

ADDENDUM TO THE REGULAR TEACHER'S CONTRACT
OF
Benjamin Burman

The Board of School Trustees of the Bluffton-Harrison Metropolitan School District (hereinafter the "Corporation") offers the following provisions to become a part of the Regular Teacher's Contract of Benjamin Burman (hereinafter "the Administrator"). The assignment will be: Director of Alternative Education.

1. **Term:** The Regular Teacher Contract shall be for a period of two (2) years, beginning July 1, 2026, and ending June 30, 2028.
2. **Salary:** For the school year beginning July 1, 2026, and ending June 30, 2027, a salary of \$71,760.00 will be paid for services rendered. Services will be performed for two hundred (200) days. One hundred eighty five (185) of those days will correspond to teachers' days as scheduled on the school year calendar approved by the Board. The remaining fifteen (15) days will be divided in such a way as to allow for work required after the school year. At least one week should be scheduled before and after the school year. Payment for services will be made in 26 pay periods beginning with the first payroll after July 1, 2026. Certification of work days must be provided to the Superintendent by July 1, 2027.

Salary considerations for the second year of this contract will be made within thirty (30) days of the administrator's final summative evaluation rating.
3. **Teacher's Retirement Fund Contribution:** The Corporation shall pay the Administrator's share of the Indiana Teacher Retirement Fund contribution.
4. **Group Health Insurance:** The Corporation shall pay the premium for the major medical insurance plan (single or family) for the Administrator, his/her spouse and the dependent members of his/her immediate family, in accordance with the major medical insurance plan provided to certificated members of the professional staff. The maximum amount of this benefit will be the cost of the premium less One Dollar (\$1.00).
5. **Health Savings Account:** Each year the Corporation shall deposit into the Administrator's health savings account an amount equal to the difference in the Corporation premium costs for the Administrator for the PPO (single or family) insurance plan and the Administrator elected High Deductible (single or family) health insurance plan. Such payment shall be made in one lump sum no later than January 31 of each year. The Administrator shall vest immediately as to the deposits made by the Corporation into the health savings account. To qualify to receive the Administrator's health savings account contribution the Administrator must be enrolled in a qualified high-deductible health plan for the calendar year in which the health savings account contribution is transacted. The deposit into the Administrator's health savings account shall not exceed an amount equal to the IRS maximum allowable contribution.
6. **Group Term Life and A.D. & D. Insurance:** The administrator shall be enrolled in the Corporation's Group Term Life and A. D. & D. Insurance Plan and the Corporation shall pay all but One Dollar (\$1.00) of the premium of a \$50,000 life insurance plan. (The Administrator is responsible for payment of taxes on premiums as required in Section 89J of the IRS Code.)
7. **Long-Term Disability Insurance:** The Corporation shall pay all but One Dollar (\$1.00) of a Long-Term Disability Insurance which will provide a benefit of Sixty-Six and Two-Thirds Percent (66-2.3%) of the contracted salary.
8. **Sick Leave:** The Corporation shall provide Six (6) sick leave days each year of employment with unused sick days accumulating to a maximum of One Hundred Eighty-Five (185).
9. **General Purpose Leave:** The Corporation shall provide Six (6) General Purpose days each year of employment with any unused GPL Days accumulating as sick leave with the 185 maximum sick day balance still in effect.
10. **Severance:** If the employee terminates employment, i.e., resigns, retires, or dies, after completing ten (10) years of continuous service with the Bluffton Harrison Metropolitan School District, he, or his named beneficiary, or his estate, in the absence of a named beneficiary, will receive the following severance benefits:
 - a. Each year following the formation of the District's 401(a) Plan, an amount equal to 2.00% of the Administrator's base salary will be deposited in the administrator's 401(a) Plan account. Such payment will be made quarterly or on a more frequent basis depending on the requirements of the 401(a) Plan Administrator.
 - b. If the administrator terminates employment after age fifty five (55) and after ten (10) years of consecutive service as an administrator with the Bluffton Harrison Metropolitan School District, the Board shall pay \$15,000 to the employee's health reimbursement arrangement account.
11. **Cellular Telephone:** The Corporation shall reimburse the Administrator for his/her business use of the Administrator's personal cell phone at the rate of \$30.00 per pay.

Date 8/3/26

**ADDENDUM TO THE REGULAR TEACHER'S CONTRACT
OF
Chad Grieser**

The Board of School Trustees of the Bluffton-Harrison Metropolitan School District (hereinafter the "Corporation") offers the following provisions to become a part of the Regular Teacher's Contract of Chad Grieser (hereinafter "the Administrator"). The assignment will be: Assistant Principal of Bluffton-Harrison Middle School.

1. **Term:** The Regular Teacher Contract shall be for a period of two (2) years, beginning July 1, 2026, and ending June 30, 2028.
2. **Salary:** For the school year beginning July 1, 2026, and ending June 30, 2027, a salary of \$82,050.00 will be paid for services rendered. Services will be performed for two hundred ten (210) days. One hundred eighty-five (185) of those days will correspond to teachers' days as scheduled on the school year calendar approved by the Board. With the exception that ten (10) days may be reported for essential activities performed during school-year student vacation periods, the remaining fifteen (15) days will be divided in such a way as to allow for work required before and after the school year. At least one week should be scheduled before and after the school year. Payment for services will be made in 26 pay periods beginning with the first payroll after July 1, 2026. Certification of work days must be provided to the Superintendent by July 1, 2027.

