equal to the IRS maximum allowable contribution.
7. **Group Term Life and A.D. & D. Insurance:** The administrator shall be enrolled in the Corporation's Group Term Life and A. D. & D. Insurance Plan and the Corporation shall pay all but One Dollar (\$1.00) of the premium of a \$50,000 life insurance plan. (The Administrator is responsible for payment of taxes on premiums as required in Section 89J of the IRS Code.)
8. **Long-Term Disability Insurance:** The Corporation shall pay all but One Dollar (\$1.00) of a Long-Term Disability Insurance which will provide a benefit of Sixty-Six and Two-Thirds Percent (66-2.3%) of the contracted salary.
9. **Sick Leave:** The Corporation shall provide Seven (7) sick leave days each year of employment with unused sick days accumulating to a maximum of One Hundred Eighty-Five (185). Up to fifty (50) accumulated sick days may be transferred from your previous employer the first year with an additional ten (10) days being transferred yearly thereafter. The Administrator must complete General Leave Forms for all sick, personal, etc days taken during the 185 contracted BHMSD school days.
10. **General Purpose Leave:** The Corporation shall provide Seven (7) General Purpose days each year of employment with any unused GPL Days accumulating as sick leave with the 185 maximum sick day balance still in effect. The Administrator must complete General Leave Forms for all sick, personal, etc days taken during the 185 contracted BHMSD school days.



11. **Severance:** If the employee terminates employment, i.e., resigns, retires, or dies, after completing five (5) years of continuous service with the Bluffton Harrison Metropolitan School District, she, or her named beneficiary, or her estate, in the absence of a named beneficiary, will receive the following severance benefits:
- a. Each year following the formation of the District's 401(a) Plan, an amount equal to 3.00% of the Administrator's base salary will be deposited in the administrator's 401(a) Plan account. Such payment will be made quarterly or on a more frequent basis depending on the requirements of the 401(a) Plan Administrator.
  - b. If the administrator terminates employment after age fifty five (55) and after five (5) years of consecutive service as an administrator with the Bluffton-Harrison Metropolitan School District, the Board shall pay \$25,000 to the employee's health reimbursement arrangement account.
12. **Cellular Telephone:** The Corporation shall reimburse the Administrator for his/her business use of the Administrator's personal cell phone at the rate of \$30.00 per pay.
13. **Moving Expense Reimbursement:** The Corporation shall reimburse the Administrator for initial moving expenses to relocate for this position. The reimbursement shall not exceed \$3,000.00.
14. **Professional Development:** The Administrator will be encouraged to attend monthly and annual conferences of the Indiana Association for Career and Technical Education (IACTE). In addition, the Administrator will be encouraged to attend the annual Association for Career and Technical Education (ACTE) conference. The Administrator should complete Professional Day Forms for all conferences or activities prior to attending.
15. **Previous Addenda Superseded:** This addendum supersedes any previously signed agreement.

Attested to by a majority of members of the Area 18 Board:

Superintendent Signatures	Date
	8/7/24
	10.1.24
	10-1-24
	10-1-24
	10-1-24
	10-1-24
	10-1-24
	10/1/2024

Attested to by a majority of members of the Board of School Trustees of the Bluffton Harrison Metropolitan School District on this, the 17th day of June, 2024.

Board Member	Board Member
Board Member	Board Member
Board Member	
Approved:	
Employee	Superintendent
Beneficiary: <sup>1st</sup> Lawrence Lewis	husband
Name	Relationship
<sup>2nd</sup> Joshua Anthony	Son
Approved by:	6/18/2024
Employee	Date

Witnessed by:

BJA  
Superintendent

6/18/2024  
Date



**ADDENDUM TO THE REGULAR TEACHER'S CONTRACT  
OF  
Chad Grieser**

The Board of School Trustees of the Bluffton-Harrison Metropolitan School District (hereinafter the "Corporation") offers the following provisions to become a part of the Regular Teacher's Contract of Chad Grieser (hereinafter "the Administrator"). The assignment will be: Assistant Principal of Bluffton-Harrison Middle School.

1. **Term:** The Regular Teacher Contract shall be for a period of two (2) years, beginning July 1, 2024, and ending June 30, 2026.
2. **Salary:** For the school year beginning July 1, 2024, and ending June 30, 2025, a salary of \$76,596.00 will be paid for services rendered. Services will be performed for two hundred ten (210) days. One hundred eighty-five (185) of those days will correspond to teachers' days as scheduled on the school year calendar approved by the Board. With the exception that ten (10) days may be reported for essential activities performed during school-year student vacation periods, the remaining fifteen (15) days will be divided in such a way as to allow for work required before and after the school year. At least one week should be scheduled before and after the school year. Payment for services will be made in 26 pay periods beginning with the first payroll after July 1, 2024. Certification of work days must be provided to the Superintendent by July 1, 2025.  
  
Pending the final evaluation of the Administrator for the 2024-2025 school year, salary considerations for the second year of this contract will be a minimum of three percent (3%) increase or equivalent to the salary increase to administrators for the 2025-2026 school year.
3. **Teacher's Retirement Fund Contribution:** The Corporation shall pay the Administrator's share of the Indiana Teacher Retirement Fund contribution.
4. **Group Health Insurance:** The Corporation shall pay the premium for the major medical insurance plan (single or family) for the Administrator, his/her spouse and the dependent members of his/her immediate family, in accordance with the major medical insurance plan provided to certificated members of the professional staff. The maximum amount of this benefit will be the cost of the premium less One Dollar (\$1.00).
5. **Health Savings Account:** Each year the Corporation shall deposit into the Administrator's health savings account an amount equal to the difference in the Corporation premium costs for the Administrator for the PPO (single or family) insurance plan and the Administrator elected High Deductible (single or family) health insurance plan. Such payment shall be made in one lump sum no later than January 31 of each year or within 30 days of initial employment as an Administrator for Bluffton-Harrison MSD. The Administrator shall vest immediately as to the deposits made by the Corporation into the health savings account. To qualify to receive the Administrator's health savings account contribution the Administrator must be enrolled in a qualified high-deductible health plan for the calendar year in which the health savings account contribution is transacted. The deposit into the Administrator's health savings account shall not exceed an amount equal to the IRS maximum allowable contribution.
6. **Group Term Life and A.D. & D. Insurance:** The administrator shall be enrolled in the Corporation's Group Term Life and A. D. & D. Insurance Plan and the Corporation shall pay all but One Dollar (\$1.00) of the premium of a \$50,000 life insurance plan. (The Administrator is responsible for payment of taxes on premiums as required in Section 89J of the IRS Code.)
7. **Long-Term Disability Insurance:** The Corporation shall pay all but One Dollar (\$1.00) of a Long-Term Disability Insurance which will provide a benefit of Sixty-Six and Two-Thirds Percent (66-2.3%) of the contracted salary.
8. **Sick Leave:** The Corporation shall provide Six (6) sick leave days each year of employment with unused sick days accumulating to a maximum of One Hundred Eighty-Five (185). Sick leave days may only be used on teacher contracted days. Special consideration to authorize the use of sick leave days other than on teacher contracted days may be granted by the Superintendent for extenuating circumstances.
9. **General Purpose Leave:** The Corporation shall provide Six (6) General Purpose days each year of employment with any unused GPL Days accumulating as sick leave with the 185 maximum sick day balance still in effect. GPL days may only be used on teacher contracted days. Special consideration to authorize the use of GPL days other than on teacher contracted days may be granted by the Superintendent for extenuating circumstances.
10. **Severance:** If the Administrator terminates employment, i.e., resigns, retires, or dies, after completing ten (10) years of continuous service with the Bluffton Harrison Metropolitan School District, he/she, or his/her named beneficiary, or his/her estate, in the absence of a named beneficiary, will receive the following severance benefits:

