

REGULAR TEACHERS CONTRACT

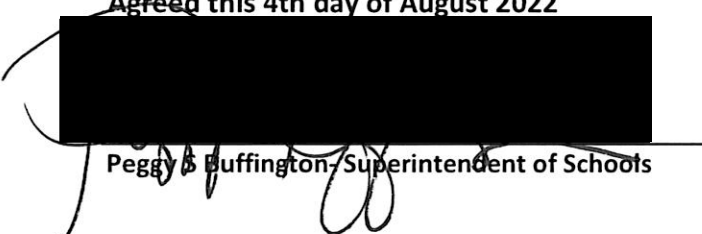
*Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract
for the employment of teachers pursuant to Ind. Code 20-28-6-4(b)*

This regular teacher contract ("Contract") is by and between the governing body of the School City of Hobart ("Corporation") and PEGGY S BUFFINGTON ("Superintendent of Schools"). PEGGY S BUFFINGTON is a teacher as defined in Ind. Code 20-18-2-22.

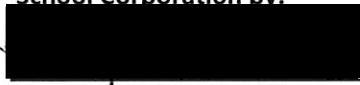
In exchange for the Teacher's services described below, the Corporation and the Teacher agree that:

1. The Teacher shall teach in the schools of the Corporation for the school term beginning, July 1, 2022 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 days. *Ind. Code 20-28-6-2(a)(3)(B)*
3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to Ind. Code 20-29-6-7, the number of hours per day the Teacher is expected to work under this Contract is _____. *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 \$165,000.00 during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in 26 installments on a biweekly basis. *Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)*
6. This contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(e) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

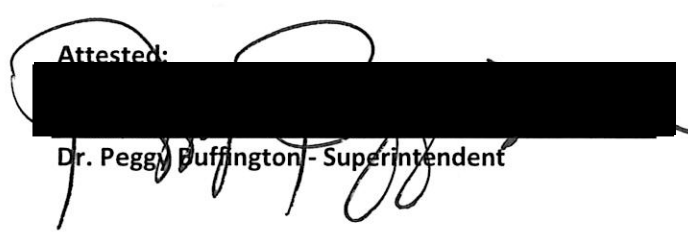
Agreed this 4th day of August 2022


Peggy S Buffington - Superintendent of Schools

School Corporation by:


Terry D. Butler - President

Attested:


Dr. Peggy Buffington - Superintendent


Sandra J. Hillan, Secretary

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SUPERINTENDENT'S SUPPLEMENTAL CONTRACT ADDENDUM TO REGULAR TEACHER'S CONTRACT

This contract is made and entered into at Hobart, Indiana, this 1st day of July, 2022, and effective the 1st day of July, 2022, by and between the Board of Trustees of the School City of Hobart (the "Board") and Peggy Buffington, of Porter County, Indiana (the "Superintendent"), and is intended to supplement the basic contract (regular teacher's contract) in effect between the parties.

Whereas, the Board now desires to extend the employment of Peggy Buffington to fulfill the duties of Superintendent of Schools of the School City of Hobart, and

Whereas, the Board and the Superintendent agree that a written employment contract is necessary to describe specifically their relationship and to serve as a basis of effective communication between them as they fulfill their governance and administrative functions in the operation of the education program of the School City of Hobart, and

Whereas, Peggy Buffington has consented to continue to fulfill the duties of Superintendent during the time period specified herein,

Now Therefore, the parties hereby agree as follows:

1. Term. The Board hereby employs the Superintendent and the Superintendent accepts employment as Superintendent of the School City of Hobart for a term which commenced the 1st day of July, 2022, and is hereby extended to the 30th day of June, 2025, subject to the terms hereof.

2. Duties. The Superintendent, in consideration of her employment and the salary and other sums and benefits to be provided to her by the Board, hereby accepts said continued employment on the terms and conditions set forth herein, and promises and agrees:

A. That she will act as the Chief Executive Officer of the School City of Hobart.

B. That she will assume the duties set forth in the position responsibilities statement of the Superintendent.

C. That she will faithfully perform all the duties imposed upon the Superintendent of Schools applicable to this school corporation under the laws of the State of Indiana, and the rules, regulations and directives promulgated by any Board, Commission, or other agency of the State of Indiana, and all proper policy and directives of the Board of School Trustees.

D. That consultation or other services for remuneration outside the scope of the School City's employment shall be performed on personal leave or vacation days or at times other than while the performance of her duties as Superintendent of the School City of Hobart. Such services may be performed without taking personal leave or vacation time with the permission of the Board, provided that remuneration therefore shall be transferred to the School City. The Board shall be kept informed of such services, which shall not interfere with the Superintendent's primary responsibility to the School City of Hobart.

3. Compensation. The Board shall pay the Superintendent an annual salary of \$165,000.00 effective July 1, 2022. This annual salary shall be paid to Superintendent in installments in accordance with other 12 month administrative employees. Provided the Superintendent is evaluated as highly effective or effective, the Superintendent shall be entitled to the same base salary increases and stipends received by other administrators. The Board will continue to pay the Superintendent's 3% statutory contribution to Indiana Public Retirement System ("INPRS"). The Board will purchase one year of creditable service with INPRS at the end of each school year beginning with the end of the 2021-2022 school year.

