

**Addendum to the Superintendent Contract Between
South Montgomery Community School Corporation**

and

Stephanie Hofer

- 1. **THIS ADDENDUM TO THE CONTRACT** between the South Montgomery Community School Corporation of Montgomery County, Indiana (Employer) and Stephanie Hofer (Employee), as identified in the “REGULAR TEACHER’S CONTRACT”.

- 2. **Governing Law:** 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 addendum, any specific clause or provision thereof is determined to be illegal or in conflict with state or federal law, the illegal or conflicting provision shall be deemed void. The remainder of the addendum shall not be affected and shall remain in full force and effect.

- 3. **Term:** Employee is contracted to serve as Superintendent of the South Montgomery Community School Corporation for a period of three (3) years beginning July 1, 2026 and continuing through June 30, 2029 (initial term). On June 30, 2027, this term will be automatically extended to June 30, 2030 unless either the Board or the Superintendent provides written notice to the other party of that party’s decision not to extend the term. This automatic extension will also operate to extend the term on June 30, 2028 and June 30, 2029 unless a party provides notice to the other to the contrary. It is the intention of the parties that the term after automatic renewal will be a three-year term. Employee has served as Superintendent since July 1, 2024. This addendum in no way affects the terms and conditions of the Employee’s current contract during the period prior to July 1, 2026.

- 4. **Performance Review:** Prior to January 1st of each contract year, the Board will review the performance of the employee and will communicate mutually acceptable goals for the employee and employer. The Board may award to the Superintendent a performance bonus up to \$4,000 for 20246, \$4,000 for 2027 and \$4,000 for 2028. The Board reserves the right to make additional performance bonuses if, in the Board’s discretion, such bonuses are warranted.

- 5. **Basic Salary:** Employer agrees to compensate the employee an annual salary according to the following schedule:

7/1/26 – 6/30/27	\$ 170,000
7/1/27– 6/30/28	\$ 172,000
7/1/28 – 6/30/29	\$ 174,000

Provided, however, the employee must be rated as highly effective or effective using the district's superintendent summation evaluation in year one of the contract to receive a raise in 2027 and 2028. The school corporation may unilaterally further adjust the salary upward anytime during the length of this contract, including extensions of the term. In order to promote open dialogue between the employee and the employer, the employee may request a meeting with the employer to discuss evaluations and individual reviews.

6. **Contract Days:** Beginning July 1st, 2026 this employee contract is for two hundred sixty (260) days annually.

7. **Holidays:** The employee is entitled to the following paid holidays:

Independence Day	Christmas Holiday (2 days)
New Year's Holiday (2 days)	Labor Day
Spring Break (1 day)	Thanksgiving (2 days)
Memorial Day	MLK Day
President's Day	

8. **Paid Vacation:** The employee is entitled to twenty (20) vacation days per year, taken in no less than one half (1/2) day increments. If the employee fails to use all of her vacation days in any given year, the vacation days will be forfeited on the last day of the contract year and will not be carried over. There will be no compensation for unused vacation days, except as provided for in Paragraph 26.

9. **Sick Days:** The employee will be entitled to twelve (12) sick days per year. The employee may transfer up to one hundred (100) sick days from the previous employer all at one time.

10. **Personal Days:** The employee will have five (5) personal leave days per year.

11. **Bereavement Leave:** The employee shall be entitled to five (5) school days of absence for death in the immediate family. The first day is the day of the death. One (1) day of leave is granted in case of the death of a person not in the immediate family, but a relative.

12. **Retirement Contribution:** Employer shall pay the employee and employee's total share of the contribution to the Indiana State Teachers Retirement Fund.

13. **Professional Dues:** The school corporation will pay in full for the professional dues for the Indiana Association of Public School Superintendents, the Indiana School Business Officials, as well as AASA and ISBA.

14. **Section 401(a) Contribution:** The Board shall contribute \$7,900 in 2026, \$8,000 in 2027, and \$8,100 in 2028 to the Employee's Section 401(a) account.

15. **Health Insurance Premiums:** The employee shall be entitled to Single/Family Health Insurance coverage with the Board paying the full premium.

16. **Long-Term Disability:** The employee shall be entitled to Long Term Disability Insurance coverage with the Board paying the premium.
17. **Dental Insurance Premium:** The employee shall be entitled to Dental Insurance coverage with the Board paying the premium.
18. **Life Insurance:** The Board will provide the employee term life insurance on the life of the employee and pay the premium for the following coverages: \$207,000 for 2026, \$210,000 in 2027, and \$213,000 for 2028.
19. **Physical Examination:** The school corporation will provide funding so that the employee has a comprehensive annual physical examination including an eye exam. Any portion of the physical not covered by the health insurance should be paid by the employee and then submitted to the school corporation for reimbursement.
20. **Technology Allowance:** The employee will receive \$1,020 annually for the use of her cell phone/internet service and other technology for school business. The stipend will be paid in December.
21. **Motor Vehicle Allowance:** The employee will receive \$4,200 annually in the form of a motor vehicle allowance in order to defray the expenses incurred by the employee for the use of her personal vehicle for the benefit of the Corporation. This allowance will be paid to the employee in December. Because of the payment of this motor vehicle allowance, the employee will not be entitled to reimbursement for mileage.
22. **Vision Insurance:** The employee will be entitled to Family vision insurance provided as part of the Employer's benefits plan, and the employer will pay all of the premium for this coverage.
23. **Student Enrollment Incentive:** The Superintendent will have the opportunity for an incentive based on student enrollment growth. Based on ADM Sept-Sept – student increase year – 25 students - \$3,000, 50 students - \$6,000, 75 students - \$9,000, 100 students - \$12,000. (Superintendent must also have an effective or above evaluation).
24. **Business and Professional Expenses:** The employer will pay on behalf of the employee the cost of participation in state and national professional associations of educational leaders and the expenses related to the employee's attendance at conferences and activities. The employee will obtain from the employer prior to attendance at the same approval for attendance at such conferences and activities.
25. **Other Benefits:** The employee will be entitled to other benefits established by the employer for all other full-time, certified employees of the district, provided such benefits are not in conflict with the terms of this Addendum. To the extent that the benefits for other employees conflict with or duplicate a benefit provided for herein, this addendum shall control, and the benefit provided for in this Addendum will be the benefit provided to the employee.

26. Termination for Cause: During the initial term and terms thereafter in effect under this Addendum, the employer will have the right to terminate this Addendum for cause, as provided for in Indiana law. In the event of a termination by the employer for cause, the employee will be entitled to (a) the regular rate of pay provided for in this Addendum until the effective date of the termination and (b) the per diem for accumulated, unused vacation days and sick days.

This agreement is executed in triplicate and is made a part of a Regular Superintendent's Contract this _____ day of December 2025. Each party of this agreement has a copy.

EMPLOYEE:

EMPLOYER:

Stephanie Hofer

By: _____
**Jerry Kinkead, President
South Montgomery Community
School Board of Trustees**

Attest: _____
Board Secretary