

ADDENDUM TO CONTRACT BETWEEN

DARLA HOOVER

AND

**THE BOARD OF SCHOOL TRUSTEES OF THE
EVANSVILLE VANDERBURGH SCHOOL CORPORATION
COMMENCING JULY 1, 2025**

WHEREAS, the parties hereto desire to enter into an Addendum to the Regular Teacher's Contract between the Board of School Trustees of the Evansville Vanderburgh School Corporation, hereinafter referred to as the "Corporation" and Darla Hoover, hereinafter referred to as "Superintendent."

WHEREAS, Corporation desires to provide Superintendent with certain benefits, privileges and responsibilities in addition to the Regular Teacher's Contract signed of even date herewith, in order to enhance administrative stability and continuity within the schools which Corporation believes generally improves the quality of its overall educational program; and

WHEREAS, Corporation and Superintendent believe that an Addendum is necessary to describe specifically their relationship and to serve as the basis of effective communication between them as they fulfill their governance and administrative functions in the operation of the education program of the Corporation; and

NOW, THEREFORE, Corporation and Superintendent, for the consideration herein specified, agree as follows:

1. **TERM**

Corporation hereby employs Superintendent, and Superintendent hereby accepts such employment, for a term commencing July 1, 2025 through June 30, 2028. This contract may be extended for not more than five (5) years pursuant to Paragraph Seven (7) hereof.

2. **PROFESSIONAL CERTIFICATION AND RESPONSIBILITIES OF SUPERINTENDENT**

A. **Certification.** Superintendent shall hold a valid superintendent's certificate issued by the State of Indiana.

B. **Duties.** Superintendent shall have those duties and responsibilities as established and set forth in the job description provided by the Corporation and as the Board may direct from time to time.

C. **Outside Activities.** Superintendent shall devote time, attention and energy to the business of the Corporation. However, Superintendent may serve as a consultant to other districts or educational agencies, lecture, engage in writing activities and speaking engagements, and engage in other activities which are of a short-term duration. Such activities which require the Superintendent to be absent from the school corporation for more than five (5) full working days shall be subject to the Board of School Trustees' ("Board") approval. Superintendent may, with the approval of the Board, continue to draw a salary while engaged in the outside activity as described above. In such cases, honoraria paid Superintendent in connection with these activities shall be transferred to the Corporation. If Superintendent chooses to use vacation leave to perform outside activities, Superintendent shall retain any honoraria paid. In no case will Corporation be responsible for any expenses incurred in the performance of such outside activities.

3. **PROFESSIONAL GROWTH OF SUPERINTENDENT**

Corporation encourages the continuing professional growth of Superintendent through participation, as may be chosen in light of responsibilities as Superintendent, in:

- A. the operation, programs and other activities conducted or sponsored by local, state and national school administrator and school board associations;
- B. seminars and courses offered by public or private educational institutions; and
- C. informational meetings with other persons whose particular skills or backgrounds would serve to improve the capacity of Superintendent to perform professional responsibilities for Corporation.

To encourage such activities, Corporation shall approve a reasonable amount of release time for Superintendent to attend to such matters and pay for the necessary fees for travel and subsistence expenses, as approved by the Corporation in its annual budget.

4. **COMPENSATION & BENEFITS**

Superintendent's annual base salary shall be \$215,000.00. The parties may mutually agree to adjust the base salary and deferred compensation of the Superintendent in future years.

The Superintendent's annual base salary shall be paid to Superintendent on an equal installment basis during each year of such employment, the installment payment dates to be commensurate with the installment payment dates applicable to other administrative employees of the Corporation.

Superintendent shall be entitled to all benefits applicable to twelve (12) month administrative employees as are incident to their employment relationship with Corporation.

The Corporation shall provide payment for a term life insurance policy in the amount of Five Hundred Thousand Dollars (\$500,000.00); as well as the option for Superintendent to purchase the term life insurance available to all administrative employees.

Corporation shall provide Superintendent reasonable travel expenses, dues for local, state and national organizations and other expenses incurred by Superintendent in the continuing performance of duties under this Contract and as approved by the Corporation in its annual budget.

