

## SUPERINTENDENT CONTRACT: 7/1/2025- 6/30/2028

This addendum is to become a part of the *Regular Teacher Contract* of Dr. Chad Briggs (the "Superintendent") with the Silver Creek School Corporation (the "Corporation") for the period of July 1, 2025 through June 30, 2028.

1. Beginning on January 1, 2027, and continuing each January 1 thereafter, this Contract shall automatically extend for an additional one year unless the Board of School Trustees votes in an open meeting on or before January 1 to not extend the Contract term. It shall be the duty of the Superintendent and the Board to make a reasonable effort to acknowledge this provision and remind each party of the existence of the rollover provision reference herein by December 1 of each respective year. The parties agree this shall result in a continuous three (3) year contract unless one (1) party provides timely written notice to the other.
2. The parties agree that the Superintendent shall provide services for two hundred sixty (260) days during each school year.
3. The Superintendent's base salary, effective July 1, 2025, will be \$161,177.96 subject to applicable withholdings, payable in accordance with the School Corporation's regular payment practices for School Corporation administrators. The Superintendent will receive the same base salary increase or stipend, if any, as provided teachers for which the Superintendent qualifies, adjusted pro-rata based on differences in contract days under each respective contract. Such future base salary increases and stipends are contingent upon the following qualifying requirements:
  - a. Any base salary increases or stipend will be effective only if the Superintendent was not evaluated as either "needs improvement" or "ineffective" for the school year preceding the year in which the raise would take effect.
  - b. The Superintendent has met the qualifying requirements of the Performance Based Compensation Model applicable to the Superintendent's position.
  - c. If in any year teachers do not receive any base salary increase or stipend, the Superintendent will not receive any base salary increase or stipend.
  - d. Within 30 days of the Board establishing teacher raises for any one year, the Superintendent may submit a written waiver of an increase for that year and in such a case the proposed contract will provide that there will be no base salary increases and stipends for that year.
  - e. The Board provides written notice to the Superintendent that it will no longer agree to these future base salary increases and stipends for the Superintendent in any one particular year on or before the date it approves teacher raises.
4. The Corporation shall credit or pay the Superintendent with an annual amount equal to the total annual cost of coverage for the Superintendent and eligible dependents under the Corporation's group health insurance plans, minus \$1, which the Superintendent may, but need not, elect to contribute to the Corporation's Section 125 Flexible Spending Plan in order to pay for the premiums of the Corporation's group health insurance program. Such insurance coverage may continue following the Superintendent's voluntary retirement

pursuant to Indiana Code § 5-10-8-2.6.

5. The Corporation will also contribute \$2,000 annually to a Health Savings Account should the Superintendent elect to enroll in a high-deductible health insurance plan.
6. The total of the foregoing amounts in Sections 3, 4, and 5 are intended to represent the Superintendent's basic salary as defined by I.C. 5-10.2-4-3, and such amounts shall be used to determine the average annual compensation defined in I.C. 5-10.2-4-3 and reported to the Indiana State Teachers Retirement Fund for the Superintendent.
7. The Corporation shall contribute towards the Superintendent an annual amount equal to contributions for teachers or administrators, whichever is higher, towards the Superintendent's 401(a), 403(b) and VEBA plan. The Superintendent shall be immediately and fully vested in any employer contributions made by the Corporation to the Superintendent's 401(a), 403(b), 457, or VEBA accounts under this Agreement.
8. The Corporation will provide a term life policy and Accidental Death and Disability insurance coverage for two (2) times the Superintendent's salary. All but one dollar (\$1.00) of the premium for these benefits shall be directly paid by the Corporation.
9. SCSC will provide twenty (20) vacation days per school year. Vacation days run concurrent with the school year. There is no accumulation of vacation days.
10. The Corporation will provide twelve (12) sick days per year. The maximum accumulation of sick days cannot exceed one hundred fifty (150) days.
11. The Corporation will provide three (3) Personal Days per year. Personal days can accumulate up to six (6) days. Excess days will be transferred to Sick days.
12. The Corporation will provide 12 paid holidays each year.
13. The Superintendent shall be entitled to all other benefits established by the Board for all management employees of the Board or teachers under a collective bargaining agreement. To the extent that benefits for other management employees or teachers duplicate a benefit specifically provided pursuant to this Contract, the benefit provided by this Contract shall be the benefit provided to the Superintendent.
14. The Corporation will contribute towards ninety-five percent (95%) of the premium for a Long Term Disability policy covering the Superintendent at sixty percent (60%) of the Superintendent's wages.
15. The Corporation will provide Professional Leave reimbursement for expenses as is necessary. Reimbursement will be paid in accordance with the CBA. Professional Development will be considered work days.
16. The Superintendent will be provided a cell phone and cell phone service for District business and an internet data service device and data-plan for District business.

17. The Corporation will maintain an "institutional membership" to Indiana Association of Public School Superintendents (I.A.P.S.S.) on behalf of the Superintendent and will pay for the cost of three (3) memberships in any state or national professional association for the school year.

Superintendent/Teacher

Silver Creek School Corporation

\_\_\_\_\_  
Dr. Chad Briggs

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Chris Rountree, President

\_\_\_\_\_  
Date

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Scott Groan, Secretary

*Signatures on file*

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