

THIRD AMENDMENT TO SUPERINTENDENT'S CONTRACT

THIS THIRD AMENDMENT TO SUPERINTENDENT'S CONTRACT is attached to the Superintendent's Contract dated the 20th day of December 2021, by and between the **SCHOOL TOWN OF MUNSTER, MUNSTER, INDIANA** ("The Board") and **BRET HELLER** ("Superintendent") collectively known as "the Parties."

WITNESS:

WHEREAS, the Board, pursuant to Indiana law, acts on behalf of the School Town of Munster, and is authorized by Indiana law to employ a superintendent, and the Board did on December 20, 2021, employ Bret Heller as Superintendent of the School Town of Munster pursuant to written agreement ("Contract");

WHEREAS, the Parties entered into the First Amendment to Superintendent's Contract on August 25, 2022, which amended Paragraph 7 of the Contract entitled "Transition Training."

WHEREAS, the Parties entered into the Second Amendment to Superintendent's Contract on December 11, 2023, which amended Paragraph 6 of the Contract entitled "Compensation", Paragraph 9 of the Contract entitled "Automobile", and Paragraph 15 of the Contract entitled "Annuity".

WHEREAS, the Board and Superintendent now desire to amend the Contract and, therefore, based upon the mutual promises, covenants, and considerations contained in the Contract, the First Amendment, the Second Amendment, and this Amendment to the Contract, the Board and Superintendent agree as follows:

1. Paragraph 5 shall now read as follows:

- 5. Compensation.**

The School Corporation shall pay the Superintendent a Base Salary of **Two Hundred Fifteen Thousand Dollars** (\$215,00.00) (“Base Salary”) for the Employment Term. Commencing with the employment year July 1, 2024, the Superintendent’s Base Salary shall be reviewed for each employment year of this Contract. Increases in such Base Salary, if any, shall be granted by the Board retroactive to the beginning of the employment year for which the increase is applicable and shall be based upon the annual evaluation of the Superintendent for that year and upon demonstrated achievement of the School Corporation, in areas including, but not limited to, student achievement, graduation rate, quality of primary and secondary education for students of diverse needs, district recognition, collaborative interaction with staff and community members and cost effective management of facility and new construction. Should Superintendent achieve either an “effective” or “highly effective” rating on his evaluation, he will receive, at a minimum, the same amount of raise as the other administrators.

Upon approval by the Board, any adjustment to the Superintendent’s Base Salary shall constitute an amendment to this Contract and become a part thereof, but shall not be considered as a new contract or extension of the expiration date of this existing Contract.

2. Paragraph 15 shall now read as follows:

- 15. Annuity.**

During each year of employment under this Contract, the Board shall pay the Superintendent a maximum of ten percent per year of Superintendent’s Base Salary (as articulated in Paragraph 5 of this Contract) for the Superintendent’s purchase of a tax deferred annuity of the Superintendent’s choice. By way of example, if Superintendent’s Base Salary is **\$215,00.00**, Board shall pay Superintendent a maximum of **\$21,500.00** per year for the Superintendent’s purchase of a tax deferred annuity of the Superintendent’s choice.

4. The Parties further agree that all other terms, conditions and covenants of the Superintendent’s Contract shall remain unaltered and in full force and effect except as expressly modified or supplemented in this document.

IN WITNESS WHEREOF, the Parties have executed this Third Amendment to Superintendent's Contract this 9th day of September 2024.

School Corporation:

President, Board of School Trustees

Vice President, Board of School Trustees

Secretary, Board of School Trustees

Member, Board of School Trustees

Member, Board of School Trustees

SUPERINTENDENT:

Dr. Bret Heller

SECOND AMENDMENT TO SUPERINTENDENT’S CONTRACT

THIS SECOND AMENDMENT TO SUPERINTENDENT’S CONTRACT is attached to the Superintendent’s Contract dated the 20th day of December, 2021, by and between the **SCHOOL TOWN OF MUNSTER, MUNSTER, INDIANA** (“The Board”) and **BRET HELLER** (“Superintendent”) collectively known as “the Parties.”

WITNESS:

WHEREAS, the Board, pursuant to Indiana law, acts on behalf of the Schol Town of Munster, and is authorized by Indiana law to employ a superintendent, and the Board did on December 20, 2021, employ Bret Heller as Superintendent of the School Town of Munster pursuant to written agreement (“Contract”);

WHEREAS, the Parties entered into the First Amendment to Superintendent’s Contract on April 25, 2022, which amended Paragraph 7 of the Contract entitled “Transition Training.”

WHEREAS, the Board and Superintendent now desire to amend the Contract and, therefore, based upon the mutual promises, covenants, and considerations contained in the Contract, the First Amendment, and this Amendment to the Contract, the Board and Superintendent agree as follows:

1. Paragraph 5 shall now read as follows:

- 5. Compensation.**

- The School Corporation shall pay the Superintendent a Base Salary of One Hundred Ninety-Two Thousand Five Hundred Dollars (\$192,500.00) (“Base Salary”) for the Employment Term. Commencing with the employment year July 1, 2023, the Superintendent’s Base Salary shall be reviewed for each employment year of this Contract.

Increases in such Base Salary, if any, shall be granted by the Board retroactive to the beginning of the employment year for which the increase is applicable and shall be based upon the annual evaluation of the Superintendent for that year and upon demonstrated achievement of the School Corporation, in areas including, but not limited to, student achievement, graduation rate, quality of primary and secondary education for students of diverse needs, district recognition, collaborative interaction with staff and community members and cost effective management of facility and new construction. Should Superintendent achieve either an "effective" or "highly effective" rating on his evaluation, he will receive, at a minimum, the same amount of raise as the other administrators.

Upon approval by the Board, any adjustment to the Superintendent's Base Salary shall constitute an amendment to this Contract and become a part thereof, but shall not be considered as a new contract or extension of the expiration date of this existing Contract.

2. Paragraph 9 shall now read as follows:

9. Automobile.

The Board shall provide to the Superintendent Five Hundred Dollars (\$500.00) per month automobile allowance for the business use of his private vehicle in the daily performance of his duties as Superintendent under the terms and provisions of this Contract.

