

EDUCATIONAL CONSULTANT CONTRACT OF EMPLOYMENT

This Contract (hereafter “this Contract”) supplements and is in addition to the basic teacher contract for the employment of Amanda Huffer as Educational Consultant by the Board of Education of the Rossville Consolidated School District by consent of the parties in the manner permitted by Indiana Law. Rossville Consolidated School District is the Local Education Agency (LEA) for Clinton County Joint Services.

1. Parties to this Contract and Definition of Terms.

The parties to this Contract are the:

“*Educational Consultant*,” meaning Amanda Huffer, and the

“*School Board*” means the Board of School Trustees acting as the governing body of the Rossville Consolidated School District. The term “*Superintendent*” shall mean the Chief Executive Officer of the Rossville Consolidated School District. The term “*Director of Exceptional Needs*” is the Clinton County Joint Services Chief Executive Officer as governed by the Clinton County Joint Services Board of Directors.

The term “*Cooperative*,” as used in this Contract, shall be Clinton County Joint Services.

The term “*Chairperson*,” as used in this Contract, shall be the person elected by the Clinton County Joint Services Board of Directors to serve in that capacity.

The term “*school year*,” as used in this Contract, means a period beginning on July 1 of one calendar year and concluding on June 30 of the following calendar year.

2. Employment of Educational Consultant and Term of Employment.

The School Board employs an Educational Consultant, and the Educational Consultant agrees to be employed by the School Board as an Educational Consultant for the Clinton County Joint Services for the period beginning on July 1, 2025, and concluding on June 30, 2026, subject to the terms of this Contract.

The parties agree that the Educational Consultant shall provide services for one hundred ninety (190) days during the school year. These workdays shall be provided in accordance with a schedule of workdays established by the Director of Exceptional

Needs to ensure the full and competent performance of the duties outlined in paragraph 3 of this Contract. Proposed use of personal leave during the school year shall be submitted in advance to the Director of Exceptional Needs in writing, and approval or disapproval of such leave shall be within the discretion of the Director of Exceptional Needs or, in their absence, the Chairperson for the Clinton County Joint Services Board of Directors.

The Educational Consultant's one hundred ninety (190) scheduled workdays shall include sick leave days pursuant to paragraph 4.2, personal leave days pursuant to paragraph 4.3, and any other paid leave pursuant to paragraph 4.4 of this Contract. The one hundred ninety (190) days consist of 180 student days and ten (10) days as determined by the Director of Exceptional Needs.

The Director of Exceptional Needs shall review the Educational Consultant's performance at least annually.

3. Duties of the Educational Consultant.

The parties agree that the duties of the position of Educational Consultant to be performed pursuant to this Contract are set forth in the job description as established by the Clinton County Joint Services Board of Directors. The review of the Educational Consultant's job performance provided for in this Contract shall be based upon the duties in the job description.

The Educational Consultant agrees that at all times, while employed pursuant to this Contract, he/she will fully meet the minimum qualifications for the Educational Consultant position, including maintaining a license from the State of Indiana in Special Education.

4. Salary & Benefits.

As consideration for the performance of the duties and meeting the qualifications established by the Contract, the School Board agrees that the Educational Consultant shall receive the following:

4.1. Salary.

The Educational Consultant shall be paid seventy-one thousand four-hundred dollars (\$71,400.00). The Educational Consultant shall be paid in equal installments on a schedule fixed for all LEA employees of the School Board.

4.2. Sick Leave.

The Educational Consultant shall have ten (10) paid days available for personal illness or illness of a family member for the first year of the contract. If the School Board would approve an extension or renewal of this Contract beyond the initial term set forth in paragraph 2 above, then for any additional year of employment, the Educational Consultant shall have available seven (7) paid days for personal illness or illness of a family member for the subsequent years after the first year of the contract. The Educational Consultant shall notify the LEA, using the prescribed method of the LEA, of an absence due to illness and shall, upon return to work, provide written notice to the Superintendent's Office on the form provided. Sick leave days shall accumulate from year to year if unused, but shall not accumulate to exceed ninety (90) sick leave days.

4.3. Personal Leave.

The Educational Consultant shall be entitled to three (3) days of leave to conduct personal business. If the School Board approves an extension or renewal of this Contract beyond the initial term set forth in paragraph 2 above, then unused personal leave days shall accumulate to a total of six (6) days. Personal leave days not used during the year and accumulated beyond the six (6) days shall be added to the accumulated sick leave thereafter to the maximum allowed. The Educational Consultant shall provide written notice to the LEA prior to using personal days. Personal leave shall not be taken immediately before or after a school vacation identified in the school's 180-day district calendar period without the Director of Exceptional Needs' written approval.

4.4. Other Leave.

The Educational Consultant shall be entitled to paid or unpaid leave in circumstances other than sick leave in which paid or unpaid leave is required by state or federal law or permitted by the LEA for its certified employees.

4.5. Health, Life, and Long-Term Disability Insurance.

New employees will be insured at the beginning of the first day of the month following employment. In cases wherein an Educational Consultant resigns during the school year, insurance will be dropped at the end of the month in which employment was severed.

4.5.1. Health Insurance

The School Board's contribution to the cost of the Educational Consultant's health insurance premiums shall be equal to the School Board's contribution to a teacher's health insurance premium rounded to the next highest whole dollar for either a single or family plan. The Educational Consultant shall pay not less than one (1) dollar per year for the health insurance coverage elected.

4.5.2. Life Insurance

The School Board will provide a \$50,000.00 term life insurance policy with an additional \$50,000.00 accidental death and dismemberment provision for the Educational Consultant. The School Board's share of the cost of this policy will be 100% less \$1.00.

4.5.3. Group Income Protection Plan

The School Board will provide a group income protection plan for the Educational Consultant in case of a qualifying disability. The group income protection plan requires a (90) ninety-day waiting period and a qualifying condition and shall provide no less than 66% of income. The School Board's share of the cost of this policy will be 100% less \$1.00.

4.6. ISTRF Employee Contribution.

In addition to the other considerations provided to the Educational Consultant by this paragraph of this Contract, Clinton County Joint Services shall make the employee's and the Cooperative's contribution to the Indiana State Teachers Retirement Fund.

4.7. Section 125

The benefits provided to teachers by Section 125 of the Revenue Act of 1978, both Generation I and Generation II, shall be available. The school district will pay any start-up cost and annual fee (if charged), and the participating Educational Consultant will pay the monthly administrative fee.

4.8. 403(b) Plan

The School Board shall allow the Educational Consultant to participate in a voluntary tax-sheltered 403(b) program, subject to Internal Revenue Service regulations.

5. Entire Contract of Parties.

The parties agree that each has had sufficient time to consider and understand the terms of this Contract and that this Contract, therefore, contains all the agreed terms of employment of the Educational Consultant by the School Board and will not be modified except in a written document making specific reference to this Contract and the specific provision to be modified. Modifications to this Contract shall be approved by both parties in writing in the same manner that this Contract was approved.

If required for purposes of compliance with a standard or request of the State Board of Accounts of the State of Indiana, the parties agree that they will execute a standard teacher contract to implement the terms of this Contract.

6. Contract as a Public Record.

The parties acknowledge that this Contract is a public record under the Indiana Public Records Law.

AGREED THIS 1st DAY, JULY 2025.

EDUCATIONAL CONSULTANT

BOARD OF SCHOOL TRUSTEES

By: _____

Attest: _____