Salary considerations for the second year of this contract will be made within thirty (30) days of the administrator's final summative evaluation rating.
3. **Teacher's Retirement Fund Contribution:** The Corporation shall pay the Administrator's share of the Indiana Teacher Retirement Fund contribution.
4. **Group Health Insurance:** The Corporation shall pay the premium for the major medical insurance plan (single or family) for the Administrator, his/her spouse and the dependent members of his/her immediate family, in accordance with the major medical insurance plan provided to certificated members of the professional staff. The maximum amount of this benefit will be the cost of the premium less One Dollar (\$1.00).
5. **Health Savings Account:** Each year the Corporation shall deposit into the Administrator's health savings account an amount equal to the difference in the Corporation premium costs for the Administrator for the PPO (single or family) insurance plan and the Administrator elected High Deductible (single or family) health insurance plan. Such payment shall be made in one lump sum no later than January 31 of each year or within 30 days of initial employment as an Administrator for Bluffton-Harrison MSD. The Administrator shall vest immediately as to the deposits made by the Corporation into the health savings account. To qualify to receive the Administrator's health savings account contribution the Administrator must be enrolled in a qualified high-deductible health plan for the calendar year in which the health savings account contribution is transacted. The deposit into the Administrator's health savings account shall not exceed an amount equal to the IRS maximum allowable contribution.
6. **Group Term Life and A.D. & D. Insurance:** The administrator shall be enrolled in the Corporation's Group Term Life and A. D. & D. Insurance Plan and the Corporation shall pay all but One Dollar (\$1.00) of the premium of a \$50,000 life insurance plan. (The Administrator is responsible for payment of taxes on premiums as required in Section 89J of the IRS Code.)
7. **Long-Term Disability Insurance:** The Corporation shall pay all but One Dollar (\$1.00) of a Long-Term Disability Insurance which will provide a benefit of Sixty-Six and Two-Thirds Percent (66-2.3%) of the contracted salary.
8. **Sick Leave:** The Corporation shall provide Six (6) sick leave days each year of employment with unused sick days accumulating to a maximum of One Hundred Eighty-Five (185). Sick leave days may only be used on teacher contracted days. Special consideration to authorize the use of sick leave days other than on teacher contracted days may be granted by the Superintendent for extenuating circumstances.
9. **General Purpose Leave:** The Corporation shall provide Six (6) General Purpose days each year of employment with any unused GPL Days accumulating as sick leave with the 185 maximum sick day balance still in effect. GPL days may only be used on teacher contracted days. Special consideration to authorize the use of GPL days other than on teacher contracted days may be granted by the Superintendent for extenuating circumstances.
10. **Severance:** If the Administrator terminates employment, i.e., resigns, retires, or dies, after completing ten (10) years of continuous service with the Bluffton Harrison Metropolitan School District, he/she, or his/her named beneficiary, or his/her estate, in the absence of a named beneficiary, will receive the following severance benefits:
 - a. Each year following the formation of the District's 401(a) Plan, an amount equal to 2.0% of the Administrator's base salary will be deposited in the administrator's 401(a) Plan account. Such payment will be made quarterly or on a more frequent basis depending on the requirements of the 401(a) Plan Administrator.

d. If the administrator terminates employment after age fifty five (55) and after ten (10) years of consecutive service as an administrator with the Bluffton Harrison Metropolitan School District, the Board shall pay \$15,000 to the employee's health reimbursement arrangement account.

11. **Cellular Telephone:** The Corporation shall reimburse the Administrator for his/her business use of the Administrator's personal cell phone at the rate of \$30.00 per pay.

12. Previous Addenda Superseded: This addendum supersedes any previously signed agreement.

Attested to by a majority of members of the Board of School Trustees of the Bluffton Harrison Metropolitan School District on this, the 15th day of June, 2026.

Julie Thompson
Board Member


Board Member


Board Member

Board Member

Ray Jones
Board Member

Approved:


Employee


Superintendent

Beneficiary:

Name Amy Grice

Wire

Relationship

Approved by:

Employee _____

June 17, 2026
Date

Witnessed by:

Superintendent

Date 8/3/26

**ADDENDUM TO THE REGULAR TEACHER'S CONTRACT
OF
Stacy Herrold**

The Board of School Trustees of the Bluffton-Harrison Metropolitan School District (hereinafter the "Corporation") offers the following provisions to become a part of the Regular Teacher's Contract of Stacy Herrold (hereinafter "the Administrator"). The assignment will be: Principal of Bluffton-Harrison Middle School.

1. **Term:** The Regular Teacher Contract shall be for a period of two (2) years, beginning July 1, 2026, and ending June 30, 2028.
2. **Salary:** For the school year beginning July 1, 2026, and ending June 30, 2027, a salary of \$107,128.00 will be paid for services rendered. Services will be performed for two hundred twenty (220) days. One hundred eighty five (185) of those days will correspond to teachers' days as scheduled on the school year calendar approved by the Board. With the exception, ten (10) days may be reported for essential activities performed during school year student vacation periods. The remaining twenty-five (25) days will be divided in such a way as to allow for required activities before or after the school year. At least one week should be scheduled before and after the school year. Payment for services will be made in 26 pay periods beginning with the first payroll after July 1, 2026. Certification of work days must be provided to the Superintendent by July 1, 2027.

Salary considerations for the second year of this contract will be made within thirty (30) days of the administrator's final summative evaluation rating.

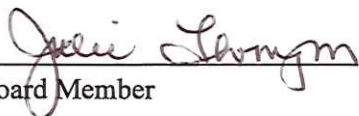
3. **Teacher's Retirement Fund Contribution:** The Corporation shall pay the Administrator's share of the Indiana Teacher Retirement Fund contribution.
4. **Group Health Insurance:** The Corporation shall pay the premium for the major medical insurance plan (single or family) for the Administrator, his/her spouse and the dependent members of his/her immediate family, in accordance with the major medical insurance plan provided to certificated members of the professional staff. The maximum amount of this benefit will be the cost of the premium less One Dollar (\$1.00).
5. **Health Savings Account:** Each year the Corporation shall deposit into the Administrator's health savings account an amount equal to the difference in the Corporation premium costs for the Administrator for the PPO (single or family) insurance plan and the Administrator elected High Deductible (single or family) health insurance plan. Such payment shall be made in one lump sum no later than January 31 of each year. The Administrator shall vest immediately as to the deposits made by the Corporation into the health savings account. To qualify to receive the Administrator's health savings account contribution the Administrator must be enrolled in a qualified high-deductible health plan for the calendar year in which the health savings account contribution is transacted. The deposit into the Administrator's health savings account shall not exceed an amount equal to the IRS maximum allowable contribution.
6. **Group Term Life and A.D. & D. Insurance:** The administrator shall be enrolled in the Corporation's Group Term Life and A. D. & D. Insurance Plan and the Corporation shall pay all but One Dollar (\$1.00) of the premium of a \$60,000 life insurance plan. (The Administrator is responsible for payment of taxes on premiums as required in Section 89J of the IRS Code.)
7. **Long-Term Disability Insurance:** The Corporation shall pay all but One Dollar (\$1.00) of a Long-Term Disability Insurance which will provide a benefit of Sixty-Six and Two-Thirds Percent (66-2.3%) of the contracted salary.
8. **Sick Leave:** The Corporation shall provide Six (6) sick leave days each year of employment with unused sick days accumulating to a maximum of One Hundred Eighty-Five (185).
9. **General Purpose Leave:** The Corporation shall provide Six (6) General Purpose days each year of employment with any unused GPL Days accumulating as sick leave with the 185 maximum sick day balance still in effect.
10. **Physical Examination:** The Corporation shall provide a biennial physical examination which the Administrator shall be required to undergo. Any costs in excess of health insurance coverage will be paid by the Corporation. The Corporation reserves the right to determine the provider and the scope of services.
11. **Severance:** If the employee terminates employment, i.e., resigns, retires, or dies, after completing ten (10) years of continuous service with the Bluffton Harrison Metropolitan School District, he, or his named beneficiary, or his estate, in the absence of a named beneficiary, will receive the following severance benefits:
 - a. Each year following the formation of the District's 401(a) Plan, an amount equal to 2.00% of the Administrator's base salary will be deposited in the administrator's 401(a) Plan account. Such payment will be made quarterly or on a more frequent basis depending on the requirements of the 401(a) Plan Administrator.