3. Paragraph 15 shall now read as follows:

15. Annuity.

During each year of employment under this Contract, the Board shall pay the Superintendent a maximum of ten percent per year of Superintendent's Base Salary (as articulated in Paragraph 5 of this Contract) for the Superintendent's purchase of a tax deferred annuity of the Superintendent's choice. By way of example, if Superintendent's Base Salary is \$192,500.00, Board shall pay Superintendent a maximum of \$19,250.00 per year for the Superintendent's purchase of a tax deferred annuity of the Superintendent's choice.

4. The Parties further agree that all other terms, conditions and covenants of the Superintendent's Contract shall remain unaltered and in full force and effect except as expressly modified or supplemented in this document.

IN WITNESS WHEREOF, the Parties have executed this Second Amendment to Superintendent's Contract this ___ day of _____, 2023.

School Corporation:

President, Board of School Trustees

Member, Board of School Trustees

Vice President, Board of School Trustees

Member, Board of School Trustees

Secretary, Board of School Trustees

SUPERINTENDENT:

Bret Heller

SUPERINTENDENT'S CONTRACT

THIS EMPLOYMENT CONTRACT made and entered into this 20th day of December, 2021 by and between the **SCHOOL TOWN OF MUNSTER**, Lake County, Indiana, a duly organized school corporation, hereinafter referred to as the "School Corporation" and **BRET HELLER**, a duly licensed and certified teacher and administrator hereinafter referred to as the "Superintendent," who agree to the following terms and conditions of employment.

1. **Term.**

The term of this Contract shall be for a period of thirty-six (36) months, commencing on the 1st day of July, 2022 and terminating on the 30th day of June, 2025. Unless the Superintendent is given a Notice of Termination of contract by the School Corporation on or before January 1, 2025, this contract shall automatically be extended to June 30, 2026, or until such earlier time that the employment term is terminated as otherwise provided by Indiana law.

2. **Certification.**

It is agreed that Superintendent shall obtain an Indiana Superintendent's License or Temporary Superintendent's License within six (6) months of signing this Contract and will thereafter maintain through the term of this Contract a valid Indiana Superintendent's License or Temporary Superintendent's License. Failure to maintain such licensing during the term of this Contract shall be considered cause for automatic termination of this Contract without further notice or hearing.

3. **Duties.**

The undersigned employee shall have the title of Superintendent with all the duties and responsibilities of that position. The Superintendent will faithfully and dutifully perform all of the duties of the Superintendent of the School Corporation as listed in the Superintendent's job description and those duties which are required by Indiana law, state regulations and School Corporation policies.

4. **Extent of Services.**

The Superintendent shall devote his entire time and energy to his duties as the School Corporation Superintendent, and he shall not, during the term of this Contract, engage in any other business activity whether or not such business activity is pursued for gain, profit or pecuniary advantage, without the prior consent of the Board of School Trustees of the School Town of Munster ("Board").

This Agreement is marked as Exhibit A, and incorporated by reference, as an addendum to a

regular teacher's contract between the parties which constitutes the entire agreement between the parties, and this Agreement cannot be amended, changed or modified except upon written agreement executed by all parties.

5. Compensation.

The School Corporation shall pay the Superintendent a Base Salary of One Hundred Seventy-Five Thousand Dollars (\$175,000.00) ("Base Salary") for the Employment Term. Commencing with the employment year July 1, 2022, the Superintendent's Base Salary shall be reviewed for each employment year of this Contract. Increases in such Base Salary, if any, shall be granted by the Board retroactive to the beginning of the employment year for which the increase is applicable and shall be based upon the annual evaluation of the Superintendent for that year and upon demonstrated achievement of the School Corporation, in areas including, but not limited to, student achievement, graduation rate, quality of primary and secondary education for students of diverse needs, district recognition, collaborative interaction with staff and community members and cost effective management of facilities and new construction. Should Superintendent achieve either an "effective" or "highly effective" rating on his evaluation, he will receive, at a minimum, the same amount of raise as the other administrators.

Upon approval by the Board, any adjustment to the Superintendent's Base Salary shall constitute an amendment to this Contract and become a part thereof but shall not be considered as a new contract or extension of the expiration date of this existing Contract.

6. Relocation Stipend

The School Corporation shall pay the Superintendent a moving and relocation lump-sum payment in the amount of Twenty-Seven Thousand Five Hundred Dollars (\$27,500.00) to be paid within thirty (30) days of signing this Contract. Superintendent agrees to reimburse the School Corporation within one hundred twenty (120) days if Superintendent voluntarily terminates his employment prior to the completion of this Contract term as follows:

- Superintendent voluntarily terminates his employment within the first twelve (12) months of July 1, 2022; 100% reimbursement of Relocation Stipend;
- Superintendent voluntarily terminates his employment between twelve (12) and twenty-four (24) months of July 1, 2022; 50% reimbursement of Relocation Stipend; and
- Superintendent voluntarily terminates his employment between twenty-four (24) and thirty-five (35) months of July 1, 2022; 25% reimbursement or Relocation Stipend.

7. Transition Training

Superintendent agrees to attend necessary transition training at School Corporation on at least

two (2) separate occasions between the date of signing this Contract and July 1, 2022. The dates and times of said transition training shall be agreed upon by the parties to this Contract. School Corporation shall pay reasonable travel fees to accommodate Superintendent's travel to School Corporation for said transition training up to three (3) separate trips.

8. Professional Growth.

The Board encourages the continuing professional growth of the Superintendent through his participation at professional seminars, programs and conferences sponsored by local, state and national school administrator and school board associations as well as seminars offered by public or private educational institutions, groups, persons or associations. The School Corporation will pay the Superintendent for all expenses incurred in attending and/or participating in such activities in accordance with the policies of the School Corporation.

9. Automobile.

The Board shall provide to the Superintendent Two Hundred Fifty Dollars (\$250.00) per month automobile allowance for the business use of his private vehicle in the daily performance of his duties as Superintendent under the terms and provisions of this Contract.

10. Technology Expenses.

The School Corporation will provide the Superintendent with current technological devices of the Superintendent's preference subject to Board approval.

11. Business Expenses.

It is understood that from time to time the Superintendent may be expected to incur reasonable and necessary expenses on behalf of the School Corporation including, but not limited to, memberships and expenses associated with Munster civic organizations and other community related activities. The School Corporation shall pay the expenses associated with such activities as approved in advance by the Board.