- a. Each year following the formation of the District's 401(a) Plan, an amount equal to 2.0% of the Administrator's base salary will be deposited in the administrator's 401(a) Plan account. Such payment will be made quarterly or on a more frequent basis depending on the requirements of the 401(a) Plan Administrator.
- b. If the administrator terminates employment after age fifty five (55) and after ten (10) years of consecutive service as an administrator with the Bluffton Harrison Metropolitan School District, the Board shall pay \$15,000 to the employee's health reimbursement arrangement account.

11. **Cellular Telephone:** The Corporation shall reimburse the Administrator for his/her business use of the Administrator's personal cell phone at the rate of \$30.00 per pay.

12. **Previous Addenda Superseded:** This addendum supersedes any previously signed agreement.

Attested to by a majority of members of the Board of School Trustees of the Bluffton Harrison Metropolitan School District on this, the 17th day of June, 2024.

[Signature]  
Board Member

[Signature]  
Board Member

[Signature]  
Board Member

[Signature]  
Board Member

[Signature]  
Board Member

Approved:

[Signature]  
Superintendent

Beneficiary:

Amy Griesgr  
Name

WIFE  
Relationship

Approved by:

[Signature]  
Employee

June 19, 2024  
Date

Witnessed by:

[Signature]  
Superintendent

6/25/24  
Date



**ADDENDUM TO THE REGULAR TEACHER'S CONTRACT  
OF  
Stacy Herrold**

The Board of School Trustees of the Bluffton-Harrison Metropolitan School District (hereinafter the "Corporation") offers the following provisions to become a part of the Regular Teacher's Contract of Stacy Herrold (hereinafter "the Administrator"). The assignment will be: Principal of Bluffton-Harrison Middle School.

1. **Term:** The Regular Teacher Contract shall be for a period of two (2) years, beginning July 1, 2024, and ending June 30, 2026.
2. **Salary:** For the school year beginning July 1, 2024, and ending June 30, 2025, a salary of \$100,007.00 will be paid for services rendered. Services will be performed for two hundred twenty (220) days. One hundred eighty five (185) of those days will correspond to teachers' days as scheduled on the school year calendar approved by the Board. With the exception, ten (10) days may be reported for essential activities performed during school year student vacation periods. The remaining twenty-five (25) days will be divided in such a way as to allow for required activities before or after the school year. At least one week should be scheduled before and after the school year. Payment for services will be made in 26 pay periods beginning with the first payroll after July 1, 2024. Certification of work days must be provided to the Superintendent by July 1, 2025.

Pending the final evaluation of the Administrator for the 2024-2025 school year, salary considerations for the second year of this contract will be a minimum of three percent (3%) increase or equivalent to the salary increase to administrators for the 2025-2026 school year.
3. **Teacher's Retirement Fund Contribution:** The Corporation shall pay the Administrator's share of the Indiana Teacher Retirement Fund contribution.
4. **Group Health Insurance:** The Corporation shall pay the premium for the major medical insurance plan (single or family) for the Administrator, his/her spouse and the dependent members of his/her immediate family, in accordance with the major medical insurance plan provided to certificated members of the professional staff. The maximum amount of this benefit will be the cost of the premium less One Dollar (\$1.00).
5. **Health Savings Account:** Each year the Corporation shall deposit into the Administrator's health savings account an amount equal to the difference in the Corporation premium costs for the Administrator for the PPO (single or family) insurance plan and the Administrator elected High Deductible (single or family) health insurance plan. Such payment shall be made in one lump sum no later than January 31 of each year. The Administrator shall vest immediately as to the deposits made by the Corporation into the health savings account. To qualify to receive the Administrator's health savings account contribution the Administrator must be enrolled in a qualified high-deductible health plan for the calendar year in which the health savings account contribution is transacted. The deposit into the Administrator's health savings account shall not exceed an amount equal to the IRS maximum allowable contribution.
6. **Group Term Life and A.D. & D. Insurance:** The administrator shall be enrolled in the Corporation's Group Term Life and A. D. & D. Insurance Plan and the Corporation shall pay all but One Dollar (\$1.00) of the premium of a \$60,000 life insurance plan. (The Administrator is responsible for payment of taxes on premiums as required in Section 89J of the IRS Code.)
7. **Long-Term Disability Insurance:** The Corporation shall pay all but One Dollar (\$1.00) of a Long-Term Disability Insurance which will provide a benefit of Sixty-Six and Two-Thirds Percent (66-2.3%) of the contracted salary.
8. **Sick Leave:** The Corporation shall provide Six (6) sick leave days each year of employment with unused sick days accumulating to a maximum of One Hundred Eighty-Five (185).
9. **General Purpose Leave:** The Corporation shall provide Six (6) General Purpose days each year of employment with any unused GPL Days accumulating as sick leave with the 185 maximum sick day balance still in effect.
10. **Physical Examination:** The Corporation shall provide a biennial physical examination which the Administrator shall be required to undergo. Any costs in excess of health insurance coverage will be paid by the Corporation. The Corporation reserves the right to determine the provider and the scope of services.
11. **Severance:** If the employee terminates employment, i.e., resigns, retires, or dies, after completing ten (10) years of continuous service with the Bluffton Harrison Metropolitan School District, he, or his named beneficiary, or his estate, in the absence of a named beneficiary, will receive the following severance benefits:
  - a. Each year following the formation of the District's 401(a) Plan, an amount equal to 2.00% of the Administrator's base salary will be deposited in the administrator's 401(a) Plan account. Such payment will be made quarterly or on a more frequent basis depending on the requirements of the 401(a) Plan Administrator.



b. If the administrator terminates employment after age fifty five (55) and after ten (10) years of consecutive service as an administrator with the Bluffton Harrison Metropolitan School District, the Board shall pay \$20,000 to the employee's health reimbursement arrangement account.

