REGULAR TEACHER CONTRACT

Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract

for the employment of teachers pursuant to Ind. Code 20-28-6-4(b)

This regular teacher contract ("Contract") is by and between the governing body of the **LOOGOOTEE COMMUNITY SCHOOL CORP** ("Corporation") and **SHELLEY C CHRISTMAS** ("Teacher"). **SHELLEY C CHRISTMAS** is a teacher as defined in Ind. Code 20-18-2-22.

In exchange for the Teacher's services described below, the Corporation and the Teacher agree that:

1. The Teacher shall teach in the schools of the Corporation for the school term beginning **July 01, 2026** and ending on **June 30, 2027**. Ind. Code 20-28-6-2(a) (3) (A)

2. The school term described in paragraph 1 immediately above for services under this Contract consists of **240.00** days. Ind. Code 20-28-6-2(a) (3) (B)

3. The Corporation shall pay the Teacher for services under this Contract the total salary of **$119,646.00** during the school year. Ind. Code 20-28-6-2(a) (3) (C)

4. The Corporation shall pay this amount in **26** installments on a **Biweekly basis.** Ind. Code 20-28-6-2(a) (3) (D) Ind. Code 20-28-6-5(1)

5. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.

6. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this **18th** day of **June, 2026.**

Teacher:

School Corporation by:

President

Attested:

Superintendent

Secretary

SUPERINTENDENT'S EMPLOYMENT CONTRACT

This Contract made and entered into this 18th day of June, 2026 between the Board of School Trustees of the Loogootee Community School Corporation of Martin County, Indiana, hereinafter referred to as "DISTRICT" and Dr. Shelley Christmas, hereinafter referred to as "SUPERINTENDENT." The term "school" as used in this Contract shall refer to facilities operated by the Loogootee Community School Corporation. The term "Board" as used in this Contract shall mean the Board of School Trustees of the Loogootee Community School Corporation. The DISTRICT and SUPERINTENDENT for the consideration herein specified agree as follows:

1. TERM

DISTRICT hereby employs, and SUPERINTENDENT hereby accepts employment as Superintendent of Schools from July 1, 2026 and ending June 30, 2029. The parties agree that the term of this Contract shall automatically be extended one (1) school year on July 1, 2027, and then each successive July 1 thereafter, unless a party gives the other written notice on or before the preceding June 30th that the party does not agree to the automatic extension of this Contract. The parties agree this shall result in a continuous three (3) year Contract, unless one party provides timely written notice to the other as provided herein. The parties acknowledge that the Contract term and any extension thereof shall be subject to early termination pursuant to the provisions set forth in paragraph 9 below.

2. PROFESSIONAL CERTIFICATION and RESPONSIBILITIES

a. CERTIFICATION. SUPERINTENDENT shall hold a valid Superintendent certificate issued by the State of Indiana.

b. DUTIES. SUPERINTENDENT shall be in charge of the administration of the schools under the direction of the Board, and shall be the chief executive officer of the DISTRICT; shall direct and assign teachers and other employees of the schools under her staff, including instruction and business affairs, as best serves the DISTRICT, subject to the approval of the Board; shall select all personnel, subject to the approval of the Board; shall from time to time suggest regulations, rules, and procedures deemed necessary for the well ordering of the DISTRICT, and in general perform all duties incident to the office of the Superintendent and such other duties as may be prescribed by the Board from time to time. The Board shall be entitled to require attendance of SUPERINTENDENT at any Board or committee meeting, and SUPERINTENDENT shall have the right to attend and provide administrative recommendations at any Board or committee meeting provided, however, that the Board shall be entitled to exclude the SUPERINTENDENT from any executive session.

c. OUTSIDE ACTIVITIES. SUPERINTENDENT shall devote her full time, attention, and energy to the business of the DISTRICT. However, SUPERINTENDENT may engage in non-school educational activities that are of a short-term duration with prior approval of the Board. She may choose to use vacation days or personal days to perform outside activities, with honoraria paid the SUPERINTENDENT in connection with these activities to be retained by her.

d. SUPERINTENDENT is expected to work as many additional hours/days as needed before school, after school, during extra activities, and as issues arise.

3. PROFESSIONAL DEVELOPMENT

DISTRICT encourages the continuing professional development of SUPERINTENDENT through her participation in the following:

a. The operations, programs, and other activities conducted or sponsored by local, state, and national administrator and school board associations;
b. Seminars and courses offered by public or private educational institutions;
c. Informational meetings with other persons whose particular skills or backgrounds would serve to improve the capacity of SUPERINTENDENT to perform her professional responsibilities to DISTRICT; and
d. Advisory committees to the Indiana Department of Education.

DISTRICT may allow reasonable time for SUPERINTENDENT to attend the described functions and pay such necessary registration, fees for travel, and subsistence expenses, as approved by the Board.