- b. If the administrator terminates employment after age fifty five (55) and after ten (10) years of consecutive service as an administrator with the Bluffton Harrison Metropolitan School District, the Board shall pay \$20,000 to the employee's health reimbursement arrangement account.

12. **Cellular Telephone:** The Corporation shall reimburse the Administrator for his/her business use of the Administrator's personal cell phone at the rate of \$30.00 per pay.

13. **Previous Addenda Superseded:** This addendum supersedes any previously signed agreement.

Attested to by a majority of members of the Board of School Trustees of the Bluffton Harrison Metropolitan School District on this, the 15th day of June, 2026.


Board Member

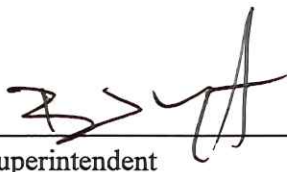

Board Member


Board Member

Board Member


Board Member

Approved: 
Employee

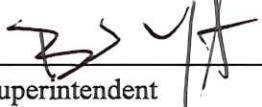

Superintendent

Beneficiary: ANDREA HEEROW
Name

WIFE
Relationship

Approved by: 
Employee

JUNE 16, 2026
Date

Witnessed by: 
Superintendent

8/3/26
Date

**ADDENDUM TO THE REGULAR TEACHER'S CONTRACT
OF
Brent Kunkel**

The Board of School Trustees of the Bluffton-Harrison Metropolitan School District (hereinafter the "Corporation") offers the following provisions to become a part of the Regular Teacher's Contract of Brent Kunkel (hereinafter "the Administrator"). The assignment will be: Assistant Principal of Bluffton High School.

1. **Term:** The Regular Teacher Contract shall be for a period of two (2) years, beginning July 1, 2026, and ending June 30, 2028.
2. **Salary:** For the school year beginning July 1, 2026, and ending June 30, 2026, a salary of \$79,683.00 will be paid for services rendered. Services will be performed for two hundred ten (210) days. One hundred eighty five (185) of those days will correspond to teachers' days as scheduled on the school year calendar approved by the Board. With the exception that ten (10) days may be reported for essential activities performed during school-year student vacation periods, the remaining twenty-five (15) days will be divided in such a way as to allow for work required after the school year. At least one week should be scheduled before and after the school year. Payment for services will be made in 26 pay periods beginning with the first payroll after July 1, 2026. Certification of work days must be provided to the Superintendent by July 1, 2027.

Pending the final evaluation of the Administrator for the 2026-2027 school year, salary considerations for the second year of this contract will be a minimum of three percent (3%) increase or equivalent to the salary increase to administrators for the 2027-2028 school year.

3. **Teacher's Retirement Fund Contribution:** The Corporation shall pay the Administrator's share of the Indiana Teacher Retirement Fund contribution.
4. **Group Health Insurance:** The Corporation shall pay the premium for the major medical insurance plan (single or family) for the Administrator, his/her spouse and the dependent members of his/her immediate family, in accordance with the major medical insurance plan provided to certificated members of the professional staff. The maximum amount of this benefit will be the cost of the premium less One Dollar (\$1.00).
5. **Health Savings Account:** Each year the Corporation shall deposit into the Administrator's health savings account an amount equal to the difference in the Corporation premium costs for the Administrator for the PPO (single or family) insurance plan and the Administrator elected High Deductible (single or family) health insurance plan. Such payment shall be made in one lump sum no later than January 31 of each year. The Administrator shall vest immediately as to the deposits made by the Corporation into the health savings account. To qualify to receive the Administrator's health savings account contribution the Administrator must be enrolled in a qualified high-deductible health plan for the calendar year in which the health savings account contribution is transacted. The deposit into the Administrator's health savings account shall not exceed an amount equal to the IRS maximum allowable contribution.
6. **Group Term Life and A.D. & D. Insurance:** The administrator shall be enrolled in the Corporation's Group Term Life and A. D. & D. Insurance Plan and the Corporation shall pay all but One Dollar (\$1.00) of the premium of a \$50,000 life insurance plan. (The Administrator is responsible for payment of taxes on premiums as required in Section 89J of the IRS Code.)
7. **Long-Term Disability Insurance:** The Corporation shall pay all but One Dollar (\$1.00) of a Long-Term Disability Insurance which will provide a benefit of Sixty-Six and Two-Thirds Percent (66-2.3%) of the contracted salary.
8. **Sick Leave:** The Corporation shall provide Six (6) sick leave days each year of employment with unused sick days accumulating to a maximum of One Hundred Eighty-Five (185).
9. **General Purpose Leave:** The Corporation shall provide Six (6) General Purpose days each year of employment with any unused GPL Days accumulating as sick leave with the 185 maximum sick day balance still in effect.
10. **Severance:** If the employee terminates employment, i.e., resigns, retires, or dies, after completing ten (10) years of continuous service with the Bluffton-Harrison Metropolitan School District, he, or his named beneficiary, or his estate, in the absence of a named beneficiary, will receive the following severance benefits:
 - a. Each year following the formation of the District's 401(a) Plan, an amount equal to 2.00% of the Administrator's base salary will be deposited in the administrator's 401(a) Plan account. Such payment will be made quarterly or on a more frequent basis depending on the requirements of the 401(a) Plan Administrator.
 - b. If the administrator terminates employment after age fifty five (55) and after ten (10) years of consecutive service as an administrator with the Bluffton-Harrison Metropolitan School District, the Board shall pay \$15,000 to the employee's health reimbursement arrangement account.

