AMENDMENT TO SUPERINTENDENT'S CONTRACT
ROCHESTER COMMUNITY SCHOOL CORPORATION

This Amendment is made and entered into this 20th day of October, 2025, by and between the Board of School Trustees of the Rochester Community School Corporation ("Board") and Jana K. Vance ("Superintendent").

RECITALS

WHEREAS, the Board and Superintendent entered into an employment contract effective July 1, 2023, with an initial term ending June 30, 2026 ("Contract");

WHEREAS, Indiana Code § 20-28-8-6 permits a superintendent's contract, entered into or renewed after June 30, 2017, to be extended for a period of up to five (5) years beyond the original term, not to exceed a total of eight (8) years; and

WHEREAS, the Board desired to extend the term of the Contract by five (5) years, subject to all other terms and conditions remaining in full force and effect.

NOW, THEREFORE, in consideration of the mutual promises contained herein and in the Contract, the Parties agree as follows:

1. *Extension of Term.* The term of the contract is hereby extended for an additional five (5) years, commencing on July 1, 2026 and ending June 30, 2031, subject to earlier termination or nonrenewal as provided by applicable law and the terms of the Contract.
2. *Compensation Adjustments.* During the extended term, the Superintendent shall receive an annual base salary adjustment equal to the same percentage increase, if any, granted to teachers employed by the School Corporation for that year, in addition to any other adjustments, stipends, or bonuses approved by the Board.
3. *Leaves of Absence.* An amount equal to seventy-five ($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 in a 403(b) to the Superintendent on their last paycheck in July, unless the Superintendent retires before the end of the year. If the Superintendent retires, it will be paid out in their last paycheck.

4. *Accumulated Sick Leave.* Upon retiring, the Superintendent of Rochester Community Schools will receive $55 per day of unused accumulated sick leave days up to one hundred fifty (150) days.
5. *Annual Evaluation Requirement.* As required by Indiana law, the Board shall conduct an annual performance evaluation of the Superintendent, and any extension or salary increase shall be contingent upon such evaluation being completed in accordance with applicable statutory and policy requirements.
6. *No Other Modifications.* Except as expressly modified by this Amendment, all provisions of the Contract date July 1, 2023, shall remain unchanged and in full force and effect.

IN WITNESS WHEREOF, the Parties have executed this Amendment on the date first written above.

Casi Cowles, Board President — Date: 10/20/25

Jennie Smith, Secretary — Date: 10-20-2025

Jana K. Vance, Superintendent — Date: 10-20-2025

BOARD ACTION

APPROVED ☑ DENIED ☐

DATE: 10/20/25 INITIAL: AK

NOTICE OF PUBLIC HEARING – SUPERINTENDENT'S CONTRACT

ROCHESTER COMMUNITY SCHOOL CORPORATION
690 ZEBRA LANE, ROCHESTER, IN 46975

MONDAY, OCTOBER 20, 2025
6:30 P.M.

The Rochester Community School Board of Trustees will hold a public hearing to discuss and hear objections to and support for the proposed Superintendent contract on October 20, 2025 at the Rochester Learning Center, 1818 Park Road, Rochester, Indiana 46975, at 6:30 P.M. A summary of the proposed contract is as follows:

1. Contract Term: July 1, 2026 – June 30, 2031
2. Base Salary: $136,297
3. Base Salary Increases: During the extended term, the Superintendent shall receive an annual base salary adjustment equal to the same yearly increase, if any, granted to a teacher employed by the School Corporation for that year with a master's degree, in addition to any other adjustments, stipends, or bonuses approved by the Board.
4. Contract Days: A work year of 260 days with annual entitlement of 20 vacation days and 14 personal days. Personal days accumulate up to a maximum of 185 total days. Superintendent is entitled to the same paid holidays as are provided to the other full year administrators.
5. The Superintendent shall receive the following benefits:
    a. Health Insurance: The Superintendent will be eligible to participate in the group insurance plans. Upon retirement, the Superintendent will be eligible to participate in RCSC health insurance under the single or employee and spouse plan until reaching an age eligible for Medicare, at which time eligibility to participate in RCSC health insurance will terminate. The Superintendent will pay the same health insurance rate as certified employees as negotiated in the RCSC Collective Bargaining Agreement. The rate is subject to change based on continued RCSC Collective Bargaining Agreement negotiations. The value of the medical benefit is $21,958 adjusted annually with the contract. If RCSC contributes to a HSA, it will be equal to other administrators' contribution.
    b. Dental Insurance: Superintendent will pay according to the Corporation Education Leaders benefit package. The value of the dental benefit is $174.00.
    c. Long Term Disability Coverage: Single coverage – all but $.01 is paid by the corporation, currently set at $340.20 per year.
    d. Life Insurance: $100,000 term life policy all but $0.1 is paid by the corporation currently at the rate of $217.20 per year, the beneficiary of the policy to be chosen by the Superintendent.
    e. Electronics: The Corporation provides a cell phone and service valued at $400 per year, plus an iPad and laptop computer for business.
    f. Annuity: The Employer will make a contribution on behalf of the Superintendent to an annuity in the amount of $5,000 annually.

g. Superintendent may attend such state and national conferences as deemed appropriate, and as reported to the Board. Reimbursement of expenses in accordance with Board Policy shall be permitted.
h. The Corporation will reimburse mileage directly related to school purposes. The adopted mileage rate as per IRS guidelines.
i. 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 in a 403(b) to the Superintendent on their last paycheck in July, unless the Superintendent retires before the end of the year. If the Superintendent retires, it will be paid out in their last paycheck.
j. Accumulated Sick Leave: Upon retiring, the Superintendent of Rochester Community Schools will receive $55 per day of unused accumulated sick leave days up to one hundred fifty (150) days.
k. The Corporation requires the Superintendent to be a member of the Indiana Association of Public School Superintendents and the Indiana Association of School Business Officials at an estimated cost to the corporation of $863 per year.
l. ISTRF Employee Contribution: In addition to the other consideration provided to the Superintendent by this paragraph of this Contract, the Board shall make any contribution to the Indiana State Teachers' Retirement Fund at the same rate paid for certificated employees, currently set at 3% of salary or $4,088.91. All payments to the Superintendent are subject to federal income tax and the Superintendent's contribution to the Indiana State Teachers' Retirement Fund shall be included in the Superintendent's salary for purposes of the Indiana State Teachers' Retirement Fund.

The complete proposed contract of the Superintendent will be presented at the October 20, 2025 public hearing.