Oscar Haughs
HIGH SCHOOL PRINCIPAL

-ADDENDUM-
240 Days

Length of Contract:
Three (3) Years
Year 1 – July 1, 2024 to June 30, 2025 – $103,880.68
Year 2 – July 1, 2025 to June 30, 2026 – TBD
Year 3 – July 1, 2026 to June 30, 2027 -- TBD

The salary for the Rochester High School (RHS) Principal has been negotiated between the Principal and Superintendent. The administrative position is set at 240 contract days, between July 1 and June 30, with benefits under the Administrative Policy. The contract amount will be adjusted based on performance, and no increase may be given without an evaluation result of Highly Effective or Effective. The salary is subject to state law and limitations, including the Rochester Community School Corporation's (Corporation) need to avoid deficit spending. The Corporation shall pay its administrators in a fair and proper manner.

Insurance:

Medical – RHS Principal will pay according to the Corporation Educational Leaders benefit package. The value of the benefit is $12,370.92.

Dental - RHS Principal will pay according to the Corporation Educational Leaders benefit package. The value of dental benefit is $174.00

LTD - Single coverage - all but $0.01. RHS Principal will pay $0.01.

Life Insurance – RHS Principal will have a $50,000 term life insurance policy. Corporation will pay all but $0.01. RHS Principal will pay $0.01.

Other Leaves/Benefits:

All other leaves will be the same as allowed for other certificated employees.

Any unused days shall accumulate to a total of one hundred fifty (150) days. An amount equal to seventy-five dollars ($75) times the number of absence days in excess of one hundred fifty (150) days will be paid annually in the form of a check or into a 403b to the RHS Principal on his/her last paycheck in July, unless the Principal retires before the end of the year. If the Principal retires, it will be paid out with his/her last paycheck.

A Principal retiring from the Corporation will receive fifty-five dollar ($55) per day of unused accumulated sick leave days up to one hundred fifty (150) days.

Principals are permitted to attend a national conference no more often than every other year. The Corporation may not wish to approve more than two (2) principals on this leave in any one year. Reimbursement will be made for travel, registration, rooms, meals, and other meeting expenses at reasonable and customary rates upon receipt of itemized claims and proper documentation for said expenses.

The Corporation will reimburse a maximum of $150 annually of $300 bi-annually toward a physical examination made by a licensed medical physician of your choice. Reimbursement will be made upon receipt of claim and proper documentation of said expense and intended purpose.

The Corporation will reimburse mileage directly related to school purposes. The adopted mileage rate for the school Corporation may be claimed by submitting a properly documented mileage claim Form No. 101.

An amount up to five hundred ($500) dollars will be allowed to the principal at his/her option for membership(s) in professional organizations.

ISTRF Employee Contribution - In addition to the other consideration provided to the Principal by this paragraph of this Contract, the Board shall make any contribution to the Indiana State Teachers' Retirement Fund that would otherwise be required to be paid by the Principal. All payments to the Principal are subject to federal income tax and the Principal's contribution to the Indiana State Teachers' Retirement Fund shall be included in the Principal's salary for purposes of the Indiana State Teachers' Retirement Fund.

Equipment:

The Corporation shall provide a cell phone and service.

12/16/24
Date

[redacted]
Katie Miller, Board President

1/6/25
Date

[redacted]
Jennie Smith, Board Secretary

01/13/2025
Date

[redacted]
Oscar Haughs, RHS Principal

12/18/24
Date

[redacted]
Jana Vance, Superintendent