11. **Cellular Telephone:** The Corporation shall reimburse the Administrator for his/her business use of the Administrator's personal cell phone at the rate of \$30.00 per pay.

12. Previous Addenda Superseded: This addendum supersedes any previously signed agreement.

Attested to by a majority of members of the Board of School Trustees of the Bluffton Harrison Metropolitan School District on this, the 15th day of June, 2026.

Julie Longm
Board Member


Board Member

Board Member

Board Member

Aye Shee
Board Member

Board Member _____

Approved: _____

Employee _____

32yf
Superintendent

Beneficiary: Danielle Kunkel
Name

Spouse
Relationship

Approved by: [Signature]
Employee

6/16/26
Date

Witnessed by: BSY
Superintendent

Date 8/3/26

Employment Notification
between the
Bluffton-Harrison M.S.D.
and
Robin McCorkle

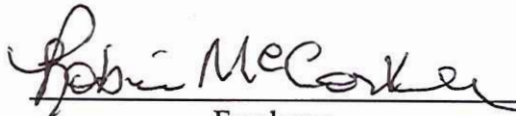
The Board of School Trustees of the Bluffton-Harrison M.S.D. offers the following provisions to become part of the condition of employment of Robin McCorkle as Food Service Director.

1. The position of Food Service Director is considered a 225 days per year position. Beginning each year on August 1 and ending on the following July 31.
2. This is a salaried position and is based upon a minimum of eight (8) hours per day worked. This position will not require the submission of timesheets and will not pay for any overtime that is worked.
3. For the school year beginning August 1, 2026 to July 31, 2027 a salary of \$57,334.00 shall be paid for services rendered. Payment will be made in biweekly installments and will not exceed 26 payments in any calendar year.
4. Unless otherwise specified the conditions set forth in the CLASSIFIED EMPLOYEES HANDBOOK shall be applicable to the position of Food Service Director.
5. The Food Service Director is required to enroll in the Public Employees Retirement Fund (PERF). The Board will pay the required 3% of salary mandated by the State of Indiana.

Attested to by a majority of members of the Board of School Trustees of the Bluffton Harrison Metropolitan School District on this, the 15th day of June 2026.



Superintendent



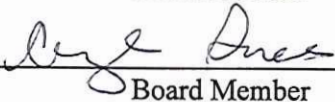
Employee



Board Member



Board Member



Board Member



Board Member

Board Member

ADDENDUM TO THE REGULAR TEACHER'S CONTRACT
OF
Julie Meitzler

The Board of School Trustees of the Bluffton-Harrison Metropolitan School District (hereinafter the "Corporation") offers the following provisions to become a part of the Regular Teacher's Contract of Julie Meitzler (hereinafter "the Administrator"). The assignment will be: Assistant Superintendent of Bluffton-Harrison Metropolitan School District.

15. **Term:** The Regular Teacher Contract shall be for a period of two (2) years, beginning July 1, 2026, and ending June 30, 2028.
16. **Salary:** For the school year beginning July 1, 2026, and ending June 30, 2027, a salary of \$101,393.00 will be paid for services rendered. Services will be performed for two hundred twenty-one (221) days. Payment for services will be made in 26 pay periods beginning with the first payroll after July 1, 2026.

Salary considerations for the second year of this contract will be made within thirty (30) days of the administrator's final summative evaluation rating.
17. **Teacher's Retirement Fund Contribution:** The Corporation shall pay the Administrator's share of the Indiana Teacher Retirement Fund contribution.
18. **Group Health Insurance:** The Corporation shall pay the premium for the major medical insurance plan (single or family) for the Administrator, his/her spouse and the dependent members of his/her immediate family, in accordance with the major medical insurance plan provided to certificated members of the professional staff. The maximum amount of this benefit will be the cost of the premium less One Dollar (\$1.00).
19. **Health Savings Account:** Each year the Corporation shall deposit into the Administrator's health savings account an amount equal to the difference in the Corporation premium costs for the Administrator for the PPO (single or family) insurance plan and the Administrator elected High Deductible (single or family) health insurance plan. Such payment shall be made in one lump sum no later than January 31 of each year. The Administrator shall vest immediately as to the deposits made by the Corporation into the health savings account. To qualify to receive the Administrator's health savings account contribution the Administrator must be enrolled in a qualified high-deductible health plan for the calendar year in which the health savings account contribution is transacted. The deposit into the Administrator's health savings account shall not exceed an amount equal to the IRS maximum allowable contribution.
20. **Group Term Life and A.D. & D. Insurance:** The administrator shall be enrolled in the Corporation's Group Term Life and A. D. & D. Insurance Plan and the Corporation shall pay all but One Dollar (\$1.00) of the premium of a \$60,000 life insurance plan. (The Administrator is responsible for payment of taxes on premiums as required in Section 89J of the IRS Code.)
21. **Long-Term Disability Insurance:** The Corporation shall pay all but One Dollar (\$1.00) of a Long-Term Disability Insurance which will provide a benefit of Sixty-Six and Two-Thirds Percent (66-2.3%) of the contracted salary.
22. **Sick Leave:** The Corporation shall provide Ten (10) sick leave days each year of employment with unused sick days accumulating to a maximum of One Hundred Eighty-Five (185).
23. **General Purpose Leave:** The Corporation shall provide Two (2) General Purpose days each year of employment with any unused GPL Days accumulating as sick leave with the 185 maximum sick day balance still in effect.
24. **Vacation/Holidays:** The Corporation shall provide Seventeen (17) days of paid vacation each year with any unused days to be used in the first 6 months of the next contract year. Vacation days are considered earned and available at the start of each contract year. The Corporation shall provide paid holidays for twelve month employees, as enumerated in the CLASSIFIED EMPLOYEES HANDBOOK.
25. **Severance:** If the employee terminates employment, i.e., resigns, retires, or dies, after completing ten (10) years of continuous service with the Bluffton Harrison Metropolitan School District, she, or her named beneficiary, or her estate, in the absence of a named beneficiary, will receive the following severance benefits:
 - a. Each year following the formation of the District's 401(a) Plan, an amount equal to 2.00% of the Administrator's base salary will be deposited in the administrator's 401(a) Plan account. Such payment will be made quarterly or on a more frequent basis depending on the requirements of the 401(a) Plan Administrator.
 - b. If the administrator terminates employment after age fifty five (55) and after ten (10) years of consecutive service as an administrator with the Bluffton Harrison Metropolitan School District, the Board shall pay \$20,000 to the employee's health reimbursement arrangement account.