Superintendent shall be entitled to paid vacation as defined and granted to 52 week administrators in the Corporation. The Superintendent may elect to receive payment at the per diem rate for no more than ten (10) unused vacation days per year should the Superintendent determine that work demands preclude time-off from regular duties.

In light of the unique nature of the professional duties of the Superintendent, the Corporation shall provide Superintendent with an automobile allowance of \$1,000.00 per month.

The Corporation shall also provide the Superintendent with deferred compensation of \$30,000.00 per year, which shall be paid as the Superintendent may direct.

5. **PROFESSIONAL LIABILITY**

To the extent permitted by Indiana law, Corporation 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 an individual capacity, or in an official capacity as agent and employee of the Corporation, provided the incident arose while Superintendent was acting within the scope of employment and excluding criminal litigation. This indemnification comes from the Corporation only and no individual board member is to be considered personally liable for indemnifying Superintendent against such demands, claims, suits, actions and legal proceedings.

6. **PERFORMANCE EVALUATION**

The Board shall provide the Superintendent with a written performance evaluation by June 30 of each contract year. If the Superintendent receives a satisfactory evaluation, the Superintendent shall receive a 3% increase in base salary and deferred compensation effective July 1 of each new contract year.

7. **EXTENSION OF EMPLOYMENT CONTRACT**

This contract shall automatically be extended for one (1) additional year (for up to a total of five (5) additional years beyond the original three (3) year term hereof) if no notice of non-renewal shall have been given to the Superintendent by June 30 of any contract year.

8. **TERMINATION OF EMPLOYMENT CONTRACT**

This Employment Contract may be terminated by:

- A. Mutual agreement of the parties.
- B. Retirement or resignation of Superintendent on 90 day written notice.
- C. Disability of Superintendent.

In the event of disability by illness or incapacity, after Superintendent's sick leave has been exhausted, the compensation shall be reinstated after Superintendent has returned to employment and undertaken the full discharge of duties. Corporation may terminate this contract by 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 employment for whatever cause for an additional continuous period of one hundred twenty (120) days. All obligations of Corporation shall cease upon such termination.

If a question exists concerning the capacity of Superintendent to return to official duties, Corporation may require Superintendent to submit to a medical examination, to be performed by a doctor licensed to practice medicine and chosen by the Corporation. The examination shall be done at the expense of Corporation. The physician shall limit his report to the issue of whether Superintendent has a continuing disability which prohibits Superintendent from performing duties.

D. Discharge for any cause in any statute stipulating cause for dismissal of teachers and subject to the notice and hearing rights provided by statute for any superintendent's contract.

E. Death of the Superintendent.

F. If the Board wishes to terminate Superintendent's employment for any reason other than Superintendent's disability as provided in (C) or "cause" as provided in (D) hereinabove, then the Board shall pay and the Superintendent shall accept an amount equal to the lesser of: (a) the Superintendent's salary for any one (1) year under the contract; or (b) Two Hundred Fifty Thousand Dollars (\$250,000.00) as full and final payment of all sums due hereunder.

9. **SAVINGS CLAUSE**

If, during the term of this contract, it is found that a specific clause of the contract is illegal under federal or state law, the remainder of the contract not affected by such a ruling shall remain in force.

IN WITNESS WHEREOF, Corporation has caused this Employment Contract to be approved on its behalf by a duly authorized officer and Superintendent has approved this Employment Contract in effect on the day and year specified in paragraph 1 above.

**BOARD OF SCHOOL TRUSTEES
EVANSVILLE VANDERBURGH SCHOOL CORP.**

By Karen Ragland
President
Melissa C. Meade
Secretary

SUPERINTENDENT

Darla Hoover
Darla Hoover

REGULAR TEACHER 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

Evansville Vanderburgh School Corporation

("Corporation") and

DARLA HOOVER

("Teacher").

