

SUPERINTENDENT'S CONTRACT OF EMPLOYMENT

This contract (hereafter "this Contract") alters the basic teacher contract for the employment of Andrew L. Grismore, as Superintendent by the Board of School Trustees of the Monroe-Gregg School District by consent of the parties in the manner permitted by Indiana Code 20-28-8-6.

1. Parties to this Contract and Definition of Terms

The parties to this Contract are the: "Superintendent" meaning Andrew L. Grismore; and the "Board" meaning the Board of School Trustees acting as the governing body of the Monroe-Gregg School District (M.G.S.D.).

The term "school year" as used in this Contract means a period beginning on July 1 of one calendar year and concluding on June 30 of the following calendar year.

The term "Master Agreement" as used in this Contract means the contract between the Board and the Monroe-Gregg Teachers Association negotiated pursuant to Indiana Code 20-28.

2. Employment of Superintendent and Term of Employment

The Board employs the Superintendent and the Superintendent agrees to be employed by the Board as the Chief Executive Officer of M.G.S.D. for a period beginning on July 1, 2026 and concluding on June 30, 2029, subject to the terms of this Contract.

This contract shall automatically renew for an additional 2 year term unless the Superintendent is notified in writing of the non-renewal of the contract on or before January 1st of the year the contract is to expire.

The work product of the Superintendent that is prepared in the scope of his employment is the property of the school corporation.

3. Duties of the Superintendent

A. The Superintendent is required to direct his full time and attention to the business of the School Corporation and not to outside activities unless specifically approved by the Board of School Trustees.

B. The duties of the Superintendent to be performed are set forth in a job description for the position which is defined by Board policy and is incorporated into the Superintendent's contract. The review of the Superintendent's job performance shall be based upon the duties in the job description.

C. Work product of the Superintendent that is prepared in the scope of his employment is the property of the School Corporation.

4. Salary and Benefits

- A. The Superintendent's salary shall be \$115,000.00 annually beginning July 1, 2026. The Superintendent's salary shall increase to \$130,000.00 annually after he obtains his permanent Superintendent's license.
- B. The Superintendent will be eligible to participate in the group health insurance plan. The corporation shall pay the entire contribution except \$1.00 towards the superintendent's premiums for a single or family medical, vision, dental insurance policy.
- C. Life Insurance. The School Corporation shall provide a term life insurance policy for the Superintendent with a death benefit of \$100,000.00. The School Corporation pays the entire contribution except \$1.00 toward the Superintendent's premiums.
- D. Holidays. School Corporation scheduled holidays in addition to vacation days.
- E. Vacation Days and Sick Leave. The Superintendent shall have 20 vacation days and 10 sick leave days annually. Sick leave days accumulate without a maximum of total days. 39 days of sick leave days that Andrew Grismore has accumulated shall be carried over to the employment as Superintendent. The Superintendent shall also be entitled to all scheduled holidays that all employees have in addition to vacation days.
- F. Long Term Disability Insurance. The School Corporation shall provide long term disability insurance for the Superintendent and the School Corporation shall pay the entire contribution except \$1.00 toward the Superintendent's premiums.
- G. Clubs and Organizations. The School Corporation shall pay for the annual cost of the Superintendent's membership in the Indiana Association of Public School Superintendents and the Indiana Association of School Business Officials.
- H. Conferences. The School Corporation will pay all reasonable expenses for the Superintendent to attend state and national conferences with prior Board approval.
- I. Cell Phone. The School Corporation shall pay \$50.00 per month towards the Superintendent's cell phone bill.
- J. The Superintendent shall receive all the Leaves and Insurance Benefits identified in the Master Agreement. The pertinent articles of the Master Agreement are incorporated into this Contract as a material term.
- K. The Superintendent shall be entitled to paid or unpaid leave in any circumstance in which paid or unpaid leave is required by state or federal law or permitted by the Board's policy.
- L. Teachers Retirement Fund. The School Corporation shall pay the Superintendent's statutorily required teacher retirement fund contribution, which is currently 3% of the Superintendent's Base Salary.

M. The School Corporation shall contribute an amount equal to 3% of the Superintendent's annual base salary to a matching 403(b).

N. Mileage. The School Corporation shall reimburse the Superintendent for mileage incurred for school business travel at the rate allowed by the Internal Revenue Service.

O. The Superintendent is immediately vested as an employee in the Monroe-Gregg School District severance package.

P. Other Benefits. The Superintendent shall receive other benefits provided to other administrators of the School Corporation that are not inconsistent with the Superintendent's contract. The Board shall have the discretion to pay the benefits in this paragraph either in a lump sum payment or part of the Superintendent's base salary.

5. Cancellation of this Contract

This Contract may be cancelled in the following circumstances:

1. the parties agree in a written agreement to cancel it;
2. this contract may be cancelled for reasons stated in IC 20-28-8-7.

6. Renewal and Non-Renewal of this Contract

This Contract shall be renewed and non-renewed pursuant to the provisions of Indiana Code 20-28-8-7 and 8.

7. Defense and Indemnification for Acts in Performance of Duties

The School Corporation will defend, hold harmless and indemnify the Superintendent in legal actions involving incidents in which the Superintendent was legally acting within the scope of his employment.

8. Attorney Fees for Breach of Contract

It is further agreed that if either party breaches the terms or conditions of this contract, the party who breaches this contract shall be responsible for paying the attorney fees of the other party.

9. Entire Contracts of Parties

The parties agree that each has had the assurance of counsel in the process of negotiating the terms of this contract and therefore this contract contains all the agreed terms of employment of the Superintendent by the Board and will not be modified except in a written document making specific

reference to this contract and the provision to be modified. Modifications to this contract shall be approved by both parties in the same manner that this contract was approved. If required for purposes of compliance with a standard or request of the State Board of Accounts of the State of Indiana, the parties agree that they will execute one or more one-year or multi-year standard teacher's contracts to implement the terms of this contract.

10. Contracts as a Public Record

The parties agree that this Contract is a public record under Indiana Public Records Law, Indiana Code 5-14-3, and Indiana Code 20-28-6-2 pertaining to teacher contracts generally.

The parties further agree that to the extent that this contract is inconsistent with the Superintendent's basic teacher contract, this Contract replaces, the terms of this Contract shall control.

This Contract is executed this 8th day of June, 2026. A copy is placed with the Basic Teacher Contract.

SUPERINTENDENT

BOARD OF SCHOOL TRUSTEES
MONROE-GREGG SCHOOL DISTRICT

Approved Andrew L. Grismore
Andrew L. Grismore, Superintendent

By: Brock J. Sears
Brock J. Sears, President

By: Kevin A. Blundell
Kevin A. Blundell, Vice President

By: Ky James Kizzec
Ky James Kizzec, Secretary

and

By: Thomas C. Kennedy
Thomas C. Kennedy, Member

By: Jack W. Elliott
Jack W. Elliott, Member

This instrument prepared by: Steven L. Harris, HARRIS & CURRENS
9 West Main Street, Mooresville, IN 46158