12. Physical Examination.

The Superintendent shall obtain an annual physical examination by a licensed medical doctor selected by him prior to June 1st of each contract year. The Board will be provided with a confidential statement from the physician performing the examination that the Superintendent is fit to perform his duties. Any cost of the physical examination in excess of that covered by the School Corporation's then current health insurance plan offered to the Superintendent will be borne by the School Corporation.

13. Employee Benefits.

Except as otherwise expressly provided in this Contract, the Superintendent shall be entitled to

all benefits applicable to twelve (12) month administrative certificated employees as set forth in the Administrative Fringe Benefits pamphlet, approved June 14, 2021, and effective on July 1, 2021, by the Board of School Trustees of the School Town of Munster and as the same may be amended from time to time.

14. Administrative Retirement Incentive Program.

The Superintendent shall be entitled to participate in the Administrative Retirement Incentive Program as set forth in the Administrative Fringe Benefits pamphlet, approved June 14, 2021, and effective on July 1, 2021, by the Board of School Trustees of the School Town of Munster and as the same may be amended from time to time. In order to be eligible for participation in the Administrative Retirement Incentive Program, the Superintendent must:

- 1) Qualify for Indiana State Teachers' Retirement Fund or Public Employees' Retirement Fund regular retirement;
- 2) Have five (5) years of administrative service in the School Town of Munster; and,
- 3) Be employed as an administrator at the time of retirement, or earlier termination.

All other retirement benefits as set forth in the Administrative Retirement Incentive Program will be available to the Superintendent.

15. Annuity.

During each year of employment under this Agreement, the Board shall pay the Superintendent Ten Thousand Dollars (\$10,000.00) for the Superintendent's purchase of a tax deferred annuity of the Superintendent's choice.

16. Professional Liability.

The School Corporation shall defend, hold harmless and indemnify Superintendent from any and all demands, claims, suits, actions and legal proceedings brought against him in his individual or official capacity as an agent or an employee of the School Corporation, in connection with any matter arising while he was acting within the scope of his employment, as provided by Indiana Code §20-26-5-4(17) or a successor statute. All actions, choices and decisions made, which are customarily and usually considered within the authority and responsibility of an Indiana public school administrator, 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, except for intentional acts, acts in reckless disregard of the law, acts which serve as a basis for a criminal charge, or, acts of malfeasance in office or employment.

If the Superintendent in good faith considers that a conflict exists in regard to the defense of any

such claim between his legal position and the legal position of the School Corporation or other named parties, Superintendent shall have the right to employ separate legal counsel, in which case School Corporation shall pay for or indemnify Superintendent for the cost of his legal defense, to the extent permitted by Indiana Code §20-26-5-4(17) or a successor statute.

17. Notice.

The Superintendent shall notify the Board in writing, of all inquiries he receives from other school corporations and/or other educational entities concerning his interest in other full-time employment opportunities within ten (10) days of receipt of such inquiries. The Superintendent shall also notify the Board, in writing, of all inquiries he makes concerning other full time employment opportunities within ten (10) days of making such inquiries.

18. Service of Notice.

Any notice given by any person to any provision in this Contract shall be in writing and placed in the United States First-Class Mail, Certified, Return Receipt Requested, addressed to the appropriate party, at the following addresses:

To School Corporation:
Personal & Confidential
Board President
School Town of Munster
8616 Columbia Avenue
Munster, IN, 496321

AND

To Superintendent:
Personal & Confidential
Bret Heller
2556 W. Tango Creek Drive
Meridian, ID 83646

Either party may, by giving written notice to the other party, change the address to which notice shall thereafter be sent.

19. Retirement Notice.

The Superintendent shall give notice to the Board at least six (6) months prior to the proposed date of retirement. The Board may waive the six (6) month notice requirement if the Superintendent elects to retire because of serious health problems.

20. Miscellaneous.

The terms of this Contract shall be construed and regulated by the laws of the State of Indiana.

The parties agree that each and every paragraph, sentence, term and provision of this Contract shall be considered severable. Invalidation of any portion of this Contract under the laws of the State of Indiana or the United States of America, shall not affect the validity of the remainder of this Contract.

21. Termination.

School Corporation may terminate this Contract at any time prior to the expiration date, for good cause, as set forth in Indiana Code §20-28-8-7 concerning termination of a Superintendent's contract and Indiana Code §20-28-7.5-1(e)(1)-(2), (4)-(7) concerning grounds for termination of an established teacher's contract.

THIS CONTRACT is dated this 20th day of December, 2021.

SCHOOL TOWN OF MUNSTER
Lake County, Indiana

School Corporation:

President, Board of School Trustees

Member, Board of School Trustees

Vice President, Board of School Trustees

Member, Board of School Trustees

Secretary, Board of School Trustees

SUPERINTENDENT:

BRET HELLER

FIRST AMENDMENT TO SUPERINTENDENT'S CONTRACT

THIS FIRST AMENDMENT TO SUPERINTENDENT'S CONTRACT is attached to the Superintendent's Contract dated the 20th day of December, 2021, by and between the **SCHOOL TOWN OF MUNSTER, MUNSTER, INDIANA** ("The Board") and **BRET HELLER** ("Superintendent") collectively known as "the Parties."

WITNESS:

WHEREAS, the Board, pursuant to Indiana law, acts on behalf of the School Town of Munster, and is authorized by Indiana law to employ a superintendent, and the Board did on December 20, 2021, employ Bret Heller ("Superintendent") as Superintendent of the School Town of Munster pursuant to written Agreement ("Agreement");

WHEREAS, the Board and Superintendent now desire to amend the Agreement, and, therefore, based upon the mutual promises, covenants, and considerations contained in the Agreement and this Amendment to the Agreement, the Board and Superintendent agree as follows:

1. Paragraph 7 shall be amended to include the following (amendment to Paragraph 7 as bolded):

- 7. Transition Training**

Superintendent agrees to attend necessary transition training at School Corporation on at least two (2) separate occasions between the date of signing this Contract and July 1, 2022. The dates and times of said transition training shall be agreed upon by the parties to this Contract. School Corporation shall pay reasonable travel fees to accommodate Superintendent's travel to School Corporation for said transition training up to **four (4) separate trips and School Corporation agrees to pay Superintendent a rate of \$680.93 per day for each day worked during transition training outlined in this Paragraph.**

2. The Parties further agree that all other terms, conditions and covenants of the Superintendent's Contract shall remain unaltered and in full force and effect except as expressly modified or supplemented in this document.

