Nate Basham
ASSOCIATE PRINCIPAL

-ADDENDUM-
205 Days

Length of Contract:
Three (3) Years
Year 1 – July 1, 2024 to June 30, 2025 – $68,450.00
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 Middle School (RMS) Associate Principal has been negotiated between the Associate Principal and Superintendent. The administrative position is set at 205 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 – RMS Associate Principal will pay according to the Corporation Educational Leaders benefit package. The value of the benefit is $7,277.04.

Dental – RMS Associate 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. RMS Associate Principal will pay $0.01.

Life Insurance – RMS Associate Principal will have a $50,000 term life insurance policy. Corporation will pay all but $0.01. RMS Associate 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 RMS Associate Principal on his/her last paycheck in July, unless the RMS Associate Principal retires before the end of the year. If the RMS Associate Principal retires, it will be paid out with his/her last paycheck.

An Associate 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 Associate 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 Associate Principal. All payments to the Associate Principal are subject to federal income tax and the Associate Principal's contribution to the Indiana State Teachers' Retirement Fund shall be included in the Associate 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

1/10/25
Date

[redacted]
Nate Basham, RMS Associate Principal

12/18/24
Date

[redacted]
Jana Vance, Superintendent