

Summary of the Agreement between South Adams Schools Board of Trustees Employing Michelle Clouser  
 Penrod as Superintendent of Schools 260 days  
 Effective July 1, 2023- June 30, 2026

Annual Base Salary \$123,250

Annual Board Contribution to Group Health Insurance Premium\* \$26,904

The “Total Salary” on the **Regular Teacher Contract** .....\$150,154

The “Total Salary” on the **Regular Teacher Contract** for administrators is the sum of the annual base salary and the school board’s contribution for health insurance. With each pay, the cost of the health insurance premium and or HSA is deducted from the administrator’s check

Annual LTD Premium\* \$480.68  
 (As for all full-time school employees, the school board pays the entire premium at the rate of 0.39% of the annual basic salary.)

Annual Term Life Premium (\$50,000 Death Benefit)\* \$65  
 (As for all full-time school employees, the school board pays the entire life insurance premium except for \$1.00.)

Annual Contribution to 401(a) Plan \$1,848.75  
 (As for all full-time school employees, the school board contributes 1.5% of the annual basic salary to the employee’s 401(a) plan.) \*\*Superintendent is entitled to add to this total by putting into the 401(a), a certain number of leave days in correlation with years of experience at the daily rate of the Superintendent contract.

Annual Contribution to the Indiana State Teacher Retirement Fund \$13,513.86

**Total of Listed Contract Provisions \$166,062.29**

\*Indicates that the Board contribution may be adjusted if the carrier increases the premium for same level of coverage.

\*\*Salary increases may occur on an annual basis based upon level of performance as determined by the Board’s evaluation with the maximum increase not to exceed \$3,750.

Working Days: The Agreement calls for 260 working days in each school year. Ten to twelve leave days are provided for illness and personal business based on experience at South Adams per the Master Teacher Contract.

Added Basic Salary Rather Than Reimbursement for Expenses: The Board’s contribution for group health insurance will be paid as “additional basic salary” for the benefit of the Administrator when his/her 20 highest calendar quarters are used to compute his/her ISTRF retirement benefit. This approach has been reviewed with ISTRF and is an accepted practice from their perspective. While the benefit to the Administrator planning to retire within 5 years may be substantial in comparison to the cost to the Board, the decision to employ this strategy does result in some additional expenses to the Board-employer because, as compared to reimbursed business expenses, the dollars paid as added basic salary are subject to added ISTRF contributions and employer FICA/Medicare.

Summary of the Agreement between South Adams Schools Board of Trustees Employing  
**Joe Meyer**  
 Curriculum Director 220 days  
 Effective July 1, 2025 through June 30, 2027

Annual Base Salary	<b>\$95,829.84</b>
Annual Board Contribution to Group Health Insurance Premium*	<b>\$20,500.00</b>
The “Total Salary” on the <b>Regular Teacher Contract</b> .....	<b>\$116,329.84</b>
The “Total Salary” on the <b>Regular Teacher Contract</b> for administrators is the sum of the annual base salary and the school board’s contribution for health insurance. With each pay, the cost of the health insurance premium is deducted from the administrator’s check.	
Annual LTD Premium*	<b>\$373.74</b>
(As for all full-time school employees, the school board pays the entire premium at the rate of 0.39% of the annual basic salary.)	
Annual Term Life Premium (\$50,000 Death Benefit)*	<b>\$65</b>
(As for all full-time school employees, the school board pays the entire life insurance premium except for \$1.00.)	
Annual Contribution to 401(a) Plan	<b>\$1916.60</b>
(As for all full-time school employees, the school board contributes 2.0% of the annual basic salary to the employee’s 401(a) plan.)	
Annual Contribution to the Indiana State Teacher Retirement Fund	<b>\$11,051.33</b>
<b>Total of Listed Contract Provisions</b>	<b><u>\$129,736.51</u></b>

\*Indicates that the Board contribution may be adjusted if the carrier increases the premium for the same level of coverage.