IN WITNESS WHEREOF, the Parties have executed this First Amendment to Superintendent's Contract this _____ day of _____, 2022.

SCHOOL TOWN OF MUNSTER
Lake County, Indiana

SCHOOL CORPORATION:

President, Board of School Trustees

Member, Board of School Trustees

Vice- President, Board of School Trustees

Member, Board of School Trustees

Secretary, Board of School Trustees

SUPERINTENDENT:

BRET HELLER

REGULAR TEACHERS 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 **School Town Of Munster** ("Corporation") and **Bret S Heller** ("Teacher").

Bret S Heller is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning, **July 01, 2024**, and ending on **June 30, 2027**. *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 **260.0** 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 **8.00**
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 **\$215,000.00** during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in **26.00** 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(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this **9th** day of **September, 2024**.

Teacher

School Corporation by:

President

Attested:

Superintendent

Secretary

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REGULAR TEACHERS 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 **School Town Of Munster** ("Corporation") and **Sean P Begley** ("Teacher").

Sean P Begley is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning, **July 01, 2024**, and ending on **June 30, 2026**. *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 **520.0** 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 **8.00**
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 **\$133,942.00** during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in **26.00** 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(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this **14th** day of **October, 2024**.

Teacher

School Corporation by:

President

Attested:

Superintendent

Secretary

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REGULAR TEACHERS 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 **School Town Of Munster** ("Corporation") and **Colleen S Bergren** ("Teacher").

Colleen S Bergren is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning, **July 01, 2024**, and ending on **June 30, 2026**. *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 **520.0** 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 **8.00**
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 **\$151,029.00** during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in **26.00** 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(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this **14th** day of **October, 2024**.

Teacher

School Corporation by:

President

Attested:

Superintendent

Secretary

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REGULAR TEACHERS 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 **School Town Of Munster** ("Corporation") and **Linda M Bevil** ("Teacher").

Linda M Bevil is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning, **July 01, 2024**, and ending on **June 30, 2026**. *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 **520.0** 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 **8.00**
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 **\$131,406.00** during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in **26.00** 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(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this **14th** day of **October, 2024**.

Teacher

School Corporation by:

President

Attested:

Superintendent

Secretary

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REGULAR TEACHERS 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 **School Town Of Munster** ("Corporation") and **Kelly A Boersma** ("Teacher").

Kelly A Boersma is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning, **July 01, 2024**, and ending on **June 30, 2026**. *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 **520.0** 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 **8.00**
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 **\$114,650.00** during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in **26.00** 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(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this **14th** day of **October, 2024**.

Teacher

School Corporation by:

President

Attested:

Superintendent

Secretary

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REGULAR TEACHERS 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 **School Town Of Munster** ("Corporation") and **Vida Z Choucalas** ("Teacher").

Vida Z Choucalas is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning, **July 01, 2024**, and ending on **June 30, 2026**. *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 **520.0** 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 **8.00**
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 **\$114,400.00** during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in **26.00** 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(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this **14th** day of **October, 2024**.

Teacher

School Corporation by:

President

Attested:

Superintendent

Secretary

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REGULAR TEACHERS 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 **School Town Of Munster** ("Corporation") and **Brian M Clark** ("Teacher").

Brian M Clark is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning, **July 01, 2024**, and ending on **June 30, 2025**. *Ind. Code 20-28-6-2(a)(3)(A)*
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **260.0** 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 **8.00**
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 **\$130,591.00** during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in **26.00** 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(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this **14th** day of **October, 2024**.

Teacher

School Corporation by:

President

Attested:

Superintendent

Secretary

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Position: Dean
Degree:
Classification:

For Office Use Only

Location: Munster High School

Pay Record: Pay 4

REGULAR TEACHERS 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 **School Town Of Munster** ("Corporation") and **Bradley J Docter** ("Teacher").

Bradley J Docter is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning, **July 01, 2024**, and ending on **June 30, 2025**. *Ind. Code 20-28-6-2(a)(3)(A)*
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **200.0** 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 **8.00**
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 **\$85,116.00** during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in **26.00** 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(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this **9th** day of **September, 2024**.

Teacher

School Corporation by:

President

Attested:

Superintendent

Secretary

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REGULAR TEACHERS 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 **School Town Of Munster** ("Corporation") and **Latoya M Edwards** ("Teacher").

Latoya M Edwards is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning, **July 01, 2024**, and ending on **June 30, 2026**. *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 **430.0** 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 **8.00**
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 **\$89,691.00** during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in **26.00** 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(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this **9th** day of **September, 2024**.

Teacher

School Corporation by:

President

Attested:

Superintendent

Secretary

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Position: Dean
Degree:
Classification:

For Office Use Only

Location: Munster High School

Pay Record: Pay 1

REGULAR TEACHERS 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 **School Town Of Munster** ("Corporation") and **Helen J Fuller** ("Teacher").

Helen J Fuller is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning, **July 01, 2024**, and ending on **June 30, 2025**. *Ind. Code 20-28-6-2(a)(3)(A)*
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **200.0** 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 **8.00**
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 **\$85,116.00** during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in **26.00** 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(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this **9th** day of **September, 2024**.

Teacher

School Corporation by:

President

Attested:

Superintendent

Secretary

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REGULAR TEACHERS 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 **School Town Of Munster** ("Corporation") and **Nicole M Guernsey** ("Teacher").

Nicole M Guernsey is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning, **July 01, 2024**, and ending on **June 30, 2026**. *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 **520.0** 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 **8.00**
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 **\$130,871.00** during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in **26.00** 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(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this **14th** day of **October, 2024**.

Teacher

School Corporation by:

President

Attested:

Superintendent

Secretary

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REGULAR TEACHERS 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 **School Town Of Munster** ("Corporation") and **Bojan Jovanovic** ("Teacher").

Bojan Jovanovic is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning, **July 01, 2024**, and ending on **June 30, 2026**. *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 **520.0** 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 **8.00**
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 **\$124,571.00** during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in **26.00** 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(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this **14th** day of **October, 2024**.

Teacher

School Corporation by:

President

Attested:

Superintendent

Secretary

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REGULAR TEACHERS 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 **School Town Of Munster** ("Corporation") and **Tammy J Katalinic** ("Teacher").

Tammy J Katalinic is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning, **July 01, 2024**, and ending on **June 30, 2026**. *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 **390.0** 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 **8.00**
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 **\$85,304.00** during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in **26.00** 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(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this **9th** day of **September, 2024**.