12. **Cellular Telephone:** The Corporation shall reimburse the Administrator for his/her business use of the Administrator's personal cell phone at the rate of \$30.00 per pay.

13. **Previous Addenda Superseded:** This addendum supersedes any previously signed agreement.

Attested to by a majority of members of the Board of School Trustees of the Bluffton Harrison Metropolitan School District on this, the 17th day of June, 2024.

Angel Phant  
Board Member

Mike Mc  
Board Member

[Signature]  
Board Member

Julie Shymon  
Board Member

\_\_\_\_\_  
Board Member

Approved: [Signature]  
Employee

[Signature]  
Superintendent

Beneficiary: ANDREA HELOD  
Name

Spouse  
Relationship

Approved by: [Signature]  
Employee

6/18/2024  
Date

Witnessed by: [Signature]  
Superintendent

6/18/24  
Date

**ADDENDUM TO THE REGULAR TEACHER'S CONTRACT  
OF  
Schlaura Linderwell**

The Board of School Trustees of the Bluffton-Harrison Metropolitan School District (hereinafter the "Corporation") offers the following provisions to become a part of the Regular Teacher's Contract of Schlaura Linderwell (hereinafter "the Administrator"). The assignment will be: Principal of Bluffton-Harrison Elementary School.

1. **Term:** The Regular Teacher Contract shall be for a period of two (2) years, beginning July 1, 2024, and ending June 30, 2026.
2. **Salary:** For the school year beginning July 1, 2024, and ending June 30, 2025, a salary of \$102,762.00 will be paid for services rendered. Services will be performed for two hundred (215) days. One hundred eighty five (185) of those days will correspond to teachers' days as scheduled on the school year calendar approved by the Board. The remaining thirty (30) days will be divided in such a way as to allow for required activities before or after the school year. At least one week should be scheduled before and after the school year. Payment for services will be made in 26 pay periods beginning with the first payroll after July 1, 2024. Certification of work days must be provided to the Superintendent by July 1, 2025.  
  
Salary considerations for the second year of this contract will be made within thirty (30) days of the administrator's final summative evaluation rating.
3. **Teacher's Retirement Fund Contribution:** The Corporation shall pay the Administrator's share of the Indiana Teacher Retirement Fund contribution.
4. **Group Health Insurance:** The Corporation shall pay the premium for the major medical insurance plan (single or family) for the Administrator, his/her spouse and the dependent members of his/her immediate family, in accordance with the major medical insurance plan provided to certificated members of the professional staff. The maximum amount of this benefit will be the cost of the premium less One Dollar (\$1.00).
5. **Health Savings Account:** Each year the Corporation shall deposit into the Administrator's health savings account an amount equal to the difference in the Corporation premium costs for the Administrator for the PPO (single or family) insurance plan and the Administrator elected High Deductible (single or family) health insurance plan. Such payment shall be made in one lump sum no later than January 31 of each year. The Administrator shall vest immediately as to the deposits made by the Corporation into the health savings account. To qualify to receive the Administrator's health savings account contribution the Administrator must be enrolled in a qualified high-deductible health plan for the calendar year in which the health savings account contribution is transacted. The deposit into the Administrator's health savings account shall not exceed an amount equal to the IRS maximum allowable contribution.
6. **Group Term Life and A.D. & D. Insurance:** The administrator shall be enrolled in the Corporation's Group Term Life and A. D. & D. Insurance Plan and the Corporation shall pay all but One Dollar (\$1.00) of the premium of a \$50,000 life insurance plan. (The Administrator is responsible for payment of taxes on premiums as required in Section 89J of the IRS Code.)
7. **Long-Term Disability Insurance:** The Corporation shall pay all but One Dollar (\$1.00) of a Long-Term Disability Insurance which will provide a benefit of Sixty-Six and Two-Thirds Percent (66-2.3%) of the contracted salary.
8. **Sick Leave:** The Corporation shall provide Six (6) sick leave days each year of employment with unused sick days accumulating to a maximum of One Hundred Eighty-Five (185).
9. **General Purpose Leave:** The Corporation shall provide Six (6) General Purpose days each year of employment with any unused GPL Days accumulating as sick leave with the 185 maximum sick day balance still in effect.
10. **Physical Examination:** The Corporation shall provide a biennial physical examination which the Administrator shall be required to undergo. Any costs in excess of health insurance coverage will be paid by the Corporation. The Corporation reserves the right to determine the provider and the scope of services.
11. **Severance:** If the employee terminates employment, i.e., resigns, retires, or dies, after completing ten (10) years of continuous service with the Bluffton Harrison Metropolitan School District, he, or his named beneficiary, or his estate, in the absence of a named beneficiary, will receive the following severance benefits:
  - a. Each year following the formation of the District's 401(a) Plan, an amount equal to 2.00% of the Administrator's base salary will be deposited in the administrator's 401(a) Plan account. Such payment will be made quarterly or on a more frequent basis depending on the requirements of the 401(a) Plan Administrator.




- b. If the administrator terminates employment after age fifty five (55) and after ten (10) years of consecutive service as an administrator with the Bluffton Harrison Metropolitan School District, the Board shall pay \$20,000 to the employee's health reimbursement arrangement account.

12. **Cellular Telephone:** The Corporation shall reimburse the Administrator for his/her business use of the Administrator's personal cell phone at the rate of \$30.00 per pay.


13. **Previous Addenda Superseded:** This addendum supersedes any previously signed agreement.


Attested to by a majority of members of the Board of School Trustees of the Bluffton Harrison Metropolitan School District on this, the 17th day of June, 2024.