26. **Cellular Telephone:** The Corporation shall reimburse the Administrator for his/her business use of the Administrator's personal cell phone at the rate of \$30.00 per pay.
27. **Physical Examination:** The Corporation shall provide a biennial physical examination which the Administrator shall be required to undergo. Any costs in excess of health insurance coverage will be paid by the Corporation. The Corporation reserves the right to determine the provider and the scope of services.
28. **Previous Addenda Superseded:** This addendum supersedes any previously signed agreement.

Attested to by a majority of members of the Board of School Trustees of the Bluffton Harrison Metropolitan School District on this, the 15th day of June, 2026.

Julie Longm
Board Member

[Signature]
Board Member

[Signature]
Board Member

Board Member

Angel Phoebe
Board Member

Approved: Julie Meitzner
Employee

[Signature]
Superintendent

Beneficiary: Mike Meitzner
Name

Spouse
Relationship

Approved by: Julie Meitzner
Employee

6/16/26
Date

Witnessed by: [Signature]
Superintendent

8/3/26
Date

**ADDENDUM TO THE REGULAR TEACHER'S CONTRACT
OF
Stacy Morrison**

The Board of School Trustees of the Bluffton-Harrison Metropolitan School District (hereinafter the "Corporation") offers the following provisions to become a part of the Regular Teacher's Contract of Stacy Morrison (hereinafter "the Administrator"). The assignment will be: Principal of Bluffton High School.

1. **Term:** The Regular Teacher Contract shall be for a period of two (2) years, beginning July 1, 2026, and ending June 30, 2028.
2. **Salary:** For the school year beginning July 1, 2026, and ending June 30, 2027, a salary of \$114,846.00 will be paid for services rendered. Services will be performed for two hundred twenty (220) days. One hundred eighty five (185) of those days will correspond to teachers' days as scheduled on the school year calendar approved by the Board. With the exception that ten (10) days may be reported for essential activities performed during school year student vacation periods. The remaining twenty-five (25) days will be divided in such a way as to allow for required activities before or after the school year. At least one week should be scheduled before and after the school year. Payment for services will be made in 26 pay periods beginning with the first payroll after July 1, 2026. Certification of work days must be provided to the Superintendent by July 1, 2027.

Pending the final evaluation of the Administrator for the 2026-2027 school year, salary considerations for the second year of this contract will be a minimum of three percent (3%) increase or equivalent to the salary increase to administrators for the 2027-2028 school year.

3. **Teacher's Retirement Fund Contribution:** The Corporation shall pay the Administrator's share of the Indiana Teacher Retirement Fund contribution.
4. **Group Health Insurance:** The Corporation shall pay the premium for the major medical insurance plan (single or family) for the Administrator, his/her spouse and the dependent members of his/her immediate family, in accordance with the major medical insurance plan provided to certificated members of the professional staff. The maximum amount of this benefit will be the cost of the premium less One Dollar (\$1.00).
5. **Health Savings Account:** Each year the Corporation shall deposit into the Administrator's health savings account an amount equal to the difference in the Corporation premium costs for the Administrator for the PPO (single or family) insurance plan and the Administrator elected High Deductible (single or family) health insurance plan. Such payment shall be made in one lump sum no later than January 31 of each year. The Administrator shall vest immediately as to the deposits made by the Corporation into the health savings account. To qualify to receive the Administrator's health savings account contribution the Administrator must be enrolled in a qualified high-deductible health plan for the calendar year in which the health savings account contribution is transacted. The deposit into the Administrator's health savings account shall not exceed an amount equal to the IRS maximum allowable contribution.
6. **Group Term Life and A.D. & D. Insurance:** The administrator shall be enrolled in the Corporation's Group Term Life and A. D. & D. Insurance Plan and the Corporation shall pay all but One Dollar (\$1.00) of the premium of a \$60,000 life insurance plan. (The Administrator is responsible for payment of taxes on premiums as required in Section 89J of the IRS Code.)
7. **Long-Term Disability Insurance:** The Corporation shall pay all but One Dollar (\$1.00) of a Long-Term Disability Insurance which will provide a benefit of Sixty-Six and Two-Thirds Percent (66-2.3%) of the contracted salary.
8. **Sick Leave:** The Corporation shall provide Six (6) sick leave days each year of employment with unused sick days accumulating to a maximum of One Hundred Eighty-Five (185).
9. **General Purpose Leave:** The Corporation shall provide Six (6) General Purpose days each year of employment with any unused GPL Days accumulating as sick leave with the 185 maximum sick day balance still in effect.
10. **Physical Examination:** The Corporation shall provide a biennial physical examination which the Administrator shall be required to undergo. Any costs in excess of health insurance coverage will be paid by the Corporation. The Corporation reserves the right to determine the provider and the scope of services.
11. **Severance:** If the employee terminates employment, i.e., resigns, retires, or dies, after completing ten (10) years of continuous service with the Bluffton Harrison Metropolitan School District, he, or his named beneficiary, or his estate, in the absence of a named beneficiary, will receive the following severance benefits:

- 13. Previous Addenda Superseded:** This addendum supersedes any previously signed agreement.

Date 8/3/26

**ADDENDUM TO THE REGULAR TEACHER'S CONTRACT
OF
Eric Mounsey**

The Board of School Trustees of the Bluffton-Harrison Metropolitan School District (hereinafter the "Corporation") offers the following provisions to become a part of the Regular Teacher's Contract of Eric Mounsey (hereinafter "the Administrator"). The assignment will be: Director of Alternative Education.

1. **Term:** The Regular Teacher Contract shall be for a period of two (2) years, beginning July 1, 2025, and ending June 30, 2027.
2. **Salary:** For the school year beginning July 1, 2025, and ending June 30, 2026, a salary of \$76,397.00 will be paid for services rendered. Services will be performed for two hundred (200) days. One hundred eighty five (185) of those days will correspond to teachers' days as scheduled on the school year calendar approved by the Board. The remaining fifteen (15) days will be divided in such a way as to allow for work required after the school year. At least one week should be scheduled before and after the school year. Payment for services will be made in 26 pay periods beginning with the first payroll after July 1, 2025. Certification of work days must be provided to the Superintendent by July 1, 2026.