Teacher

School Corporation by:

President

Attested:

Superintendent

Secretary

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REGULAR TEACHERS 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 **School Town Of Munster** ("Corporation") and **Nicole M Laird** ("Teacher").

Nicole M Laird is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning, **July 01, 2024**, and ending on **June 30, 2026**. *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 **520.0** 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 **8.00**
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 **\$99,216.00** during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in **26.00** 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(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this **14th** day of **October, 2024**.

Teacher

School Corporation by:

President

Attested:

Superintendent

Secretary

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REGULAR TEACHERS 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 **School Town Of Munster** ("Corporation") and **Jana Maric** ("Teacher").

Jana Maric is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning, **July 01, 2024**, and ending on **June 30, 2026**. *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 **520.0** 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 **8.00**
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 **\$100,539.00** during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in **26.00** 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(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this **14th** day of **October, 2024**.

Teacher

School Corporation by:

President

Attested:

Superintendent

Secretary

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REGULAR TEACHERS 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 **School Town Of Munster** ("Corporation") and **William T Melby** ("Teacher").

William T Melby is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning, **July 01, 2024**, and ending on **June 30, 2026**. *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 **520.0** 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 **8.00**
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 **\$157,500.00** during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in **26.00** 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(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this **14th** day of **October, 2024**.

Teacher

School Corporation by:

President

Attested:

Superintendent

Secretary

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REGULAR TEACHERS 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 **School Town Of Munster** ("Corporation") and **Morgan O Nolan** ("Teacher").

Morgan O Nolan is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning, **July 01, 2024**, and ending on **June 30, 2026**. *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 **520.0** 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 **8.00**
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 **\$142,210.00** during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in **26.00** 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(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this **14th** day of **October, 2024**.

Teacher

School Corporation by:

President

Attested:

Superintendent

Secretary

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REGULAR TEACHERS 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 **School Town Of Munster** ("Corporation") and **Marianne E Orfanos** ("Teacher").

Marianne E Orfanos is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning, **July 01, 2024**, and ending on **June 30, 2026**. *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 **390.0** 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 **8.00**
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 **\$86,344.00** during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in **26.00** 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(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this **9th** day of **September, 2024**.

Teacher

School Corporation by:

President

Attested:

Superintendent

Secretary

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REGULAR TEACHERS 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 **School Town Of Munster** ("Corporation") and **Kimberly C Peirick** ("Teacher").

Kimberly C Peirick is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning, **July 01, 2024**, and ending on **June 30, 2026**. *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 **520.0** 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 **8.00**
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 **\$105,000.00** during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in **26.00** 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(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this **14th** day of **October, 2024**.

Teacher

School Corporation by:

President

Attested:

Superintendent

Secretary

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EMPLOYMENT AGREEMENT

This Employment Agreement is between the SCHOOL TOWN OF MUNSTER of Lake County, Indiana, hereinafter called employer, and JAREK POZDZAL, hereinafter called employee.

WITNESSETH: That in consideration of the agreements hereinafter contained, the parties agree as follows:

1. Employer hereby employs Employee in the capacity of “Director of Technology” beginning 07-01-2024 consisting of 520 days and continuing until 06-30-2026.
2. Employee agrees to perform services for the Employer as the “Director of Technology.”
3. The Employer further agrees to pay the said Employee for his or her services as an employee of said School Corporation the sum of \$135,155.00 during the year. The Corporation shall pay this amount in twenty-six (26) installments on a biweekly basis.
4. The Employer agrees to provide Fringe Benefits in accordance with the “Administrative Fringe Benefits” as approved by the School Board.
5. The terms of the Employment Agreement shall be governed by applicable Board Policies and Guidelines, including, but not limited to, the provisions for dismissal. The School Town of Munster reserves the right to terminate the employment during the designated time period.

This employment agreement is executed in duplicate this 12th day of August 2024, and each party has a copy thereof.

Employee

School Board President

Superintendent

School Board Secretary

REGULAR TEACHERS 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 **School Town Of Munster** ("Corporation") and **Beth Raspopovich** ("Teacher").

Beth Raspopovich is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning, **July 01, 2024**, and ending on **June 30, 2026**. *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 **400.0** 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 **8.00**
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 **\$90,794.00** during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in **26.00** 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(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this **9th** day of **September, 2024**.

Teacher

School Corporation by:

President

Attested:

Superintendent

Secretary

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REGULAR TEACHERS 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 **School Town Of Munster** ("Corporation") and **Neftali A Sanchez** ("Teacher").

Neftali A Sanchez is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning, **July 01, 2024**, and ending on **June 30, 2026**. *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 **400.0** 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 **8.00**
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 **\$82,680.00** during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in **26.00** 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(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this **9th** day of **September, 2024**.

Teacher

School Corporation by:

President

Attested:

Superintendent

Secretary

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EMPLOYMENT AGREEMENT

This Employment Agreement is between the SCHOOL TOWN OF MUNSTER of Lake County, Indiana, hereinafter called employer, and MICHAEL SCHULTZ, hereinafter called employee.

WITNESSETH: That in consideration of the agreements hereinafter contained, the parties agree as follows:

1. Employer hereby employs Employee in the capacity of “Athletic Director” beginning 07-01-2024 consisting of 520 days and continuing until 06-30-2026.
2. Employee agrees to perform services for the Employer as the “Athletic Director.”
3. The Employer further agrees to pay the said Employee for his or her services as an employee of said School Corporation the sum of \$112,320.00 during the year. The Corporation shall pay this amount in twenty-six (26) installments on a biweekly basis.
4. The Employer agrees to provide Fringe Benefits in accordance with the “Administrative Fringe Benefits” as approved by the School Board.
5. The terms of the Employment Agreement shall be governed by applicable Board Policies and Guidelines, including, but not limited to, the provisions for dismissal. The School Town of Munster reserves the right to terminate the employment during the designated time period.

This employment agreement is executed in duplicate this 12th day of August 2024, and each party has a copy thereof.

Employee

School Board President

Superintendent

School Board Secretary

REGULAR TEACHERS 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 **School Town Of Munster** ("Corporation") and **Robert C Snyder Jr** ("Teacher").