  
Board Member

  
Board Member

\_\_\_\_\_  
Board Member

  
Board Member

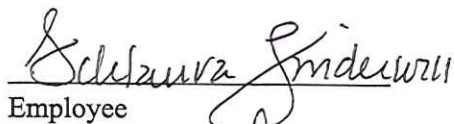
  
Board Member

Approved:   
Employee

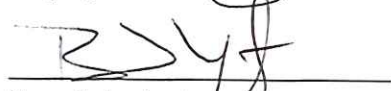
  
Superintendent

Beneficiary: Steve Linderwell  
Name

HUSBAND  
Relationship

Approved by:   
Employee

6.18.24  
Date

Witnessed by:   
Superintendent

6/18/24  
Date

**ADDENDUM TO THE REGULAR TEACHER'S CONTRACT  
OF  
Julie Meitzler**

The Board of School Trustees of the Bluffton-Harrison Metropolitan School District (hereinafter the "Corporation") offers the following provisions to become a part of the Regular Teacher's Contract of Julie Meitzler (hereinafter "the Administrator"). The assignment will be: Assistant Superintendent of Bluffton-Harrison Metropolitan School District.

1. **Term:** The Regular Teacher Contract shall be for a period of two (2) years, beginning July 1, 2024, and ending June 30, 2026.
2. **Salary:** For the school year beginning July 1, 2024, and ending June 30, 2025, a salary of \$118,103.00 will be paid for services rendered. Services will be performed for two hundred sixty (260) days. Payment for services will be made in 26 pay periods beginning with the first payroll after July 1, 2024.

Salary considerations for the second year of this contract will be made within thirty (30) days of the administrator's final summative evaluation rating.
3. **Teacher's Retirement Fund Contribution:** The Corporation shall pay the Administrator's share of the Indiana Teacher Retirement Fund contribution.
4. **Group Health Insurance:** The Corporation shall pay the premium for the major medical insurance plan (single or family) for the Administrator, his/her spouse and the dependent members of his/her immediate family, in accordance with the major medical insurance plan provided to certificated members of the professional staff. The maximum amount of this benefit will be the cost of the premium less One Dollar (\$1.00).
5. **Health Savings Account:** Each year the Corporation shall deposit into the Administrator's health savings account an amount equal to the difference in the Corporation premium costs for the Administrator for the PPO (single or family) insurance plan and the Administrator elected High Deductible (single or family) health insurance plan. Such payment shall be made in one lump sum no later than January 31 of each year. The Administrator shall vest immediately as to the deposits made by the Corporation into the health savings account. To qualify to receive the Administrator's health savings account contribution the Administrator must be enrolled in a qualified high-deductible health plan for the calendar year in which the health savings account contribution is transacted. The deposit into the Administrator's health savings account shall not exceed an amount equal to the IRS maximum allowable contribution.
6. **Group Term Life and A.D. & D. Insurance:** The administrator shall be enrolled in the Corporation's Group Term Life and A. D. & D. Insurance Plan and the Corporation shall pay all but One Dollar (\$1.00) of the premium of a \$60,000 life insurance plan. (The Administrator is responsible for payment of taxes on premiums as required in Section 89J of the IRS Code.)
7. **Long-Term Disability Insurance:** The Corporation shall pay all but One Dollar (\$1.00) of a Long-Term Disability Insurance which will provide a benefit of Sixty-Six and Two-Thirds Percent (66-2.3%) of the contracted salary.
8. **Sick Leave:** The Corporation shall provide Twelve (12) sick leave days each year of employment with unused sick days accumulating to a maximum of One Hundred Eighty-Five (185).
9. **General Purpose Leave:** The Corporation shall provide Two (2) General Purpose days each year of employment with any unused GPL Days accumulating as sick leave with the 185 maximum sick day balance still in effect.
10. **Vacation/Holidays:** The Corporation shall provide Twenty (20) days of paid vacation each year with any unused days to be used in the first 6 months of the next contract year. Vacation days are considered earned and available at the start of each contract year. The Corporation shall provide paid holidays for twelve month employees, as enumerated in the CLASSIFIED EMPLOYEES HANDBOOK.
11. **Severance:** If the employee terminates employment, i.e., resigns, retires, or dies, after completing ten (10) years of continuous service with the Bluffton Harrison Metropolitan School District, she, or her named beneficiary, or her estate, in the absence of a named beneficiary, will receive the following severance benefits:
  - a. Each year following the formation of the District's 401(a) Plan, an amount equal to 2.00% of the Administrator's base salary will be deposited in the administrator's 401(a) Plan account. Such payment will be made quarterly or on a more frequent basis depending on the requirements of the 401(a) Plan Administrator.
  - b. If the administrator terminates employment after age fifty five (55) and after ten (10) years of consecutive service as an administrator with the Bluffton Harrison Metropolitan School District, the Board shall pay \$20,000 to the employee's health reimbursement arrangement account.



12. **Cellular Telephone:** The Corporation shall reimburse the Administrator for his/her business use of the Administrator's personal cell phone at the rate of \$30.00 per pay.
13. **Physical Examination:** The Corporation shall provide a biennial physical examination which the Administrator shall be required to undergo. Any costs in excess of health insurance coverage will be paid by the Corporation. The Corporation reserves the right to determine the provider and the scope of services.
14. **Previous Addenda Superseded:** This addendum supersedes any previously signed agreement.

Attested to by a majority of members of the Board of School Trustees of the Bluffton Harrison Metropolitan School District on this, the 17th day of June, 2024.

[Signature]  
Board Member

[Signature]  
Board Member

\_\_\_\_\_  
Board Member

[Signature]  
Board Member

[Signature]  
Board Member

Approved: [Signature]  
Employee

[Signature]  
Superintendent

Beneficiary: Mike Meitzler  
Name

Spouse  
Relationship

Approved by: [Signature]  
Employee

6/19/24  
Date

Witnessed by: [Signature]  
Superintendent

6/19/24  
Date

**ADDENDUM TO THE REGULAR TEACHER'S CONTRACT  
OF  
Stacy Morrison**

The Board of School Trustees of the Bluffton-Harrison Metropolitan School District (hereinafter the "Corporation") offers the following provisions to become a part of the Regular Teacher's Contract of Stacy Morrison (hereinafter "the Administrator"). The assignment will be: Assistant Principal of Bluffton High School.

1. **Term:** The Regular Teacher Contract shall be for a period of two (2) years, beginning July 1, 2024, and ending June 30, 2026.
2. **Salary:** For the school year beginning July 1, 2024, and ending June 30, 2025, a salary of \$106,770.00 (includes a Base Salary of \$105,691.00 and \$1,079.00 stipend for HS Student Council Sponsor) will be paid for services rendered. Services will be performed for two hundred twenty (220) days. One hundred eighty five (185) of those days will correspond to teachers' days as scheduled on the school year calendar approved by the Board. With the exception that ten (10) days may be reported for essential activities performed during school-year student vacation periods, the remaining twenty-five (25) days will be divided in such a way as to allow for work required after the school year. At least one week should be scheduled before and after the school year. Payment for services will be made in 26 pay periods beginning with the first payroll after July 1, 2024. Certification of work days must be provided to the Superintendent by July 1, 2025.