Salary considerations for the second year of this contract will be made within thirty (30) days of the administrator's final summative evaluation rating.
3. **Teacher's Retirement Fund Contribution:** The Corporation shall pay the Administrator's share of the Indiana Teacher Retirement Fund contribution.
4. **Group Health Insurance:** The Corporation shall pay the premium for the major medical insurance plan (single or family) for the Administrator, his/her spouse and the dependent members of his/her immediate family, in accordance with the major medical insurance plan provided to certificated members of the professional staff. The maximum amount of this benefit will be the cost of the premium less One Dollar (\$1.00).
5. **Health Savings Account:** Each year the Corporation shall deposit into the Administrator's health savings account an amount equal to the difference in the Corporation premium costs for the Administrator for the PPO (single or family) insurance plan and the Administrator elected High Deductible (single or family) health insurance plan. Such payment shall be made in one lump sum no later than January 31 of each year. The Administrator shall vest immediately as to the deposits made by the Corporation into the health savings account. To qualify to receive the Administrator's health savings account contribution the Administrator must be enrolled in a qualified high-deductible health plan for the calendar year in which the health savings account contribution is transacted. The deposit into the Administrator's health savings account shall not exceed an amount equal to the IRS maximum allowable contribution.
6. **Group Term Life and A.D. & D. Insurance:** The administrator shall be enrolled in the Corporation's Group Term Life and A. D. & D. Insurance Plan and the Corporation shall pay all but One Dollar (\$1.00) of the premium of a \$50,000 life insurance plan. (The Administrator is responsible for payment of taxes on premiums as required in Section 89J of the IRS Code.)
7. **Long-Term Disability Insurance:** The Corporation shall pay all but One Dollar (\$1.00) of a Long-Term Disability Insurance which will provide a benefit of Sixty-Six and Two-Thirds Percent (66-2.3%) of the contracted salary.
8. **Sick Leave:** The Corporation shall provide Six (6) sick leave days each year of employment with unused sick days accumulating to a maximum of One Hundred Eighty-Five (185).
9. **General Purpose Leave:** The Corporation shall provide Six (6) General Purpose days each year of employment with any unused GPL Days accumulating as sick leave with the 185 maximum sick day balance still in effect.
10. **Severance:** If the employee terminates employment, i.e., resigns, retires, or dies, after completing ten (10) years of continuous service with the Bluffton Harrison Metropolitan School District, he, or his named beneficiary, or his estate, in the absence of a named beneficiary, will receive the following severance benefits:
 - a. Each year following the formation of the District's 401(a) Plan, an amount equal to 2.00% of the Administrator's base salary will be deposited in the administrator's 401(a) Plan account. Such payment will be made quarterly or on a more frequent basis depending on the requirements of the 401(a) Plan Administrator.
 - b. If the administrator terminates employment after age fifty five (55) and after ten (10) years of consecutive service as an administrator with the Bluffton Harrison Metropolitan School District, the Board shall pay \$15,000 to the employee's health reimbursement arrangement account.
11. **Cellular Telephone:** The Corporation shall reimburse the Administrator for his/her business use of the Administrator's personal cell phone at the rate of \$30.00 per pay.

Attested to by a majority of members of the Board of School Trustees of the Bluffton Harrison Metropolitan School District on this, the 16th day of June, 2026.

1

Board Member

Board Member

Employee

Name

Employee

Superintendent

Board Member

Board Member

Superintendent

Relationship

Date⁴

Date _____

**Employment Agreement
between the
Bluffton-Harrison Metropolitan School District
and
Director of Technology**

The Board of School Trustees of the Bluffton-Harrison M.S.D. ("Board of School Trustees") and Scott Ribich agree to this Employment Agreement as follows:

1. The Board of School Trustees agrees to employ Scott Ribich as the Director of Technology for two hundred sixty (260) days each year commencing from July 1st through June 30th for the annual salary of \$110,056.00.
2. The term of this Employment Agreement from July 1, 2026 through June 30, 2028.
3. The Director of Technology is responsible to perform the functions assigned to him by the Board of School Trustees and/or the Superintendent.
4. This Employment Agreement may be canceled prior to the termination date of the Employment Agreement by the School Corporation for cause and by following the procedures for cancellation of a contract of a permanent teacher. "Cause" for the purpose of this Employment Agreement shall constitute any grounds set forth in the enumeration of grounds for the cancellation of a permanent teacher's indefinite teaching contract except the grounds of a 'justifiable decrease in the number of teaching positions' which shall not be nor construed to be "cause" under this contract. (Indiana Code 20-28-7-1).

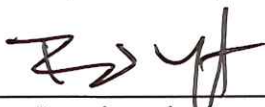
The Board of School Trustees of the Bluffton-Harrison M.S.D. ("Board") and Scott Ribich ("Director of Technology"), based on the mutual interest of the Bluffton-Harrison M.S.D. ("School Corporation") and the Director of Technology, to more completely and precisely define the employment relationship of the Director of Technology with the School Corporation, the Board and the Director of Technology agree to this Addendum to Basic Contract which provides as follows:

1. **Term:** The Contract shall be for a period of one (1) year, beginning July 1, 2026 and ending June 30, 2027.
2. **Position:** The position of Director of Technology is considered a full-time, 260 day per year position beginning each year on July 1 and ending on the following June 30. This is a salaried position and is based upon a minimum of eight (8) hours per day worked. This position will not require the submission of timesheets and will not pay for any overtime that is worked.
3. **Salary:** For the school year beginning July 1, 2026, to June 30, 2027, a salary of \$110,056.00 shall be paid for services rendered. Payment will be made in biweekly installments and will not exceed 26 payments in any calendar year. Salary considerations for the second year of this contract will be made within thirty (30) days of the administrator's final summative evaluation rating
4. **Group Health Insurance:** The Corporation shall pay the premium for the major medical insurance plan (single or family) for the employee, his/her spouse and the dependent members of his/her immediate family, in accordance with the major medical insurance plan provided to certificated members of the professional staff. The maximum amount of this benefit will be the cost of the premium less One Dollar (\$1.00).
5. **Health Savings Account:** Each year the Corporation shall deposit into the Employee's health savings account an amount equal to the difference in the Corporation premium costs for the employee for the PPO (single or family) insurance plan and the employee elected High Deductible (single or family) health insurance plan. Such payment shall be made in one lump sum no later than January 31 of each year. The Employee shall vest immediately as to the deposits made by the Corporation into the health savings account. To qualify to receive the Employee's health savings account contribution the Employee must be

enrolled in a qualified high-deductible health plan for the calendar year in which the health savings account contribution is transacted. The deposit into the Employee's health savings account shall not exceed an amount equal to the IRS maximum allowable contribution.