DARLA HOOVER

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

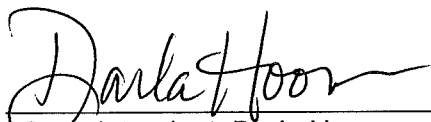
In exchange for the Teacher's services described below, the Corporation and the Teacher agree that:

1. The Teacher shall teach in the schools of the Corporation for the school term, beginning 7/1/2025, and ending on 6/30/2026. 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 240 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. 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 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 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 19th day of May, 2025

Teacher

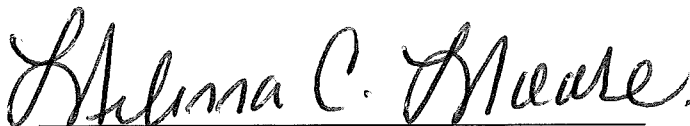
School Corporation by:



Superintendent, Darla Hoover



President, Karen Ragland



Secretary, Melissa C. Moore

REGULAR TEACHER 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
Evansville Vanderburgh School Corporation ("Corporation") and

DARLA HOOVER

("Teacher").

DARLA HOOVER

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

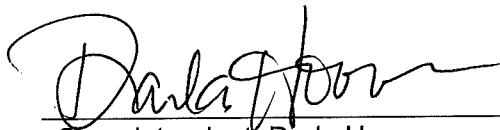
In exchange for the Teacher's services described below, the Corporation and the Teacher agree that:

1. The Teacher shall teach in the schools of the Corporation for the school term, beginning 7/1/2025,
and ending on 6/30/2026. 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
240 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.
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 \$30,000.00
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 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.

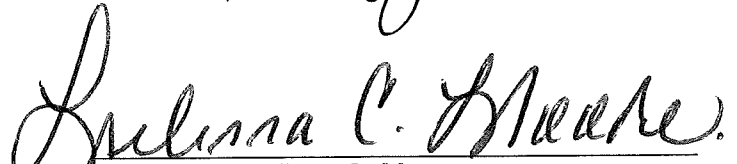
Agreed this 19th day of May, 2025

Teacher

School Corporation by:


Superintendent, Darla Hoover


President, Karen Ragland


Secretary, Melissa C. Moore

CONTRACT FOR EXTRACURRICULAR SERVICES

(for use with "exempt" professional employees per the Fair Labor Standards Act)

This contract for extracurricular services is by and between the governing body of the
Evansville Vanderburgh School Corporation ("Corporation") and
DARLA HOOVER ("Employee").

In exchange for the extracurricular services described below (not to include summer or evening school), the Corporation and Employee agree that:

1. The Employee shall provide the following extracurricular services:

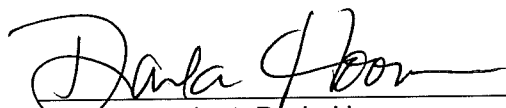
Assignment	Start Date	End Date	Total Payment
SUPT-AUTO	07-01-24	06-30-25	\$12,000.00

2. The compensation described in paragraph 1 above is for all services necessary to complete the assignment described.
3. The Employee is an exempt "professional" employee of the Corporation under the Fair Labor Standards Act, and the hours resulting from services pursuant to this Contract shall not be added to the time spent delivering any other services to the Corporation for purposes of determining the Employee's eligibility for overtime compensation under that Act.
4. In exchange for the performance of the services identified in Paragraph 1, the Corporation shall pay the Employee the total sum of **\$12,000.00**, payable as follows: biweekly.

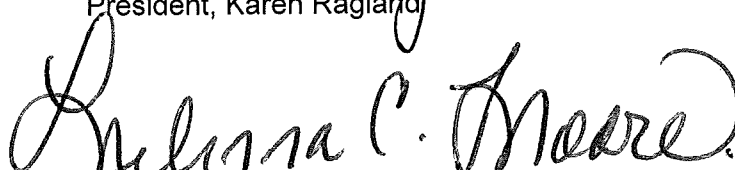
Agreed this 19th day of May, 2025.

Employee

School Corporation by:


Superintendent, Darla Hoover


President, Karen Ragland


Secretary, Melissa C. Moore