4. EVALUATION OF THE SUPERINTENDENT

The Board will review the SUPERINTENDENT'S performance no less than annually for each contracted year.

5. COMPENSATION / SALARY

The SUPERINTENDENT'S initial annual salary will be $119,646.00 for services rendered as Superintendent of Schools of the Loogootee School Corporation. Superintendent services will be performed at least 240 days each contract year. Payment for services will be made in 26 pay periods.

The Board may, in its sole discretion, grant base salary increases to the SUPERINTENDENT in any contract year. If the Board opts to grant a base salary increase in any future contract year, then such increase will be calculated by taking the Superintendent's base salary that is in effect at the time that the raise is being granted multiplied by the average percentage raise that is received by the teachers. Future base salary increases will only be granted if the SUPERINTENDENT has been evaluated as satisfactory by the Board.

The SUPERINTENDENT shall receive all of the same stipends that are received by the teachers except for those stipends that are expressly excluded herein. To the extent the amount of a stipend paid to the teachers varies in amount, then the SUPERINTENDENT will receive the average stipend amount that is paid to a teacher. Any stipend paid to a teacher in connection with the extra-curricular schedule and/or ancillary duty pay are excluded from this provision.

6. FRINGE BENEFITS

a. DISTRICT shall provide SUPERINTENDENT at the Board's sole expense with group term life insurance with a face value of $235,000.
b. DISTRICT shall provide SUPERINTENDENT at the Board's sole expense with long-term disability insurance through the School Corporation's long-term disability insurance plan.
c. DISTRICT shall grant SUPERINTENDENT twenty (20) days' vacation time each contract year. The number of paid vacations days granted to the SUPERINTENDENT shall never be lower than 20 days per year but may be greater than 20 days per year. Vacation days not used may be carried over to the next year and accrued to a maximum of 30 days. When SUPERINTENDENT leaves the corporation, accrued vacation days up to 30 days shall be paid at $70.00 per day. These vacation days shall be in addition to the following-paid holidays: New Year's Day, New Year's Eve, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, day before and day

after Thanksgiving, and Christmas Eve, and Christmas Day. SUPERINTENDENT is expected to work from Monday through Friday each week, fifty-two (52) weeks (240 days) per contract year. SUPERINTENDENT shall select which work days shall be used for holiday or vacation pay purposes, up to a combined total number of days stated above.

d. SUPERINTENDENT shall be entitled to participate in the certificated employee sick leave bank under the same terms and conditions as other certificated employees.

e. SUPERINTENDENT shall be entitled to the same number of sick and personal leave days each contract year as other year round administrators employed by the DISTRICT. The Superintendent shall be permitted to accumulate personal and sick leave days and shall be permitted to sell-back and/or receive payment for unused personal and sick leave days under the same terms and conditions as teachers employed by the Corporation receive such benefits.

f. Upon approval of the Board, DISTRICT shall pay dues for membership of the SUPERINTENDENT in professional educational organizations including but not limited to the Indiana Association of Public School Superintendents and the local Study Council.

g. DISTRICT annually pays an amount to the SUPERINTENDENT that equates to 8.838% of the SUPERINTENDENT'S base salary that is in effect at the time the payment is being made, which the SUPERINTENDENT may elect to deposit into an annuity plan or receive as additional wages. To the extent permitted by law, amounts paid herein are reported to INPRS as part of the SUPERINTENDENT'S base salary.

h. DISTRICT annually pays an additional amount of 0.5% of the SUPERINTENDENT'S base salary that is in effect at the time the payment is being made, which the Superintendent may elect to deposit into a VEBA plan or take as additional wages. To the extent permitted by law, amounts paid herein are reported to INPRS as part of the SUPERINTENDENT'S base salary.

i. The SUPERINTENDENT shall be fully vested in all Corporation contributions at the time the contributions are deposited into the SUPERINTENDENT'S annuity and VEBA accounts.

j. The SUPERINTENDENT may participate in the DISTRICT'S employee/spouse Health Insurance Plan. If the SUPERINTENDENT elects to participate in the DISTRICT'S employee/spouse Health Insurance Plan, then the DISTRICT will pay 90% of the premium of the policy. If the SUPERINTENDENT elects not to take health insurance through the DISTRICT'S Health Insurance Plan, then she will annually receive from the DISTRICT as additional wages an amount that equates to 90% of the cost of the premium of the DISTRICT'S employee/spouse Health Insurance Plan, and to the extent permitted by law, such annual payment amount will be reported to INPRS as part of her base salary.

k. The SUPERINTENDENT may participate in the DISTRICT'S Dental and Vision Insurance Plans at her own expense. The DISTRICT will annually pay to the Superintendent an additional amount that equates to the cost of the premium for a single plan through the DISTRICT'S Dental and Vision Plans, which the SUPERINTENDENT may elect to use to purchase dental and vision insurance benefits or may take as additional wages. To the extent permitted by law, such annual amounts will be reported to INPRS as part of the SUPERINTENDENT'S base salary.