Agreement Length: The Agreement extends through June 30, 2025. However, the Agreement can be canceled by the Board for the same list of reasons applicable to cancellation of the contract of an “established teacher” found in IC 20-28-7.5-1(e). The Administrator can cancel the Agreement by giving written notice of resignation.

Working Days: The Agreement calls for 220 working days in each school year. Ten to twelve leave days are provided for illness and personal business based on experience at South Adams per the Master Teacher Contract.

Added Basic Salary Rather Than Reimbursement for Expenses: The Board’s contribution for group health insurance will be paid as “additional basic salary” for the benefit of the Administrator when his/her 20 highest calendar quarters are used to compute his/her ISTRF retirement benefit. This approach has been reviewed with ISTRF and is an accepted practice from their perspective. While the benefit to the Administrator planning to retire within 5 years may be substantial in comparison to the cost to the Board, the decision to employ this strategy does result in some additional expenses to the Board-employer because, as compared to reimbursed business expenses, the dollars paid as added basic salary are subject to added ISTRF contributions and employer FICA/Medicare.

Evaluation: The Administrator will be evaluated by his/her supervisor and rated using the same categories applied to teachers: “highly effective,” “effective,” “improvement necessary,” or “ineffective.” Like any certificated employee, salary changes will be based upon performance.

Increases: The Board reviews the Administrator’s salary and benefits annually and may approve changes in base salary, contributions, or allowances at that time. Further, the Board determines what amount, if any, should be awarded under the performance-based pay provisions of the contract.

A copy of the Administrator’s contract follows this summary.

Summary of the Agreement between South Adams Schools Board of Trustees Employing  
**Jason Arnold**  
 Athletic Director 230 days  
 Effective July 1, 2025 through June 30, 2027

Annual Base Salary	<b>\$94,653.13</b>
Annual Board Contribution to Group Health Insurance Premium*	<b>\$20,500.00</b>
The “Total Salary” on the <b>Regular Teacher Contract</b> .....	<b>\$115,153.13</b>
The “Total Salary” on the <b>Regular Teacher Contract</b> for administrators is the sum of the annual base salary and the school board’s contribution for health insurance. With each pay, the cost of the health insurance premium is deducted from the administrator’s check.	
Annual LTD Premium*	<b>\$369.14</b>
(As for all full-time school employees, the school board pays the entire premium at the rate of 0.39% of the annual basic salary.)	
Annual Term Life Premium (\$50,000 Death Benefit)*	<b>\$65</b>
(As for all full-time school employees, the school board pays the entire life insurance premium except for \$1.00.)	
Annual Contribution to 401(a) Plan	<b>\$1893.06</b>
(As for all full-time school employees, the school board contributes 2.0% of the annual basic salary to the employee’s 401(a) plan.)	
Annual Contribution to the Indiana State Teacher Retirement Fund	<b>\$10,939.55</b>
<b>Total of Listed Contract Provisions</b>	<b><u>\$128,419.88</u></b>

\*Indicates that the Board contribution may be adjusted if the carrier increases the premium for the same level of coverage.

Agreement Length: The Agreement extends through June 30, 2025. However, the Agreement can be canceled by the Board for the same list of reasons applicable to cancellation of the contract of an “established teacher” found in IC 20-28-7.5-1(e). The Administrator can cancel the Agreement by giving written notice of resignation.

Working Days: The Agreement calls for 230 working days in each school year. Ten to twelve leave days are provided for illness and personal business based on experience at South Adams per the Master Teacher Contract.

Added Basic Salary Rather Than Reimbursement for Expenses: The Board’s contribution for group health insurance will be paid as “additional basic salary” for the benefit of the Administrator when his/her 20 highest calendar quarters are used to compute his/her ISTRF retirement benefit. This approach has been reviewed with ISTRF and is an accepted practice from their perspective. While the benefit to the Administrator planning to retire within 5 years may be substantial in comparison to the cost to the Board, the decision to employ this strategy does result in some additional expenses to the Board-employer because, as compared to reimbursed business expenses, the dollars paid as added basic salary are subject to added ISTRF contributions and employer FICA/Medicare.