Salary considerations for the second year of this contract will be made within thirty (30) days of the administrator's final summative evaluation rating.

3. **Teacher's Retirement Fund Contribution:** The Corporation shall pay the Administrator's share of the Indiana Teacher Retirement Fund contribution.
4. **Group Health Insurance:** The Corporation shall pay the premium for the major medical insurance plan (single or family) for the Administrator, his/her spouse and the dependent members of his/her immediate family, in accordance with the major medical insurance plan provided to certificated members of the professional staff. The maximum amount of this benefit will be the cost of the premium less One Dollar (\$1.00).
5. **Health Savings Account:** Each year the Corporation shall deposit into the Administrator's health savings account an amount equal to the difference in the Corporation premium costs for the Administrator for the PPO (single or family) insurance plan and the Administrator elected High Deductible (single or family) health insurance plan. Such payment shall be made in one lump sum no later than January 31 of each year. The Administrator shall vest immediately as to the deposits made by the Corporation into the health savings account. To qualify to receive the Administrator's health savings account contribution the Administrator must be enrolled in a qualified high-deductible health plan for the calendar year in which the health savings account contribution is transacted. The deposit into the Administrator's health savings account shall not exceed an amount equal to the IRS maximum allowable contribution.
6. **Group Term Life and A.D. & D. Insurance:** The administrator shall be enrolled in the Corporation's Group Term Life and A. D. & D. Insurance Plan and the Corporation shall pay all but One Dollar (\$1.00) of the premium of a \$50,000 life insurance plan. (The Administrator is responsible for payment of taxes on premiums as required in Section 89J of the IRS Code.)
7. **Long-Term Disability Insurance:** The Corporation shall pay all but One Dollar (\$1.00) of a Long-Term Disability Insurance which will provide a benefit of Sixty-Six and Two-Thirds Percent (66-2.3%) of the contracted salary.
8. **Sick Leave:** The Corporation shall provide Six (6) sick leave days each year of employment with unused sick days accumulating to a maximum of One Hundred Eighty-Five (185).
9. **General Purpose Leave:** The Corporation shall provide Six (6) General Purpose days each year of employment with any unused GPL Days accumulating as sick leave with the 185 maximum sick day balance still in effect.
10. **Severance:** If the employee terminates employment, i.e., resigns, retires, or dies, after completing ten (10) years of continuous service with the Bluffton Harrison Metropolitan School District, he, or his named beneficiary, or his estate, in the absence of a named beneficiary, will receive the following severance benefits:
  - a. Each year following the formation of the District's 401(a) Plan, an amount equal to 2.00% of the Administrator's base salary will be deposited in the administrator's 401(a) Plan account. Such payment will be made quarterly or on a more frequent basis depending on the requirements of the 401(a) Plan Administrator.
  - b. If the administrator terminates employment after age fifty five (55) and after ten (10) years of consecutive service as an administrator with the Bluffton Harrison Metropolitan School District, the Board shall pay \$15,000 to the employee's health reimbursement arrangement account.



**12. Previous Addenda Superseded:** This addendum supersedes any previously signed agreement.

Angel Davis  
Board Member

  
Board Member

Board Member

Approved: Stacy Morris  
Employee

Beneficiary: Jason Morris  
Name

Approved by: Steve Moore  
Employee

Witnessed by: [Signature]  
Superintendent

Julie Lanyon  
Board Member

Board Member

BVA  
Superintendent

Spouse  
Relationship

6/18/24  
Date

6/18/24  
Date

**ADDENDUM TO THE REGULAR TEACHER'S CONTRACT  
OF  
Eric Mounsey**

The Board of School Trustees of the Bluffton-Harrison Metropolitan School District (hereinafter the "Corporation") offers the following provisions to become a part of the Regular Teacher's Contract of Eric Mounsey (hereinafter "the Administrator"). The assignment will be: Director of Alternative Education.

1. **Term:** The Regular Teacher Contract shall be for a period of two (2) years, beginning July 1, 2024, and ending June 30, 2026.
2. **Salary:** For the school year beginning July 1, 2024, and ending June 30, 2025, a salary of \$76,397.00 will be paid for services rendered. Services will be performed for two hundred (200) days. One hundred eighty five (185) of those days will correspond to teachers' days as scheduled on the school year calendar approved by the Board. The remaining fifteen (15) days will be divided in such a way as to allow for work required after the school year. At least one week should be scheduled before and after the school year. Payment for services will be made in 26 pay periods beginning with the first payroll after July 1, 2024. Certification of work days must be provided to the Superintendent by July 1, 2025.  
  
Salary considerations for the second year of this contract will be made within thirty (30) days of the administrator's final summative evaluation rating.
3. **Teacher's Retirement Fund Contribution:** The Corporation shall pay the Administrator's share of the Indiana Teacher Retirement Fund contribution.
4. **Group Health Insurance:** The Corporation shall pay the premium for the major medical insurance plan (single or family) for the Administrator, his/her spouse and the dependent members of his/her immediate family, in accordance with the major medical insurance plan provided to certificated members of the professional staff. The maximum amount of this benefit will be the cost of the premium less One Dollar (\$1.00).
5. **Health Savings Account:** Each year the Corporation shall deposit into the Administrator's health savings account an amount equal to the difference in the Corporation premium costs for the Administrator for the PPO (single or family) insurance plan and the Administrator elected High Deductible (single or family) health insurance plan. Such payment shall be made in one lump sum no later than January 31 of each year. The Administrator shall vest immediately as to the deposits made by the Corporation into the health savings account. To qualify to receive the Administrator's health savings account contribution the Administrator must be enrolled in a qualified high-deductible health plan for the calendar year in which the health savings account contribution is transacted. The deposit into the Administrator's health savings account shall not exceed an amount equal to the IRS maximum allowable contribution.
6. **Group Term Life and A.D. & D. Insurance:** The administrator shall be enrolled in the Corporation's Group Term Life and A. D. & D. Insurance Plan and the Corporation shall pay all but One Dollar (\$1.00) of the premium of a \$50,000 life insurance plan. (The Administrator is responsible for payment of taxes on premiums as required in Section 89J of the IRS Code.)
7. **Long-Term Disability Insurance:** The Corporation shall pay all but One Dollar (\$1.00) of a Long-Term Disability Insurance which will provide a benefit of Sixty-Six and Two-Thirds Percent (66-2.3%) of the contracted salary.
8. **Sick Leave:** The Corporation shall provide Six (6) sick leave days each year of employment with unused sick days accumulating to a maximum of One Hundred Eighty-Five (185).
9. **General Purpose Leave:** The Corporation shall provide Six (6) General Purpose days each year of employment with any unused GPL Days accumulating as sick leave with the 185 maximum sick day balance still in effect.
10. **Severance:** If the employee terminates employment, i.e., resigns, retires, or dies, after completing ten (10) years of continuous service with the Bluffton Harrison Metropolitan School District, he, or his named beneficiary, or his estate, in the absence of a named beneficiary, will receive the following severance benefits:
  - a. Each year following the formation of the District's 401(a) Plan, an amount equal to 2.00% of the Administrator's base salary will be deposited in the administrator's 401(a) Plan account. Such payment will be made quarterly or on a more frequent basis depending on the requirements of the 401(a) Plan Administrator.
  - b. If the administrator terminates employment after age fifty five (55) and after ten (10) years of consecutive service as an administrator with the Bluffton Harrison Metropolitan School District, the Board shall pay \$15,000 to the employee's health reimbursement arrangement account.
11. **Cellular Telephone:** The Corporation shall reimburse the Administrator for his/her business use of the Administrator's personal cell phone at the rate of \$30.00 per pay.