l. DISTRICT shall pay the cost of the SUPERINTENDENT'S mandatory contribution to INPRS.

m. DISTRICT shall annually pay an additional amount that equates to the maximum amount permitted by the IRS to be paid into an FSA account, which the SUPERINTENDENT may elect to deposit into an FSA account or take as additional wages. To the extent permitted by law, all amounts paid herein are reported to INPRS as part of the SUPERINTENDENT'S base salary.

n. To the extent they are not inconsistent with this Contract, SUPERINTENDENT shall be entitled to all the fringe benefits set forth in the Teachers Master Bargaining Agreement and that are provided to other certificated employees of the DISTRICT, including but not limited to, benefits and leaves, and any other forms of insurance protection, and said fringe benefits for SUPERINTENDENT shall not be decreased during the term of this Contract unless by mutual agreement between the SUPERINTENDENT and the Board. To the extent a benefit provided to other certificated employees is inconsistent with the terms of this Contract, then the terms of this Contract shall apply.

7. EXPENSES

DISTRICT shall pay or reimburse SUPERINTENDENT for reasonable expenses approved by DISTRICT and incurred by SUPERINTENDENT in the continuing performance of her duties under this Contract. SUPERINTENDENT may use the school car as available for business related travel or SUPERINTENDENT may be paid mileage for business related travel as approved by the Board.

8. PROFESSIONAL LIABILITY

DISTRICT agrees that it shall defend, hold harmless, and indemnify SUPERINTENDENT from any and all demands, claims, suits, actions, and legal proceedings brought against SUPERINTENDENT in her individual capacity while discharging her responsibilities as an employee of the DISTRICT, provided the incident arose while SUPERINTENDENT was acting within the scope of her employment and as such liability coverage is within the authority of the Board under State law. In any case, individual Board members will not be considered personally liable for indemnifying SUPERINTENDENT against such demands, claims, suits, actions, and legal proceedings. DISTRICT shall not, however, be required to pay SUPERINTENDENT'S attorney fees or any costs of any legal proceedings in the event the DISTRICT and SUPERINTENDENT have adverse interests in such litigation.

9. TERMINATION: This Agreement may be terminated only at the following times and only upon the following conditions:

   a. Mutual Agreement: This Agreement may be terminated on any date upon the written mutual agreement of the Board and the SUPERINTENDENT, and in that event, neither party shall have any obligations to the other party after the date of termination.

   b. Termination by Board "For Cause:" The Board may terminate this Agreement at any time in accordance with the procedures of applicable law, including Indiana Code 20-28-8 et seq. and Indiana Code 20-28-7.5 et seq., as amended, and for cause or on grounds provided by law. If the Board terminates this Agreement during its Term by process provided in applicable law, all obligations of the Board to make further payments and/or to provide any other compensation or consideration hereunder shall cease upon the date of termination.

c. Notice of Termination Upon Expiration: Termination of this Agreement on and effective as of the expiration of the Term stated herein shall be upon notice as provided by law. Applicable law includes Indiana Code 20-28-8 et seq., as amended.

10. MISCELLANEOUS PROVISIONS

a. Governing Law & Venue: This Agreement is governed by the law of the State of Indiana, and shall be subject to the provisions of any applicable state law concerning the terms and conditions of an employment contract between Indiana public school corporation and a superintendent. The construction and interpretation of this Agreement shall at all times and in all respects be governed by the law of the State of Indiana and any litigation arising as a result of this Agreement shall be brought in Martin County, Indiana. The parties hereby consent to the venue in the Courts of Martin County, Indiana.

b. Severability: In case any one or more of the provisions contained in this Agreement shall for any reason be held by a court or government agency of competent jurisdiction to be invalid, illegal, or unenforceable in any respect, such invalidity, illegality, or unenforceability shall not affect any other provision hereof, and this Agreement shall be construed as if such invalid, illegal, or unenforceable provision had never been contained herein.

c. Binding Effect: This Agreement shall be binding upon and inure to the benefit of the parties hereto and their respective heirs, executors, administrators, legal representatives, successors and assigns.

d. Entire Agreement: This Agreement constitutes the sole and only agreement of the parties hereto and supersedes any prior understandings or written or oral agreements between the parties respecting the subject matter hereof and cannot be modified without the written consent of both parties.

IN WITNESS WHEREOF the SUPERINTENDENT and School have executed this agreement this 18th day of June 2026.

SCHOOL:
Loogootee Community School Corporation

By:_____
Board President

By:_____
Board Vice-President

By:_____
Board Secretary

By:_____
Board Member

By:_____
Board Member

SUPERINTENDENT

By:_____
Dr. Shelley Christmas