

ADDENDUM TO THE TEACHER'S CONTRACT

Addendum to the Teacher's Contract, made and entered into between the Board of School Trustees of the Greater Jasper Consolidated Schools of Dubois County, Indiana, hereinafter referred to as "DISTRICT", and _____, hereinafter referred to as "SUPERINTENDENT". The term "school" as used in this Contract shall refer to facilities operated by the Greater Jasper Consolidated Schools. The term "Board" as used in this Contract shall mean the Board of School Trustees of the Greater Jasper Consolidated Schools. The DISTRICT and SUPERINTENDENT for the consideration herein specified agree as follows:

1. TERM

DISTRICT hereby employs, and SUPERINTENDENT hereby accepts employment as Superintendent of Schools for an initial period commencing April 14, 2025, and ending April 14, 2028. The parties agree that the term of this Contract shall automatically be extended one (1) school year on April 15, 2028, and then each successive April 15 thereafter, unless a party gives the other written notice on or before the preceding April 15th that the party does not agree to the automatic extension of this Contract. The parties agree this shall result in a continuous three (3) year Contract, unless one party provides timely written notice to the other as provided herein. The parties acknowledge that the Contract term and any extension thereof shall be subject to early termination pursuant to the "Termination of Contract" provision set forth below.

2. PROFESSIONAL CERTIFICATION AND RESPONSIBILITIES

a. CERTIFICATION. SUPERINTENDENT shall at all times during the Contract hold a valid Superintendent license issued by the State of Indiana.

b. DUTIES. SUPERINTENDENT shall: have charge of the administration of the schools under the direction of the Board, and shall be the chief executive officer of the DISTRICT; shall direct and assign teachers and other employees of the schools under her supervision; shall organize, reorganize, and arrange the administrative and supervisory staff, including instruction and business affairs, as best serves the DISTRICT, subject to the approval of the Board; shall select all personnel, subject to the approval of the Board; shall from time to time suggest regulations, rules and procedures deemed necessary for the well ordering of the school district, and in general perform all duties incident to the office of the Superintendent and such other duties as may be prescribed by the Board from time to time.

c. OUTSIDE ACTIVITIES. SUPERINTENDENT shall devote her full time, attention and energy to the business of DISTRICT. However, she may choose to use vacation days or personal days to perform outside activities, with honoraria paid to the SUPERINTENDENT in connection with these activities to be retained by her.

3. PROFESSIONAL DEVELOPMENT

SUPERINTENDENT shall participate in continuing professional development through her participation in:

- a. the operations, programs and other activities conducted or sponsored by local, state and national administrator and school board associations;
- b. seminars and courses offered by public or private educational

institutions;

- c. informational meetings with other persons whose particular skills or backgrounds would serve to improve the capacity of SUPERINTENDENT to perform her professional responsibilities to DISTRICT; and,
- d. advisory committees to the Indiana Department of Education.

DISTRICT may allow reasonable time for SUPERINTENDENT to attend the described functions, and pay such necessary registration, fees for travel and subsistence expenses, as are previously approved by the Board.

4. COMPENSATION

SALARY. DISTRICT shall pay SUPERINTENDENT at an initial annual salary rate of One Hundred Thirty-Nine Thousand Two-Hundred Dollars Fifty Dollars (\$139,250.00), which may be increased in future contract years in accordance with the terms set forth herein. If the Superintendent is evaluated as highly effective or effective and achieves the annual performance objectives established by the Board, then the Board may in its sole discretion increase the Superintendent's base salary during each contract year by 2% to 12% of the Superintendent's base salary that is in effect at the time the raise is granted. The payment of the Superintendent's salary shall be paid to SUPERINTENDENT in installments in accordance with the schedule of salary payments in effect for other certified school employees. DISTRICT shall further pay the full employer and employee contributions to the Indiana Teacher's Retirement Fund.

5. VACATION AND OTHER BENEFITS

SUPERINTENDENT would be entitled to all the fringe benefits applicable to certified school employees as defined in the Master Teacher Bargaining Agreement, including but not limited to, benefits and leaves, any other forms of insurance protection, retirement program, choice of tax-sheltered annuities, and other certified employee benefits, with the following increased benefits:

- a. The DISTRICT shall pay annually to the Superintendent additional salary equal to the amount of the full premium of a single plan under the DISTRICT'S group health, dental and vision insurance plans. The DISTRICT shall make available to the Superintendent a Section 125 plan to permit the payment of the cost of any group insurance coverage the Superintendent may elect to purchase through such a plan. The amount paid to the Superintendent herein shall be subject to State and Federal taxes and, if permitted by law, be included in "annual compensation" as defined in IC 5-10.2-4.3(c) and used to determine the "average of annual compensation" defined in IC 5-10.2-4.3 (b) and reported to the Indiana State Teacher Retirement Fund for purposes of calculating the Superintendent's retirement benefit. Unless and until the Superintendent completes an applicable salary reduction agreement, any payment made pursuant to this provision shall be paid as additional wages to the Superintendent less applicable income and employment tax withholdings.
- b. DISTRICT would provide SUPERINTENDENT \$200,000.00 group term life insurance at standard insurable rates during the SUPERINTENDENT'S continued lifetime or for so long as the insurer issues such policies.
- c. DISTRICT would grant SUPERINTENDENT 20 work days of vacation time each contract year. SUPERINTENDENT shall select which work days shall be used for vacation day purposes, up to a combined total number of days stated above, but days selected shall not interfere with the orderly administration of

the School Corporation. In order to assure effective school operations, not more than ten (10) consecutive days of vacation may be taken without Board approval.