12. **Previous Addenda Superseded:** This addendum supersedes any previously signed agreement.

Attested to by a majority of members of the Board of School Trustees of the Bluffton Harrison Metropolitan School District on this, the 17th day of June, 2024.

\_\_\_\_\_  
Board Member

Alvin Sheets  
Board Member

[Signature]  
Board Member

Approved: Eric May  
Employee

Beneficiary: J.M. May  
Name

Approved by: E. May  
Employee

Witnessed by: [Signature]  
Superintendent

[Signature]  
Board Member

Julie Lemyr  
Board Member

[Signature]  
Superintendent

Wife  
Relationship

6/19/24  
Date

6/19/24  
Date

**ADDENDUM TO THE REGULAR TEACHER'S CONTRACT  
OF  
Erin Roush**

The Board of School Trustees of the Bluffton-Harrison Metropolitan School District (hereinafter the "Corporation") offers the following provisions to become a part of the Regular Teacher's Contract of Erin Roush (hereinafter "the Administrator"). The assignment will be: Assistant Principal of Bluffton-Harrison Elementary School.

1. **Term:** The Regular Teacher Contract shall be for a period of two (2) years, beginning July 1, 2024, and ending June 30, 2026.
2. **Salary:** For the school year beginning July 1, 2024, and ending June 30, 2025, a salary of \$72,949.00 will be paid for services rendered. Services will be performed for two hundred (200) days. One hundred eighty five (185) of those days will correspond to teachers' days as scheduled on the school year calendar approved by the Board. The remaining fifteen (15) days will be divided in such a way as to allow for required activities before or after the school year. At least one week should be scheduled before and after the school year. Payment for services will be made in 26 pay periods beginning with the first payroll after July 1, 2024. Certification of work days must be provided to the Superintendent by July 1, 2025.

Pending the final evaluation of the Administrator for the 2024-2025 school year, salary considerations for the second year of this contract will be a minimum of three percent (3%) increase or equivalent to the salary increase to administrators for the 2025-2026 school year.
3. **Teacher's Retirement Fund Contribution:** The Corporation shall pay the Administrator's share of the Indiana Teacher Retirement Fund contribution.
4. **Group Health Insurance:** The Corporation shall pay the premium for the major medical insurance plan (single or family) for the Administrator, his/her spouse and the dependent members of his/her immediate family, in accordance with the major medical insurance plan provided to certificated members of the professional staff. The maximum amount of this benefit will be the cost of the premium less One Dollar (\$1.00).
5. **Health Savings Account:** Each year the Corporation shall deposit into the Administrator's health savings account an amount equal to the difference in the Corporation premium costs for the Administrator for the PPO (single or family) insurance plan and the Administrator elected High Deductible (single or family) health insurance plan. Such payment shall be made in one lump sum no later than January 31 of each year or within 30 days of initial employment as an Administrator for Bluffton-Harrison MSD. The Administrator shall vest immediately as to the deposits made by the Corporation into the health savings account. To qualify to receive the Administrator's health savings account contribution the Administrator must be enrolled in a qualified high-deductible health plan for the calendar year in which the health savings account contribution is transacted. The deposit into the Administrator's health savings account shall not exceed an amount equal to the IRS maximum allowable contribution.
6. **Group Term Life and A.D. & D. Insurance:** The administrator shall be enrolled in the Corporation's Group Term Life and A. D. & D. Insurance Plan and the Corporation shall pay all but One Dollar (\$1.00) of the premium of a \$50,000 life insurance plan. (The Administrator is responsible for payment of taxes on premiums as required in Section 89J of the IRS Code.)
7. **Long-Term Disability Insurance:** The Corporation shall pay all but One Dollar (\$1.00) of a Long-Term Disability Insurance which will provide a benefit of Sixty-Six and Two-Thirds Percent (66-2.3%) of the contracted salary.
8. **Sick Leave:** The Corporation shall provide Six (6) sick leave days each year of employment with unused sick days accumulating to a maximum of One Hundred Eighty-Five (185).
9. **General Purpose Leave:** The Corporation shall provide Six (6) General Purpose days each year of employment with any unused GPL Days accumulating as sick leave with the 185 maximum sick day balance still in effect.
10. **Physical Examination:** The Corporation shall provide a biennial physical examination which the Administrator shall be required to undergo. Any costs in excess of health insurance coverage will be paid by the Corporation. The Corporation reserves the right to determine the provider and the scope of services.
11. **Severance:** If the Administrator terminates employment, i.e., resigns, retires, or dies, after completing ten (10) years of continuous service with the Bluffton Harrison Metropolitan School District, he/she, or his/her named beneficiary, or his/her estate, in the absence of a named beneficiary, will receive the following severance benefits:

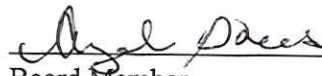



- a. Each year following the formation of the District's 401(a) Plan, an amount equal to 2.00% of the Administrator's base salary will be deposited in the administrator's 401(a) Plan account. Such payment will be made quarterly or on a more frequent basis depending on the requirements of the 401(a) Plan Administrator.
- b. If the administrator terminates employment after age fifty five (55) and after ten (10) years of consecutive service as an administrator with the Bluffton Harrison Metropolitan School District, the Board shall pay \$15,000 to the employee's health reimbursement arrangement account.

12. **Cellular Telephone:** The Corporation shall reimburse the Administrator for his/her business use of the Administrator's personal cell phone at the rate of \$30.00 per pay.