Evaluation: The Administrator will be evaluated by his/her supervisor and rated using the same categories applied to teachers: “highly effective,” “effective,” “improvement necessary,” or “ineffective.” Like any certificated employee, salary changes will be based upon performance.

Increases: The Board reviews the Administrator’s salary and benefits annually and may approve changes in base salary, contributions, or allowances at that time. Further, the Board determines what amount, if any, should be awarded under the performance-based pay provisions of the contract.

A copy of the Administrator’s contract follows this summary.

Summary of the Agreement between South Adams Schools Board of Trustees Employing  
**Cory Runkle**  
 High School Principal 225 days  
 Effective July 1, 2025 through June 30, 2027

Annual Base Salary	<b>\$100,592.00</b>
Annual Board Contribution to Group Health Insurance Premium*	<b>\$20,500.00</b>
The “Total Salary” on the <b>Regular Teacher Contract</b> .....	<b>\$121,092.00</b>
The “Total Salary” on the <b>Regular Teacher Contract</b> for administrators is the sum of the annual base salary and the school board’s contribution for health insurance. With each pay, the cost of the health insurance premium is deducted from the administrator’s check.	
Annual LTD Premium*	<b>\$392.31</b>
(As for all full-time school employees, the school board pays the entire premium at the rate of 0.39% of the annual basic salary.)	
Annual Term Life Premium (\$50,000 Death Benefit)*	<b>\$65</b>
(As for all full-time school employees, the school board pays the entire life insurance premium except for \$1.00.)	
Annual Contribution to 401(a) Plan	<b>\$2,011.84</b>
(As for all full-time school employees, the school board contributes 2.0% of the annual basic salary to the employee’s 401(a) plan.)	
Annual Contribution to the Indiana State Teacher Retirement Fund	<b>\$11,503.74</b>
<b>Total of Listed Contract Provisions</b>	<b><u>\$135,064.89</u></b>

\*Indicates that the Board contribution may be adjusted if the carrier increases the premium for the same level of coverage.

Agreement Length: The Agreement extends through June 30, 2025. However, the Agreement can be canceled by the Board for the same list of reasons applicable to cancellation of the contract of an “established teacher” found in IC 20-28-7.5-1(e). The Administrator can cancel the Agreement by giving written notice of resignation.

Working Days: The Agreement calls for 225 working days in each school year. Ten to twelve leave days are provided for illness and personal business based on experience at South Adams per the Master Teacher Contract.

Added Basic Salary Rather Than Reimbursement for Expenses: The Board’s contribution for group health insurance will be paid as “additional basic salary” for the benefit of the Administrator when his/her 20 highest calendar quarters are used to compute his/her ISTRF retirement benefit. This approach has been reviewed with ISTRF and is an accepted practice from their perspective. While the benefit to the Administrator planning to retire within 5 years may be substantial in comparison to the cost to the Board, the decision to employ this strategy does result in some additional expenses to the Board-employer because, as compared to reimbursed business expenses, the dollars paid as added basic salary are subject to added ISTRF contributions and employer FICA/Medicare.

Evaluation: The Administrator will be evaluated by his/her supervisor and rated using the same categories applied to teachers: “highly effective,” “effective,” “improvement necessary,” or “ineffective.” Like any certificated employee, salary changes will be based upon performance.

Increases: The Board reviews the Administrator’s salary and benefits annually and may approve changes in base salary, contributions, or allowances at that time. Further, the Board determines what amount, if any, should be awarded under the performance-based pay provisions of the contract.

A copy of the Administrator’s contract follows this summary.