Robert C Snyder Jr is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning, **July 01, 2024**, and ending on **June 30, 2026**. *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 **520.0** 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 **8.00**
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 **\$128,295.00** during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in **26.00** 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(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this **14th** day of **October, 2024**.

Teacher

School Corporation by:

President

Attested:

Superintendent

Secretary

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REGULAR TEACHERS 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 **School Town Of Munster** ("Corporation") and **Victor M Torres Jr** ("Teacher").

Victor M Torres Jr is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning, **July 01, 2024**, and ending on **June 30, 2026**. *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 **520.0** 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 **8.00**
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 **\$93,704.00** during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in **26.00** 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(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this **14th** day of **October, 2024**.

Teacher

School Corporation by:

President

Attested:

Superintendent

Secretary

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REGULAR TEACHERS 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 **School Town Of Munster** ("Corporation") and **Steven L Tripenfeldas** ("Teacher").

Steven L Tripenfeldas is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning, **July 01, 2024**, and ending on **June 30, 2026**. *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 **520.0** 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 **8.00**
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 **\$165,792.00** during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in **26.00** 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(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this **14th** day of **October, 2024**.

Teacher

School Corporation by:

President

Attested:

Superintendent

Secretary

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REGULAR TEACHERS 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 **School Town Of Munster** ("Corporation") and **Amy M Yoos** ("Teacher").

Amy M Yoos is a teacher as defined in Ind. Code 20-18-2-22.

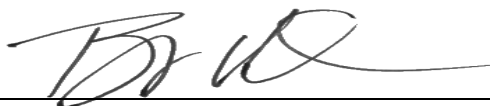
In exchange for the Teacher's services described below, the Corporation and the Teacher agree that:

1. The Teacher shall teach in the schools of the Corporation for the school term beginning, **July 01, 2024**, and ending on **June 30, 2026**. *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 **520.0** 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 **8.00**
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 **\$123,629.23** for the 2024-25 school year and the total salary of **\$125,000** for 2025-26. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in **26.00** 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(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this **14th** day of **October, 2024**.


Teacher

Attested:

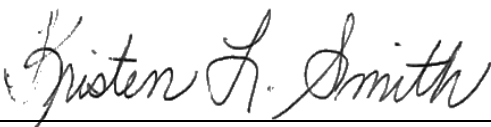


Superintendent

School Corporation by:



President



Secretary

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Administrative Benefit Program

Effective: 7/1/2024

Approved:

The following is a summary of the School Town of Munster (STM) administrator benefits program. Additional details may be obtained from the Human Resources department.

Positions Covered:

Superintendent
Assistant Superintendent
Chief Financial Officer
District Director
Assistant District Director
District Coordinator with an administrative certification
Principal
Assistant Principal
Athletic Director
Assistant Athletic Director
Dean with administrative certification



ADMINISTRATIVE FRINGE BENEFITS

I. LEAVES OF ABSENCE

A. Paid Time Off

Each administrator shall be entitled to be absent from work for the number of days each year as follows:

Up to 185 day contract	14 days
186 - 215 day contract	15 days
216+ day contract	16 days

If in any one (1) year an administrator is absent from work less than the prescribed number of paid time off days listed above, the remaining paid time off days may accumulate to the extent and limits outlined below.

1. For administrators hired before June 1, 2000, who chose to remain on the severance plan outlined in Paragraph V, Plan B, the PTO days will accumulate to an unlimited number. However, an administrator described in this section can choose to receive compensation for PTO days provided in 2 below. The administrator must submit a request in writing indicating this election to receive compensation for PTO days to the Superintendent.
2. For all other administrators outside of the parameters indicated in paragraph 1 above, PTO days will accumulate as a bank to a maximum of one hundred and fifty (150) days. For any days in excess of one hundred and fifty (150), administrators will receive one hundred and fifty-five dollars (\$155) per day. Payment will be made in June of each year. Administrators may only receive payment for a maximum of twenty (20) days each year. Payment will only be provided for PTO days that were earned while employed with the School Town of Munster. All days transferred from previous school employment must remain in the bank.

A maximum of sixteen (16) paid time off days can be used during a contract year without any verification or prior approval from the Superintendent. If the total number of days exceeds sixteen (16) days per contract year, a doctor's verification or prior approval from the Superintendent will be required to verify the need for additional days.

All benefit days (personal illness, personal business, etc.) from previous school employment will be transferred into the School Town of Munster according to the following parameters:

1. The first year of employment up to one hundred twenty (120) benefit days may be transferred into the School Town of Munster.
2. For each subsequent year of employment, an additional ten percent of the remaining benefit days will be transferred to the School Town of Munster at the conclusion of each year of employment.
3. The transfer of personal benefit days for any administrator will be at the discretion of the Superintendent.
4. In no circumstance will the number of days transferred into the School Town of Munster exceed the number of days accumulated prior to School Town of Munster employment.

An administrator shall be entitled to be absent from work for up to two (2) days per school year to attend or participate in rites, ceremonies, or services of significance to the administrator which occur during the administrator's workday.

B. Bereavement Leave

All administrators shall be entitled to be absent from work without loss of compensation not to exceed five (5) work days in the event of a death of a parent, current step-parent, spouse's parent, children, spouse, brother, sister, brother-in-law, sister-in-law, grandparent, spouse's grandparent, grandchildren, or member of the immediate household, not to exceed a total of fifteen (15) work days per calendar year. Exceptions may be made at the discretion of the Superintendent.

C. Absence Resulting from Assault and Battery

Any administrator who is absent from work as a result of injuries received from assault and battery while properly performing the administrator's duties as prescribed by the School Corporation shall receive in addition to the compensation prescribed by the Indiana Worker's Compensation Act a sum of money equal to the difference between the administrator's basic compensation and the temporary disability Worker's Compensation benefits for a period not to exceed one hundred eighty-five (185) working days or for a period equal to the number of working days the administrator is entitled to receive temporary disability Worker's Compensation benefits, whichever is less.

Absences resulting from injuries received from an assault and battery shall not be charged against accumulated paid time off days, and the administrator shall be entitled to reinstatement upon termination of the absence without loss of any benefit accruing during the absence. All insurance benefits provided hereunder shall be continued during the term of the absence at the expense of the School Corporation. Proof of eligibility for this absence and the rights of the School Corporation under this paragraph shall be the same as those provided by the Indiana Worker's Compensation Act.