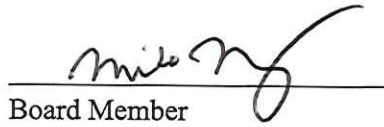
13. **Previous Addenda Superseded:** This addendum supersedes any previously signed agreement.

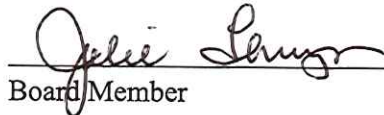
Attested to by a majority of members of the Board of School Trustees of the Bluffton Harrison Metropolitan School District on this, the 17th day of June, 2024.

  
Board Member

  
Board Member

\_\_\_\_\_  
Board Member

  
Board Member

  
Board Member

Approved:   
Employee

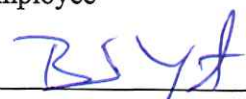
  
Superintendent

Beneficiary: Travis Roush  
Name

Spouse  
Relationship

Approved by:   
Employee

6/27/24  
Date

Witnessed by:   
Superintendent

6/27/24  
Date

**ADDENDUM TO THE REGULAR TEACHER'S CONTRACT**  
**OF**  
**Steven Thompson**

The Board of School Trustees of the Bluffton-Harrison Metropolitan School District (hereinafter the "Corporation") offers the following provisions to become a part of the Regular Teacher's Contract of Steven Thompson (hereinafter "the Administrator"). The assignment will be: Athletic Director of Bluffton-Harrison Metropolitan School District.

1. **Term:** The Regular Teacher Contract shall be for a period of two (2) years, beginning July 1, 2024, and ending June 30, 2026.
2. **Salary:** For the school year beginning July 1, 2024, and ending June 30, 2025, a salary of \$99,814.00 will be paid for services rendered. Services will be performed for two hundred (200) days. One hundred eighty five (185) of those days will correspond to teachers' days as scheduled on the school year calendar approved by the Board. With the exception that five (5) days may be reported for essential activities performed during school-year student vacation periods, the remaining ten (10) days will be divided in such a way as to allow for work required after the school year. At least one week should be scheduled before and after the school year. Payment for services will be made in 26 pay periods beginning with the first payroll after July 1, 2024. Certification of work days must be provided to the Superintendent by July 1, 2025.

Salary considerations for the second year of this contract will be made within thirty (30) days of the administrator's final summative evaluation rating.

3. **Teacher's Retirement Fund Contribution:** The Corporation shall pay the Administrator's share of the Indiana Teacher Retirement Fund contribution.
4. **Group Health Insurance:** The Corporation shall pay the premium for the major medical insurance plan (single or family) for the Administrator, his/her spouse and the dependent members of his/her immediate family, in accordance with the major medical insurance plan provided to certificated members of the professional staff. The maximum amount of this benefit will be the cost of the premium less One Dollar (\$1.00).
5. **Health Savings Account:** Each year the Corporation shall deposit into the Administrator's health savings account an amount equal to the difference in the Corporation premium costs for the Administrator for the PPO (single or family) insurance plan and the Administrator elected High Deductible (single or family) health insurance plan. Such payment shall be made in one lump sum no later than January 31 of each year. The Administrator shall vest immediately as to the deposits made by the Corporation into the health savings account. To qualify to receive the Administrator's health savings account contribution the Administrator must be enrolled in a qualified high-deductible health plan for the calendar year in which the health savings account contribution is transacted. The deposit into the Administrator's health savings account shall not exceed an amount equal to the IRS maximum allowable contribution.
6. **Group Term Life and A.D. & D. Insurance:** The administrator shall be enrolled in the Corporation's Group Term Life and A. D. & D. Insurance Plan and the Corporation shall pay all but One Dollar (\$1.00) of the premium of a \$50,000 life insurance plan. (The Administrator is responsible for payment of taxes on premiums as required in Section 89J of the IRS Code.)
7. **Long-Term Disability Insurance:** The Corporation shall pay all but One Dollar (\$1.00) of a Long-Term Disability Insurance which will provide a benefit of Sixty-Six and Two-Thirds Percent (66-2.3%) of the contracted salary.
8. **Sick Leave:** The Corporation shall provide Six (6) sick leave days each year of employment with unused sick days accumulating to a maximum of One Hundred Eighty-Five (185).
9. **General Purpose Leave:** The Corporation shall provide Six (6) General Purpose days each year of employment with any unused GPL Days accumulating as sick leave with the 185 maximum sick day balance still in effect.
10. **Severance:** If the employee terminates employment, i.e., resigns, retires, or dies, after completing ten (10) years of continuous service with the Bluffton Harrison Metropolitan School District, he, or his named beneficiary, or his estate, in the absence of a named beneficiary, will receive the following severance benefits:
  - c. Each year following the formation of the District's 401(a) Plan, an amount equal to 2.00% of the Administrator's base salary will be deposited in the administrator's 401(a) Plan account. Such payment will be made quarterly or on a more frequent basis depending on the requirements of the 401(a) Plan Administrator.
  - d. If the administrator terminates employment after age fifty five (55) and after ten (10) years of consecutive service as an administrator with the Bluffton Harrison Metropolitan School District, the Board shall pay \$15,000 to the employee's health reimbursement arrangement account.



11. **Cellular Telephone:** The Corporation shall reimburse the Administrator for his/her business use of the Administrator's personal cell phone at the rate of \$30.00 per pay.

12. **Previous Addenda Superseded:** This addendum supersedes any previously signed agreement.

Attested to by a majority of members of the Board of School Trustees of the Bluffton Harrison Metropolitan School District on this, the 22nd day of July, 2024.

Angel Drees  
Board Member

Julie Singer  
Board Member

Preston Kaelin  
Board Member

Approved: Steve Thompson  
Employee

Beneficiary: MELISSA THOMPSON  
Name

Approved by: Steve Thompson  
Employee

Witnessed by: [Signature]  
Superintendent

[Signature]  
Board Member

[Signature]  
Board Member

[Signature]  
Superintendent

SPOUSE  
Relationship

7/25/2024  
Date

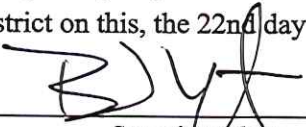
7/25/2024  
Date

**Employment Notification  
between the  
Bluffton-Harrison M.S.D.  
and  
Robin McCorkle**

The Board of School Trustees of the Bluffton-Harrison M.S.D. offers the following provisions to become part of the condition of employment of Robin McCorkle as Food Service Director.