Summary of the Agreement between South Adams Schools Board of Trustees Employing Andy Schmitt as  
Middle School Principal  
Effective July 1, 2025 through June 30, 2027

Annual Base Salary \$94,000

Annual Board Contribution to Group Health Insurance Premium\* \$20,500

The “Total Salary” on the **Regular Teacher Contract** .....\$114,500

The “Total Salary” on the **Regular Teacher Contract** for administrators is the sum of the annual base salary and the school board’s contribution for health insurance. With each pay, the cost of the health insurance premium is deducted from the administrator’s check.

Annual LTD Premium\* \$358

(As for all full-time school employees, the school board pays the entire premium at the rate of 0.39% of the annual basic salary.)

Annual Term Life Premium (\$50,000 Death Benefit)\* \$65

(As for all full-time school employees, the school board pays the entire life insurance premium except for \$1.00.)

Annual Contribution to 401(a) Plan \$1,880

(As for all full-time school employees, the school board contributes 2.0% of the annual basic salary to the employee’s 401(a) plan.)

Annual Contribution to the Indiana State Teacher Retirement Fund \$10,877.50

**Total of Listed Contract Provisions \$127,680**

\*Indicates that the Board contribution may be adjusted if the carrier increases the premium for same level of coverage.

Agreement Length: The Agreement extends through June 30, 2025. However, the Agreement can be canceled by the Board for the same list of reasons applicable to cancellation of the contract of an “established teacher” found in IC 20-28-7.5-1(e). The Administrator can cancel the Agreement by giving written notice of resignation.

Working Days: The Agreement calls for 220 working days in each school year. Ten to twelve leave days are provided for illness and personal business based on experience at South Adams per the Master Teacher Contract.

Added Basic Salary Rather Than Reimbursement for Expenses: The Board’s contribution for group health insurance will be paid as “additional basic salary” for the benefit of the Administrator when his/her 20 highest calendar quarters are used to compute his/her ISTRF retirement benefit. This approach has been reviewed with ISTRF and is an accepted practice from their perspective. While the benefit to the Administrator planning to retire within 5 years may be substantial in comparison to the cost to the Board, the decision to employ this strategy does result in some additional expenses to the Board-employer because, as compared to reimbursed business expenses, the dollars paid as added basic salary are subject to added ISTRF contributions and employer FICA/Medicare.

Evaluation: The Administrator will be evaluated by his/her supervisor and rated using the same categories applied to teachers: “highly effective,” “effective,” “improvement necessary,” or “ineffective.” Like any certificated employee, salary changes will be based upon performance.

Increases: The Board reviews the Administrator’s salary and benefits annually and may approve changes in base salary, contributions, or allowances at that time. Further, the Board determines what amount, if any, should be awarded under the performance-based pay provisions of the contract.

Summary of the Agreement between South Adams Schools Board of Trustees Employing  
**Jeff Lehman** 6-12 Assistant Principal 215 days  
 Effective July 1, 2025 through June 30, 2027

Annual Base Salary	<b>\$80,500</b>
Annual Board Contribution to Group Health Insurance Premium*	<b>\$20,500</b>
The “Total Salary” on the <b>Regular Teacher Contract</b> ..... <b>\$101,000</b>	
The “Total Salary” on the <b>Regular Teacher Contract</b> for administrators is the sum of the annual base salary and the school board’s contribution for health insurance. With each pay, the cost of the health insurance premium is deducted from the administrator’s check.	
Annual LTD Premium*	<b>\$313.95</b>
(As for all full-time school employees, the school board pays the entire premium at the rate of 0.39% of the annual basic salary.)	
Annual Term Life Premium (\$50,000 Death Benefit)*	<b>\$65</b>
(As for all full-time school employees, the school board pays the entire life insurance premium except for \$1.00.)	
Annual Contribution to 401(a) Plan	<b>\$1,610</b>
(As for all full-time school employees, the school board contributes 2.0% of the annual basic salary to the employee’s 401(a) plan.)	
Annual Contribution to the Indiana State Teacher Retirement Fund	<b>\$9,595</b>
<b>Total of Listed Contract Provisions</b>	<b><u>\$112,583.95</u></b>

\*Indicates that the Board contribution may be adjusted if the carrier increases the premium for the same level of coverage.