D. Work Injury

If an administrator is injured and said injury arises out of and within the scope of the administrator's employment, the administrator may be absent from work the day of the injury and the next calendar day, if necessary, for treatment of the injury. These days shall not be deducted from the administrator's accumulated paid time off days.

E. Jury Duty

Each administrator shall be entitled to be absent from work if the administrator is called for regular jury duty by any municipal, state, or federal court for whatever period of time may be necessary to properly perform the administrator's responsibility without the loss of basic compensation or benefits; provided, however, any money or fee which the administrator receives for performing said duty shall be deducted from the administrator's basic compensation.

F. Parental Leaves

1. Maternity Leave

Any administrator who is pregnant is entitled to a leave of absence anytime between the commencement of the administrator's pregnancy and one (1) year following the birth of the child, if, except in a medical emergency, the administrator notifies the Superintendent at least thirty (30) calendar days before the date on which the administrator desires to start the leave.

The administrator shall also notify the Superintendent of the expected length of this leave, including with this notice either a physician's statement certifying the administrator's pregnancy or a copy of the birth certificate of the newborn, whichever is applicable, unless waived by the Superintendent.

In case of a medical emergency caused by the pregnancy, the administrator shall be granted a leave as otherwise provided in this section, immediately upon the administrator's request and certification of the emergency from an attending physician. Any administrator who is pregnant may continue in active employment as late into the pregnancy as the administrator desires, if the administrator is able to fulfill the requirements of the position. Temporary disabilities caused by the pregnancy shall be governed by the same provisions governing sickness.

All or any portion of the leave taken by an administrator because of a temporary disability caused by the pregnancy may be charged at the administrator's discretion to the administrator's available paid time off.

If an administrator desires to use her available PTO days, the administrator must submit a written request to the payroll department.

The administrator shall have the right to return to an administrative position for which the administrator is certificated or otherwise qualified. The administrator shall be given a regular administrator's contract for each school year in which any part of the administrator's leave is granted.

An administrator's status and rights existing at the time a leave commences shall remain intact and be

restored upon return from leave.

2. Paternity Leave

Upon receipt of an administrator's written application, the superintendent will review the application for paternity leave for the birth of a child and will make recommendations to the Board.

The administrator will notify the Superintendent in writing of the administrator's desire to take such leave and, except in the case of emergency, shall give such notice at least thirty (30) calendar days prior to the date on which the leave is to begin. Paternity leave shall be granted for a period of up to one year without pay or increment.

Upon return from a paternity leave, the administrator will be assigned to a substantially equivalent position.

G. Professional Development Leave

The Board of School Trustees may, in its discretion, grant to any administrator upon written request a brief leave with entitlement to basic compensation and/or other expenses for the purpose of visiting other schools or attending meetings or conferences of an educational nature.

H. Family Medical Leave Act (FMLA)

FMLA benefits as outlined in the Federal statute will be provided for all administrators.

II. VACATION

A. Administrators with 12-month contracts will receive twenty (20) days paid vacation. Administrators will have an 18-month period to utilize such vacation days. However, administrators will not be paid for unused vacation time during this period and any vacation days exceeding the maximum will be forfeited.

B. If an administrator leaves the school district for any reason before completing the contracted days, vacation for the contract year will be prorated. If an administrator leaves the district at the conclusion of a contract, the administrator may be compensated for unused vacation time in lieu of taking time off. Such arrangement must be approved by the Superintendent.

C. An administrator shall request vacation by completing a Vacation Request Form and submitting it, prior to the vacation, to the immediate supervisor and/or the Superintendent for approval. Normally, no vacation will be granted on days when school is in session or during the week prior to the beginning of school or immediately after the closing of school. Exceptions may be made at the discretion of the Superintendent.

III. MILEAGE REIMBURSEMENT

Administrators will receive the same reimbursement as other employees for travel in excess of 40 miles (one-way). For the positions listed below, an annual mileage stipend will be provided for travel less than 40 miles (one-way) throughout the school year. The administrator cannot submit mileage claims for any travel less than 40 miles (one-way).

Assistant Superintendent	\$1,000
Chief Financial Officer	\$1,000
District Directors	\$1,000
High School Principal	\$1,500
High School Athletic Director	\$1,500
High School Asst. Athletic Director	\$1,000
High School Assistant Principal	\$500
Exceptional Needs Asst. Director	\$500
Exceptional Needs Coordinator	\$500
All other administrative positions	\$250

IV. INSURANCE BENEFITS

A. Life Insurance

Group term life insurance in an amount equal to three (3) times the annual base salary up to a maximum of \$175,000. These life insurance benefits are subject to IRS regulations concerning discrimination of benefits (Superintendent has a \$300,000 maximum).

B. Medical/Dental/Vision

Full hospitalization, medical, dental, and vision insurance coverage is available. The administrator can select a PPO plan or a High Deductible plan.

The administrator is responsible for the following costs of the PPO plan:

Single:	\$1,200
Employee + Spouse:	\$3,600
Employee + Children	\$3,200
Family	\$4,000

The administrator is responsible for the following costs of the High Deductible plan:

Single:	\$1
Employee + Spouse:	\$2,400
Employee + Children	\$1,500
Family	\$2,700

C. Income Protection

The School Corporation will carry each administrator at full salary less available paid time off for ninety (90) days after which time administrators will be covered by an income protection policy.

Days paid that are not covered by paid time off will be deducted from the paid time off days available to be transferred in, if any.

D. Accidental Death and Dismemberment

The policy of life insurance provided by the School Corporation to the administrators shall contain an accidental death (double indemnity) and a dismemberment rider to said policy.

E. Liability Insurance

The School Corporation shall provide general comprehensive liability insurance which shall insure each administrator, who is acting within the scope of the administrator's employment, against liability for property damage, bodily injury, professional liability, and other specified liabilities up to the limits and subject to the exclusions set forth in said policy. The policy of insurance shall be available for inspection by any administrator during regular business hours of the School Corporation.

F. Worker's Compensation

The School Corporation shall provide each administrator with Worker's Compensation insurance up to the limits and subject to the conditions prescribed by the statutes of the State of Indiana.

V. RETIREMENT & SEVERANCE

Plan A: For administrators hired after July 1, 2000.

Administrators hired after July 1, 2000, and before July 1, 2021, received the following severance benefits: Each year of employment between July 1, 2000 and July 1, 2021, two percent 2% of the annual base salary was contributed to a 401(a) Plan and was vested immediately.