6. **Group Term Life and A.D. & D. Insurance:** The employee shall be enrolled in the Corporation's Group Term Life and A. D. & D. Insurance Plan and the Corporation shall pay all but One Dollar (\$1.00) of the premium of a \$50,000 life insurance plan. (The Employee is responsible for payment of taxes on premiums as required in Section 89J of the IRS Code.)
7. **Cellular Telephone:** This position will be reimbursed for business use of a personal cell phone in the amount of \$30.00 per pay for a period of 26 pays per year.
8. **Vacation Leave:** The Director of Technology will be eligible for fifteen (15) days of paid vacation each year. The use of vacation days requires prior approval by the Superintendent. Following the completion of ten (10) years of service, the Director of Technology will be eligible for one (1) additional day of paid vacation for each year of service beyond ten (10) years of service for a total of no more than twenty (20) days of paid vacation each year. Vacation days may not accumulate beyond six (6) months following the year they are earned, after which they may accumulate as sick leave days. Paid holidays for twelve month employees, as enumerated in the CLASSIFIED EMPLOYEES HANDBOOK, shall also be allowed.
9. **Public Employees' Retirement Fund Contribution:** The Director of Technology is required to enroll in the Public Employees Retirement Fund (PERF). The Board will pay the required 3% of salary mandated by the State of Indiana.
10. **Miscellaneous:** The Corporation shall annually pay one membership free to the Technology Director's professional organization. At the request/approval of the Superintendent, the Technology Director may attend a national conference for professional development in his or her assigned area(s).
11. Unless otherwise specified, the conditions set forth in the CLASSIFIED EMPLOYEES HANDBOOK shall be applicable to the position of Director of Technology.

Attested to by a majority of members of the Board of School Trustees of the Bluffton Harrison Metropolitan School District on this, the 15th day of June 2026.



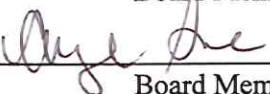
Superintendent



Board Member



Board Member



Board Member



Employee



Board Member

Board Member

**ADDENDUM TO THE REGULAR TEACHER'S CONTRACT
OF
Erin Roush**

The Board of School Trustees of the Bluffton-Harrison Metropolitan School District (hereinafter the "Corporation") offers the following provisions to become a part of the Regular Teacher's Contract of Erin Roush (hereinafter "the Administrator"). The assignment will be: Assistant Principal of Bluffton-Harrison Elementary School.

1. **Term:** The Regular Teacher Contract shall be for a period of two (2) years, beginning July 1, 2026, and ending June 30, 2028.
2. **Salary:** For the school year beginning July 1, 2026, and ending June 30, 2027, a salary of \$78,143.00 will be paid for services rendered. Services will be performed for two hundred (200) days. One hundred eighty five (185) of those days will correspond to teachers' days as scheduled on the school year calendar approved by the Board. The remaining fifteen (15) days will be divided in such a way as to allow for required activities before or after the school year. At least one week should be scheduled before and after the school year. Payment for services will be made in 26 pay periods beginning with the first payroll after July 1, 2026. Certification of work days must be provided to the Superintendent by July 1, 2027.

Salary considerations for the second year of this contract will be made within thirty (30) days of the administrator's final summative evaluation rating.
3. **Teacher's Retirement Fund Contribution:** The Corporation shall pay the Administrator's share of the Indiana Teacher Retirement Fund contribution.
4. **Group Health Insurance:** The Corporation shall pay the premium for the major medical insurance plan (single or family) for the Administrator, his/her spouse and the dependent members of his/her immediate family, in accordance with the major medical insurance plan provided to certificated members of the professional staff. The maximum amount of this benefit will be the cost of the premium less One Dollar (\$1.00).
5. **Health Savings Account:** Each year the Corporation shall deposit into the Administrator's health savings account an amount equal to the difference in the Corporation premium costs for the Administrator for the PPO (single or family) insurance plan and the Administrator elected High Deductible (single or family) health insurance plan. Such payment shall be made in one lump sum no later than January 31 of each year or within 30 days of initial employment as an Administrator for Bluffton-Harrison MSD. The Administrator shall vest immediately as to the deposits made by the Corporation into the health savings account. To qualify to receive the Administrator's health savings account contribution the Administrator must be enrolled in a qualified high-deductible health plan for the calendar year in which the health savings account contribution is transacted. The deposit into the Administrator's health savings account shall not exceed an amount equal to the IRS maximum allowable contribution.
6. **Group Term Life and A.D. & D. Insurance:** The administrator shall be enrolled in the Corporation's Group Term Life and A. D. & D. Insurance Plan and the Corporation shall pay all but One Dollar (\$1.00) of the premium of a \$50,000 life insurance plan. (The Administrator is responsible for payment of taxes on premiums as required in Section 89J of the IRS Code.)
7. **Long-Term Disability Insurance:** The Corporation shall pay all but One Dollar (\$1.00) of a Long-Term Disability Insurance which will provide a benefit of Sixty-Six and Two-Thirds Percent (66-2.3%) of the contracted salary.
8. **Sick Leave:** The Corporation shall provide Six (6) sick leave days each year of employment with unused sick days accumulating to a maximum of One Hundred Eighty-Five (185).
9. **General Purpose Leave:** The Corporation shall provide Six (6) General Purpose days each year of employment with any unused GPL Days accumulating as sick leave with the 185 maximum sick day balance still in effect.
10. **Physical Examination:** The Corporation shall provide a biennial physical examination which the Administrator shall be required to undergo. Any costs in excess of health insurance coverage will be paid by the Corporation. The Corporation reserves the right to determine the provider and the scope of services.
11. **Severance:** If the Administrator terminates employment, i.e., resigns, retires, or dies, after completing ten (10) years of continuous service with the Bluffton Harrison Metropolitan School District, he/she, or his/her named beneficiary, or his/her estate, in the absence of a named beneficiary, will receive the following severance benefits:
 - a. Each year following the formation of the District's 401(a) Plan, an amount equal to 2.00% of the Administrator's base salary will be deposited in the administrator's 401(a) Plan account. Such payment will be made quarterly or on a more frequent basis depending on the requirements of the 401(a) Plan Administrator.

