

SAFETY AND SECURITY DIRECTOR EMPLOYMENT AGREEMENT

1. TERM OF EMPLOYMENT

The Corporation employs Frank Beatrice in the position of Safety and Security Director for the period beginning July 1, 2026 and ending June 30, 2028.

2. DUTIES

The Employee shall faithfully perform all duties assigned by the Board of School Trustees, Superintendent, applicable job description, Corporation policies, and applicable federal and state law. Duties include oversight of district safety programs, coordination with law enforcement and emergency services, safety training, risk assessment, and other duties assigned by the Superintendent.

3. COMPENSATION

For the 2026-2027 contract year, the Employee shall receive an annual salary of \$68,890.00, payable in twenty-six (26) equal installments. If the Employee receives a performance evaluation rating of Effective or Highly Effective during the 2026-2027 contract year, the Employee shall receive a three percent (3%) base salary increase for the 2027-2028 contract year.

4. WORK SCHEDULE

The Employee shall work a two hundred forty (240) day contract year.

5. BENEFITS

Health, dental and vision insurance; PERF participation; LTD insurance with employee contribution of \$0.25 per month; annual vehicle stipend of \$6,600; annual HSA contribution of \$4,000; fifteen vacation days annually with ability to sell back up to fifteen days per year in December and June; twelve sick days annually with accumulation capped at forty total days a VEBA match of 1.5% and a 403(b) match of 3% if the Employee contributes an equal or greater amount.

6. CONFIDENTIALITY

The Employee shall maintain confidentiality of all nonpublic student, personnel, security, financial, and Corporation information and shall comply with FERPA and applicable law.

7. EVALUATION

The Employee shall be evaluated annually.

8. TERMINATION

This Agreement may be modified or terminated by mutual written agreement. Either party may terminate this Agreement upon fifteen (15) days written notice unless otherwise required by law.

9. COMPLIANCE WITH POLICY

The Employee agrees to comply with all Board policies, administrative guidelines, lawful directives, and applicable law.

10. SEVERABILITY

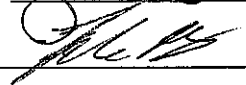
If any provision is determined invalid, the remaining provisions shall remain in full force and effect.

11. ENTIRE AGREEMENT

This Agreement constitutes the entire agreement between the parties.

12. GOVERNING LAW

This Agreement shall be governed by Indiana law.

Superintendent:  Date: 6.25.26
Frank Beatrice:  Date: 7/20/2026