Beginning on July 1, 2021, Administrators will receive the following severance benefits: Each year of employment seven percent (7%) of the annual base salary will be contributed to a 401(a) Plan and will be vested immediately.

Plan B: For administrators hired before July 1, 2000 and who opted to remain on Severance Plan B.

Beginning July 1, 2021, each year of employment five percent (5%) of the base salary will be contributed to a 401(a) Plan and will be vested immediately.

An administrator who leaves the School Town of Munster after 30 or more years of total experience with at least ten (10) continuous years of administrative experience in Munster and is not terminated for cause shall receive the following plan:

1. \$1,000 for each year of total experience.
2. 60% of the value of accumulated paid time off days. A maximum of 400 paid time off days will apply to this calculation.

Distribution of Severance for Plan B

Administrative severance payments will be paid to an annuity selected by the school district. Payments will be made according to current IRS Regulations. Payments may be made in July of the year of retirement if not a violation of IRS Regulations. Thereafter, payments will be made annually during the month of January.

Upon the death of an administrator eligible for severance and/or retirement pay, said pay which the administrator would have been entitled to receive had they survived, shall be paid to the surviving spouse of the deceased, or the decedent's children, or other dependent persons as may have been designated by the deceased in writing. When no designation has been submitted (and in the absence of surviving spouse, dependent children, or other dependents), payment shall be made to the estate of the deceased.

VI. ADMINISTRATIVE RETIREMENT - INSURANCE

A. Purpose

The purpose of the plan is to provide a retirement plan for the administrators of Munster that would reward their services on a cost effective basis while providing a smooth and orderly transition in the administration of the school corporation.

B. Eligibility

In order to be eligible for participation in the plan, the administrator must:

1. Qualify for Indiana State Teachers' Retirement Fund or Public Employees' Retirement Fund Regular Retirement.
2. Have ten (10) years of service in the School Town of Munster; with five (5) years of administrative service.
3. Be employed as an administrator at the time of retirement.

C. Retirement Compensation - Group Insurance

1. If an administrator qualifies for retirement from the Indiana State Teachers' Retirement Fund **or** Public Employees' Retirement Fund the administrator may continue to be a member of the group insurance program for up to ten (10) years and the School Corporation will continue to contribute the same sum of money toward the premium cost for the administrator's insurance program as it was contributing at the time of the retirement election. The administrator and/or spouse may remain in the group insurance plan until they each qualify for Medicare. Should the ten (10) year period expire before the administrator and/or spouse qualifies for Medicare, they may choose to remain in the group insurance plan, at their own expense, until they each qualify for Medicare.

In addition, if the retiring administrator is offered any comparable health insurance program from a subsequent employer, the School Corporation will not provide duplicate health insurance money for that former employee and/or spouse. It is the retiring administrator's responsibility to inform STM of any new health care benefit the retiree and/or spouse is offered.

2. The retired employee shall pay to the Corporation by October 1 of each year the yearly difference between the cost of the insurance and the Corporation's contribution.

3. Insurance benefits are subject to IRS and provider's regulations.
4. Upon retirement the life insurance benefit is reduced by 50% the first year. It further reduces 5% each ensuing year to a minimum of \$2,000.00. Life insurance is a paid benefit for retirees.

VII. SECTION 125 BENEFITS

The benefits provided to employees by Section 125 of the Revenue Act of 1978 shall be made available to any administrator so requesting. An amount not to exceed the total salary may be set aside by the employee for the selection of benefits, under Section 125 of the Internal Revenue Code, which are non-taxable benefits of medical, dental, vision, cancer, and accident insurances, non-reimbursed medical expenses, and dependent care expenses. The administration fee shall be paid by the School Corporation. It is the intention of the parties to provide full Section 125 benefits to administrators within the limits and provisions allowed by law. Nothing in this section shall be construed as limiting the right of the Board of School Trustees to select carriers for insurances offered on a group basis.

VIII. TEACHERS & PUBLIC EMPLOYEES RETIREMENT FUND CONTRIBUTION

The School Corporation will pay the Teachers & Public Employees Retirement Fund employee contribution for each administrator based upon salary, stipends, and benefit day buybacks.

Voluntary Contributions to T.RF. or P.E.R.F

All employees who qualify for T.RF. or P.E.R.F are also eligible to have voluntary contributions of up to ten-percent (10%) deducted from their gross wages and sent to the appropriate retirement fund.

IX. 403(b) TAX SHELTERED ANNUITY

All employees may elect to have voluntary contributions deducted from their gross wages and sent to a qualified 403(b) plan and vendor.

Administrators hired before July 1, 2021 will receive a three percent (3%) of their annual base salary match to a 403(b) plan which is immediately vested.

Administrators hired after July 1, 2021 will receive a percentage of their annual base salary match to their 403(b) plan exercisable in accordance with the schedule set forth below.

- After the first year of administrator's employment, Administrator will receive one percent (1%) of annual base salary match to a 403(b) plan.
- After the second year of Administrator's employment, Administrator will receive two percent (2%) of annual base salary match to a 403 (b) plan.
- After the third year of Administrator's employment and for the years thereafter, Administrator will receive three percent (3%) of annual base salary match to a 403(b) plan.

Other than during the first year of an Administrator's employment when contributions are not provided, if an Administrator leaves the school district for any reason before completing a full year where contributions are being made, that Administrator is entitled to the contributions up to the point of separation.

The Chief Financial Officer will be eligible for additional dollars for tax-deferred contributions to 403(b) and 457(b) retirement plans each employment year. The annual amount will be one and one-half percent (1.5%) of the interest earned from all district funds during a fiscal year (July 1 through June 30) and shall not exceed \$15,000 each employment year.

X. PAID HOLIDAYS

All administrators who work 12 months will be granted the following paid holidays: Independence Day (4th of July), Labor Day, Two Days of Fall Break, Thanksgiving Day, the Day after Thanksgiving, Christmas Eve Day, Christmas Day, New Year's Eve Day, New Year's Day, Presidents Day, Good Friday, and Memorial Day. If regular school is held on any of these holidays or the employee is required to work on that day, administrators will be granted an additional paid time off day for that year.

When one of the above holidays falls on a Saturday, the Friday preceding the holiday will be observed, and when one of the above holidays falls on a Sunday, the Monday following the holiday will be observed as a paid holiday.