1. The position of Food Service Director is considered a 225 days per year position. Beginning each year on August 1 and ending on the following July 31.
2. This is a salaried position and is based upon a minimum of eight (8) hours per day worked. This position will not require the submission of timesheets and will not pay for any overtime that is worked.
3. For the school year beginning August 1, 2024 to July 31, 2025 a salary of 56,766.00 shall be paid for services rendered. Payment will be made in biweekly installments and will not exceed 26 payments in any calendar year.
4. Unless otherwise specified the conditions set forth in the CLASSIFIED EMPLOYEES HANDBOOK shall be applicable to the position of Food Service Director.
5. The Food Service Director is required to enroll in the Public Employees Retirement Fund (PERF). The Board will pay the required 3% of salary mandated by the State of Indiana.

Attested to by a majority of members of the Board of School Trustees of the Bluffton Harrison Metropolitan School District on this, the 22nd day of July 2024.

  
\_\_\_\_\_  
Superintendent

  
\_\_\_\_\_  
Employee

  
\_\_\_\_\_  
Board Member

  
\_\_\_\_\_  
Board Member

  
\_\_\_\_\_  
Board Member

  
\_\_\_\_\_  
Board Member

  
\_\_\_\_\_  
Board Member



**Employment Agreement  
between the  
Bluffton-Harrison Metropolitan School District  
and  
Director of Technology**

The Board of School Trustees of the Bluffton-Harrison M.S.D. ("Board of School Trustees") and Scott Ribich agree to this Employment Agreement as follows:

1. The Board of School Trustees agrees to employ Scott Ribich as the Director of Technology for two hundred sixty (260) days each year commencing from July 1st through June 30th for the annual salary of \$108,966.00.
2. The term of this Employment Agreement from July 1, 2024, through June 30, 2026.
3. The Director of Technology is responsible to perform the functions assigned to him by the Board of School Trustees and/or the Superintendent.
4. This Employment Agreement may be canceled prior to the termination date of the Employment Agreement by the School Corporation for cause and by following the procedures for cancellation of a contract of a permanent teacher. "Cause" for the purpose of this Employment Agreement shall constitute any grounds set forth in the enumeration of grounds for the cancellation of a permanent teacher's indefinite teaching contract except the grounds of a 'justifiable decrease in the number of teaching positions' which shall not be nor construed to be "cause" under this contract. (Indiana Code 20-28-7-1).


The Board of School Trustees of the Bluffton-Harrison M.S.D. ("Board") and Scott Ribich ("Director of Technology"), based on the mutual interest of the Bluffton-Harrison M.S.D. ("School Corporation") and the Director of Technology, to more completely and precisely define the employment relationship of the Director of Technology with the School Corporation, the Board and the Director of Technology agree to this Addendum to Basic Contract which provides as follows:

1. **Term:** The Contract shall be for a period of one (1) year, beginning July 1, 2024, and ending June 30, 2026.
2. **Position:** The position of Director of Technology is considered a full-time, 260 day per year position beginning each year on July 1 and ending on the following June 30. This is a salaried position and is based upon a minimum of eight (8) hours per day worked. This position will not require the submission of timesheets and will not pay for any overtime that is worked.
3. **Salary:** For the school year beginning July 1, 2024, to June 30, 2025, a salary of \$108,966.00 shall be paid for services rendered. Payment will be made in biweekly installments and will not exceed 26 payments in any calendar year. Salary considerations for the second year of this contract will be made within thirty (30) days of the administrator's final summative evaluation rating
4. **Group Health Insurance:** The Corporation shall pay the premium for the major medical insurance plan (single or family) for the employee, his/her spouse and the dependent members of his/her immediate family, in accordance with the major medical insurance plan provided to certificated members of the professional staff. The maximum amount of this benefit will be the cost of the premium less One Dollar (\$1.00).
5. **Health Savings Account:** Each year the Corporation shall deposit into the Employee's health savings account an amount equal to the difference in the Corporation premium costs for the employee for the PPO (single or family) insurance plan and the employee elected High Deductible (single or family) health insurance plan. Such payment shall be made in one lump sum no later than January 31 of each year. The Employee shall vest immediately as to the deposits made by the Corporation into the health savings

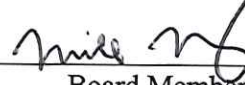
account. To qualify to receive the Employee's health savings account contribution the Employee must be enrolled in a qualified high-deductible health plan for the calendar year in which the health savings account contribution is transacted. The deposit into the Employee's health savings account shall not exceed an amount equal to the IRS maximum allowable contribution.

6. **Group Term Life and A.D. & D. Insurance:** The employee shall be enrolled in the Corporation's Group Term Life and A. D. & D. Insurance Plan and the Corporation shall pay all but One Dollar (\$1.00) of the premium of a \$50,000 life insurance plan. (The Employee is responsible for payment of taxes on premiums as required in Section 89J of the IRS Code.)
7. **Cellular Telephone:** This position will be reimbursed for business use of a personal cell phone in the amount of \$30.00 per pay for a period of 26 pays per year as per the BHMSD Cell Phone Usage Agreement.
8. **Vacation Leave:** The Director of Technology will be eligible for fifteen (15) days of paid vacation each year. The use of vacation days requires prior approval by the Superintendent. Following the completion of ten (10) years of service, the Director of Technology will be eligible for one (1) additional day of paid vacation for each year of service beyond ten (10) years of service for a total of no more than twenty (20) days of paid vacation each year. Vacation days may not accumulate beyond six (6) months following the year they are earned, after which they may accumulate as sick leave days. Paid holidays for twelve month employees, as enumerated in the CLASSIFIED EMPLOYEES HANDBOOK, shall also be allowed.
9. **Public Employees' Retirement Fund Contribution:** The Director of Technology is required to enroll in the Public Employees Retirement Fund (PERF). The Board will pay the required 3% of salary mandated by the State of Indiana.
10. **Miscellaneous:** The Corporation shall annually pay one membership free to the Technology Director's professional organization. At the request/approval of the Superintendent, the Technology Director may attend a national conference for professional development in his or her assigned area(s).
11. Unless otherwise specified, the conditions set forth in the CLASSIFIED EMPLOYEES HANDBOOK shall be applicable to the position of Director of Technology.

Attested to by a majority of members of the Board of School Trustees of the Bluffton Harrison Metropolitan School District on this, the 17th day of June, 2024.

  
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Superintendent

  
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Board Member

  
\_\_\_\_\_  
Board Member

  
\_\_\_\_\_  
Board Member

  
\_\_\_\_\_  
Employee

  
\_\_\_\_\_  
Board Member

\_\_\_\_\_  
Board Member