Agreement Length: The Agreement extends through June 30, 2026. However, the Agreement can be canceled by the Board for the same list of reasons applicable to cancellation of the contract of an “established teacher” found in IC 20-28-7.5-1(e). The Administrator can cancel the Agreement by giving written notice of resignation.

Working Days: The Agreement calls for 215 working days in each school year. Ten to twelve leave days are provided for illness and personal business based on experience at South Adams per the Master Teacher Contract.

Added Basic Salary Rather Than Reimbursement for Expenses: The Board’s contribution for group health insurance will be paid as “additional basic salary” for the benefit of the Administrator when his/her 20 highest calendar quarters are used to compute his/her ISTRF retirement benefit. This approach has been reviewed with ISTRF and is an accepted practice from their perspective. While the benefit to the Administrator planning to retire within 5 years may be substantial in comparison to the cost to the Board, the decision to employ this strategy does result in some additional expenses to the Board-employer because, as compared to reimbursed business expenses, the dollars paid as added basic salary are subject to added ISTRF contributions and employer FICA/Medicare.

Evaluation: The Administrator will be evaluated by his/her supervisor and rated using the same categories applied to teachers: “highly effective,” “effective,” “improvement necessary,” or “ineffective.” Like any certificated employee, salary changes will be based upon performance.

Increases: The Board reviews the Administrator’s salary and benefits annually and may approve changes in base salary, contributions, or allowances at that time. Further, the Board determines what amount, if any, should be awarded under the performance-based pay provisions of the contract.

A copy of the Administrator’s contract follows this summary.

Summary of the Agreement between South Adams Schools Board of Trustees Employing  
**Shellie Miller**  
 Elementary Principal 220 days  
 Effective July 1, 2025 through June 30, 2027

Annual Base Salary	<b>\$100,852.36</b>
Annual Board Contribution to Group Health Insurance Premium*	<b>\$20,500.00</b>
The “Total Salary” on the <b>Regular Teacher Contract</b> .....	<b>\$121,352.36</b>
The “Total Salary” on the <b>Regular Teacher Contract</b> for administrators is the sum of the annual base salary and the school board’s contribution for health insurance. With each pay, the cost of the health insurance premium is deducted from the administrator’s check.	
Annual LTD Premium*	<b>\$393.33</b>
(As for all full-time school employees, the school board pays the entire premium at the rate of 0.39% of the annual basic salary.)	
Annual Term Life Premium (\$50,000 Death Benefit)*	<b>\$65</b>
(As for all full-time school employees, the school board pays the entire life insurance premium except for \$1.00.)	
Annual Contribution to 401(a) Plan	<b>\$2017.05</b>
(As for all full-time school employees, the school board contributes 2.0% of the annual basic salary to the employee’s 401(a) plan.)	
Annual Contribution to the Indiana State Teacher Retirement Fund	<b>\$11528.47</b>
<b>Total of Listed Contract Provisions</b>	<b><u>\$135,356.21</u></b>

\*Indicates that the Board contribution may be adjusted if the carrier increases the premium for the same level of coverage.

Agreement Length: The Agreement extends through June 30, 2025. However, the Agreement can be canceled by the Board for the same list of reasons applicable to cancellation of the contract of an “established teacher” found in IC 20-28-7.5-1(e). The Administrator can cancel the Agreement by giving written notice of resignation.

Working Days: The Agreement calls for 220 working days in each school year. Ten to twelve leave days are provided for illness and personal business based on experience at South Adams per the Master Teacher Contract.