4. The Board and Superintendent shall annually review the salary and term of the contract in December. The parties may mutually agree to (or the Board may unilaterally) increase the salary of the Superintendent in addition to the base increase set forth in item 3 during the term of this contract. Any adjustment in salary made during the life of this contract shall be in the form of amendment, and shall not alter the other terms of this contract.

5. Performance Review. The Board shall, on at least an annual basis, at such times as shall be reasonably agreed upon by the Board and the Superintendent, review the performance of the Superintendent. The method of evaluation shall be agreed upon between the parties and shall be in accordance with Indiana law. An evaluation rating of effective or highly effective shall result in a one year extension of the term of this contract.

6. Vacation and Other benefits. The Superintendent shall be entitled to all the benefits, including fringe benefits, applicable to other fifty two week administrative employees as set forth in the Personnel Policies and Regulations of Administrative Staff, not inconsistent with this contract. Currently this includes a work year of two hundred sixty days with twenty five paid vacation days. The

Superintendent shall be reimbursed for up to thirty days of unused paid leave per year.

7. Insurance package. The board will provide upon the payment of \$1.00 enrollment fee a fully paid insurance package of health/medical, dental and prescriptive plans. The Board shall also provide a fully paid long term disability policy with benefits consistent with the LTD plan in effect in the school corporation. The Board will provide life insurance in the amount of 2.5 times the salary of the Superintendent.

8. Sick and Personal Leave. In order to protect the Superintendent against the effects of extensive disability or illness, she will be credited, in addition to sick days accumulated as of July 1, 2014, with fifteen (15) days for each year thereafter for sick leave, which may be accumulated. Each year the Superintendent will be given three (3) days of personal leave which will not accumulate beyond six (6) days, with any excess credited to sick leave if not used during the fiscal year. Sick days for severance purposes shall be compensated up to the maximum number currently provided in the personnel policies for Administrative staff.

9. Upon Death of the Superintendent, all retirement, sick leave, longevity and severance benefits for which she is eligible shall be paid to her spouse whether or not she notified the Indiana State Teachers Fund of her intent to retire. The remaining benefits shall be consistent with the terms of the Personnel Policies and Regulations for Administrative Staff, as amended.

10. Tax Sheltered Annuities. As a consideration of retirement benefits, the Superintendent shall receive an annual 401(a) contribution of \$10,000.00, with the companies designated by the Superintendent.

11. Expenses. The Board shall pay or reimburse the Superintendent for expenses incurred, and in the case of out of state travel upon approval by the Board, in the continuing performance of her duties under this contract.

12. Automobile Entitlement. In light of the unique nature of the professional duties of the Superintendent and of the travel inherent in the position, the Board shall provide to the Superintendent an automobile suitable for use in the furtherance of her duties, which shall be maintained by the Board and with the Board providing all expenses incidental to its use, i.e. maintenance, insurance, license and gasoline for non-personal use. The automobile may be utilized by the Superintendent for her personal use with the Superintendent providing gasoline for such purpose. The Superintendent shall be responsible for maintaining a log or records incidental to its use for IRS or State of Indiana tax or accounting record keeping. Should the Superintendent elect to use a suitable vehicle owned by her for such use, she shall receive a monthly vehicle allowance not to exceed \$600.00.

13. Professional Liability. The Board shall defend, hold harmless and indemnify the Superintendent from any and all demands, claims, suits or actions, and legal proceedings brought against the Superintendent in either her official or individual capacity, provided that the incident arose while the Superintendent was acting in good faith within the scope of her official employment and excluding criminal litigation or litigation in which the Superintendent and the Board are adverse parties, and as such liability coverage is within the authority of the Board to provide under Indiana law.

14. Professional and civic organization dues. The board agrees to reimburse the Superintendent for her dues and expenses in connection with professional and civic organizations incurred annually up to \$2,500.00.

15. Interpretation of Contract. This agreement shall be construed to be an addendum to any Regular teacher's Contract executed between the parties as required by applicable law, except that any monetary consideration set forth in this agreement shall be deemed superceded by the monetary terms and conditions set forth in the Regular teacher's Contract to the extent addressed by said contract. The written contract so described shall constitute the entire agreement of the parties, and shall be modified only in writing.

16. Savings clause. This addendum is governed by the laws of the State of Indiana, and shall be subject to the provisions of any applicable state law concerning the terms and conditions of an employment contract between a public school corporation and its Superintendent. If during the term of this contract, any clause or portion of this contract shall be found to be void or illegal in state or federal court, the remainder of the contract not affected by such ruling shall remain in full force and effect.

IN WITNESS WHEREOF, the School City of Hobart, Indiana has caused to be affixed hereto its official name and seal, and the signature of the Board of Trustees, attested to by the Secretary, and Peggy Buffington has hereunto affixed her signature, this 4th day of August, 2022.


Peggy Buffington

BOARD OF SCHOOLTRUSTEES
SCHOOL CITY OF HOBART

BY:


Terry Butler, President

ATTEST:


Sandra J. Hillan, Secretary