- d. DISTRICT would pay dues for membership of the SUPERINTENDENT in professional educational organizations, but not to exceed \$800.00 per year.
- e. The DISTRICT shall pay annually to the Superintendent a minimum additional salary amount that is equal to the calendar year 2025 annual maximum amount established by the IRS, which is \$31,000.00 (including the catch-up amount), that the Superintendent may, but need not, elect to be contributed to an Internal Revenue Code Section 403(b) plan for each year of employment for the Superintendent. In the event the IRS in any contract year increases the maximum contribution limits to a 403(b) plan (including any catch-up amounts), then the Board may in its sole discretion increase the minimum additional salary amount that is paid pursuant to this provision to the new higher maximum contribution limits established by the IRS for that contract year. All amounts paid to the Superintendent herein shall be subject to State and Federal taxes and, if permitted by law, be included in "annual compensation" as defined in IC 5-10.2-4.3(c) and used to determine the "average of annual compensation" defined in IC 5-10.2-4.3 (b) and reported to the Indiana State Teacher Retirement Fund for purposes of calculating the Superintendent's retirement benefit. Unless and until the Superintendent completes an applicable salary reduction agreement, any payment made pursuant to this provision shall be paid as additional wages to Superintendent less applicable income and employment tax withholdings.

6. EXPENSES

DISTRICT would pay or reimburse SUPERINTENDENT for reasonable expenses approved by DISTRICT and incurred by SUPERINTENDENT in the continuing performance of her duties under this Addendum to Contract. This shall include reimbursement of an amount per mile set annually for school employees for business travel within and outside the school district for the use of SUPERINTENDENT'S personal automobile.

7. PROFESSIONAL LIABILITY

DISTRICT agrees that it shall defend, hold harmless, and indemnify SUPERINTENDENT from any and all demands, claims, suits, actions and legal proceedings brought against SUPERINTENDENT in her individual capacity while discharging her responsibilities as an employee of the DISTRICT, provided the incident arose while SUPERINTENDENT was acting within the scope of this employment and as such liability coverage is within the authority of the Board under State law. In any case, individual Board members will not be considered personally liable for indemnifying SUPERINTENDENT against such demands, claims, suits, actions and legal proceedings. DISTRICT shall not, however, be required to pay SUPERINTENDENT'S attorney fees or any costs of any legal proceedings in the event the DISTRICT and SUPERINTENDENT have adverse interests in such litigation.

8. RETIREMENT/BENEFITS ELIGIBILITY

SUPERINTENDENT shall receive all benefits accorded to certified personnel by the Master Teacher Agreement. To the extent any benefits provided through the Master Teacher Agreement are in conflict with this Addendum, then the terms of this Addendum shall control.

9. TERMINATION OF CONTRACT

This Addendum to the Contract:

a. shall be terminated automatically upon death of the SUPERINTENDENT, subject to continuing beneficiary rights to above described benefits;

b. may be terminated by mutual agreement of the parties;

c. may be terminated unilaterally by the DISTRICT:

1. With cause. Conduct which is seriously prejudicial to the DISTRICT including, but not limited to, neglect of duty, breach of contract or any statute stipulated conduct shall constitute cause. Notice of discharge for cause shall be given in writing and SUPERINTENDENT shall be entitled to a hearing before the Board in the manner provided by statute to discuss such causes. If SUPERINTENDENT chooses to be accompanied by legal counsel at such meeting, she shall bear any cost therein involved. Such hearing shall be conducted in closed, executive session. SUPERINTENDENT shall be provided a written decision describing the results of the hearing, including the finding of facts relevant to cause under consideration.

2. Without cause, but with ninety (90) days written notice to the SUPERINTENDENT, provided that in such event, the DISTRICT shall pay the SUPERINTENDENT, as severance compensation, the maximum amount permitted by law.

3. For disability of the SUPERINTENDENT, upon written notice to SUPERINTENDENT at any time after SUPERINTENDENT has exhausted any accumulated sick leave and such other leave as may be available and has been absent from her employment for whatever cause for an additional continuous period of ninety (90) working days. All obligations of DISTRICT shall cease upon such termination. If a question exists concerning the capacity of SUPERINTENDENT to return to her duties, DISTRICT may require SUPERINTENDENT to submit to a medical examination to be performed by a

doctor licensed to practice medicine. DISTRICT shall select the physician who shall conduct the examination. The examination shall be done at the expense of the DISTRICT. The physician shall limit his/her report to the issue of whether SUPERINTENDENT has a continuing disability which prohibits her from performing her duties.

d. May be terminated by either party on the expiration of the term of this Contract by giving written notice of such termination to the other party on or before January 1 of the year in which the Contract is to expire.

10. SAVINGS CLAUSE

If, during the term of this Contract, it is found that a specific clause of the Contract and/or Addendum is illegal under Federal or State law, the remainder of the Contract or Addendum not affected by such a ruling shall remain in force.

IN WITNESS WHEREOF, SUPERINTENDENT has approved this Addendum on March 31, 2025.

SUPERINTENDENT

BOARD OF SCHOOL TRUSTEES OF THE
GREATER JASPER CONSOLIDATED
SCHOOL CORPORATION

By:_____

By:_____
Board President

ATTEST:

By:_____
Board Secretary