Added Basic Salary Rather Than Reimbursement for Expenses: The Board’s contribution for group health insurance will be paid as “additional basic salary” for the benefit of the Administrator when his/her 20 highest calendar quarters are used to compute his/her ISTRF retirement benefit. This approach has been reviewed with ISTRF and is an accepted practice from their perspective. While the benefit to the Administrator planning to retire within 5 years may be substantial in comparison to the cost to the Board, the decision to employ this strategy does result in some additional expenses to the Board-employer because, as compared to reimbursed business expenses, the dollars paid as added basic salary are subject to added ISTRF contributions and employer FICA/Medicare.

Evaluation: The Administrator will be evaluated by his/her supervisor and rated using the same categories applied to teachers: “highly effective,” “effective,” “improvement necessary,” or “ineffective.” Like any certificated employee, salary changes will be based upon performance.

Increases: The Board reviews the Administrator’s salary and benefits annually and may approve changes in base salary, contributions, or allowances at that time. Further, the Board determines what amount, if any, should be awarded under the performance-based pay provisions of the contract.

A copy of the Administrator’s contract follows this summary.

Summary of the Agreement between South Adams Schools Board of Trustees Employing  
**Joel Reinhard**  
 Elementary Assistant Principal 205 days  
 Effective July 1, 2025 through June 30, 2027

Annual Base Salary	<b>\$84,500</b>
Annual Board Contribution to Group Health Insurance Premium*	<b>\$20,500</b>
The “Total Salary” on the <b>Regular Teacher Contract</b> .....	<b>\$103,000</b>
The “Total Salary” on the <b>Regular Teacher Contract</b> for administrators is the sum of the annual base salary and the school board’s contribution for health insurance. With each pay, the cost of the health insurance premium is deducted from the administrator’s check.	
Annual LTD Premium*	<b>\$321.75</b>
(As for all full-time school employees, the school board pays the entire premium at the rate of 0.39% of the annual basic salary.)	
Annual Term Life Premium (\$50,000 Death Benefit)*	<b>\$65</b>
(As for all full-time school employees, the school board pays the entire life insurance premium except for \$1.00.)	
Annual Contribution to 401(a) Plan	<b>\$1,237.50</b>
(As for all full-time school employees, the school board contributes 1.5% of the annual basic salary to the employee’s 401(a) plan.)	
Annual Contribution to the Indiana State Teacher Retirement Fund	<b>\$9,270.00</b>
<b>Total of Listed Contract Provisions</b>	<b><u>\$113,894.25</u></b>

\*Indicates that the Board contribution may be adjusted if the carrier increases the premium for the same level of coverage.

Agreement Length: The Agreement extends through June 30, 2025. However, the Agreement can be canceled by the Board for the same list of reasons applicable to cancellation of the contract of an “established teacher” found in IC 20-28-7.5-1(e). The Administrator can cancel the Agreement by giving written notice of resignation.

Working Days: The Agreement calls for 205 working days in each school year. Ten to twelve leave days are provided for illness and personal business based on experience at South Adams per the Master Teacher Contract.

Added Basic Salary Rather Than Reimbursement for Expenses: The Board’s contribution for group health insurance will be paid as “additional basic salary” for the benefit of the Administrator when his/her 20 highest calendar quarters are used to compute his/her ISTRF retirement benefit. This approach has been reviewed with ISTRF and is an accepted practice from their perspective. While the benefit to the Administrator planning to retire within 5 years may be substantial in comparison to the cost to the Board, the decision to employ this strategy does result in some additional expenses to the Board-employer because, as compared to reimbursed business expenses, the dollars paid as added basic salary are subject to added ISTRF contributions and employer FICA/Medicare.

Evaluation: The Administrator will be evaluated by his/her supervisor and rated using the same categories applied to teachers: “highly effective,” “effective,” “improvement necessary,” or “ineffective.” Like any certificated employee, salary changes will be based upon performance.

Increases: The Board reviews the Administrator’s salary and benefits annually and may approve changes in base salary, contributions, or allowances at that time. Further, the Board determines what amount, if any, should be awarded under the performance-based pay provisions of the contract.

A copy of the Administrator’s contract follows this summary.