- 13. Previous Addenda Superseded:** This addendum supersedes any previously signed agreement.

Date 8/3/26

ADDENDUM TO THE REGULAR TEACHER'S CONTRACT
OF
Schlaura Linderwell

The Board of School Trustees of the Bluffton-Harrison Metropolitan School District (hereinafter the "Corporation") offers the following provisions to become a part of the Regular Teacher's Contract of Schlaura Linderwell (hereinafter "the Administrator"). The assignment will be: Athletic Director of Bluffton-Harrison Metropolitan School District.

1. **Term:** The Regular Teacher Contract shall be for a period of two (2) years, beginning July 1, 2026, and ending June 30, 2028.
2. **Salary:** For the school year beginning July 1, 2026, and ending June 30, 2027, a salary of \$90,000.00 will be paid for services rendered. Services will be performed for two hundred (220) days. Payment for services will be made in 26 pay periods beginning with the first payroll after July 1, 2026. Certification of work days must be provided to the Superintendent by July 1, 2027.

Salary considerations for the second year of this contract will be made within thirty (30) days of the administrator's final summative evaluation rating.
3. **Teacher's Retirement Fund Contribution:** The Corporation shall pay the Administrator's share of the Indiana Teacher Retirement Fund contribution.
4. **Group Health Insurance:** The Corporation shall pay the premium for the major medical insurance plan (single or family) for the Administrator, his/her spouse and the dependent members of his/her immediate family, in accordance with the major medical insurance plan provided to certificated members of the professional staff. The maximum amount of this benefit will be the cost of the premium less One Dollar (\$1.00).
5. **Health Savings Account:** Each year the Corporation shall deposit into the Administrator's health savings account an amount equal to the difference in the Corporation premium costs for the Administrator for the PPO (single or family) insurance plan and the Administrator elected High Deductible (single or family) health insurance plan. Such payment shall be made in one lump sum no later than January 31 of each year. The Administrator shall vest immediately as to the deposits made by the Corporation into the health savings account. To qualify to receive the Administrator's health savings account contribution the Administrator must be enrolled in a qualified high-deductible health plan for the calendar year in which the health savings account contribution is transacted. The deposit into the Administrator's health savings account shall not exceed an amount equal to the IRS maximum allowable contribution.
6. **Group Term Life and A.D. & D. Insurance:** The administrator shall be enrolled in the Corporation's Group Term Life and A. D. & D. Insurance Plan and the Corporation shall pay all but One Dollar (\$1.00) of the premium of a \$50,000 life insurance plan. (The Administrator is responsible for payment of taxes on premiums as required in Section 89J of the IRS Code.)
7. **Long-Term Disability Insurance:** The Corporation shall pay all but One Dollar (\$1.00) of a Long-Term Disability Insurance which will provide a benefit of Sixty-Six and Two-Thirds Percent (66-2.3%) of the contracted salary.
8. **Sick Leave:** The Corporation shall provide Six (6) sick leave days each year of employment with unused sick days accumulating to a maximum of One Hundred Eighty-Five (185).
9. **General Purpose Leave:** The Corporation shall provide Six (6) General Purpose days each year of employment with any unused GPL Days accumulating as sick leave with the 185 maximum sick day balance still in effect.

10. **Transportation:** The School Corporation shall provide a base transportation stipend to the Administrator for transportation and vehicle expenses in lieu of any mileage claim reimbursement payments to the Administrator for all school corporation related travel. The transportation stipend shall be \$125.00 per pay for the initial year of the contract term. For subsequent years of the contract term, the minimum transportation stipend shall be \$125.00 per pay, and the transportation stipend set forth may be increased by the School Corporation and Board of School Trustees. Nothing in this Contract shall require the School Corporation and Board of School Trustees to increase the transportation stipend and any increase will be done at the sole discretion of the School Corporation and Board of School Trustees.
11. **Severance:** If the employee terminates employment, i.e., resigns, retires, or dies, after completing ten (10) years of continuous service with the Bluffton Harrison Metropolitan School District, he, or his named beneficiary, or his estate, in the absence of a named beneficiary, will receive the following severance benefits:
- Each year following the formation of the District's 401(a) Plan, an amount equal to 2.00% of the Administrator's base salary will be deposited in the administrator's 401(a) Plan account. Such payment will be made quarterly or on a more frequent basis depending on the requirements of the 401(a) Plan Administrator.
 - If the administrator terminates employment after age fifty five (55) and after ten (10) years of consecutive service as an administrator with the Bluffton Harrison Metropolitan School District, the Board shall pay \$15,000 to the employee's health reimbursement arrangement account.
12. **Cellular Telephone:** The Corporation shall reimburse the Administrator for his/her business use of the Administrator's personal cell phone at the rate of \$30.00 per pay.
13. **Previous Addenda Superseded:** This addendum supersedes any previously signed agreement.

Attested to by a majority of members of the Board of School Trustees of the Bluffton Harrison Metropolitan School District on this, the 20th day of April, 2026.

Julie A. Shugart
Board Member

Mind Wany
Board Member

Angie Pheasant
Board Member

Board Member

Board Member

Approved:

Schlaurya Linderwell BSYH
Employee Superintendent

Beneficiary:

Steve Linderwell SPOUSE
Name Relationship

Approved by:

Schlaurya Linderwell 4-21-26
Employee Date

Witnessed by:

BSYH 4/21/26
Superintendent Date

**ADDENDUM TO THE REGULAR TEACHER'S CONTRACT
OF
Palge Walker**

The Board of School Trustees of the Bluffton-Harrison Metropolitan School District (hereinafter the "Corporation") offers the following provisions to become a part of the Regular Teacher's Contract of Palge Walker (hereinafter "the Administrator"). The assignment will be: Principal of Bluffton-Harrison Elementary School.

1. **Term:** The Regular Teacher Contract shall be for a period of two (2) years, beginning July 1, 2026, and ending June 30, 2028.
2. **Salary:** For the school year beginning July 1, 2026, and ending June 30, 2027, a salary of \$96,525.00 will be paid for services rendered. Services will be performed for two hundred (215) days. One hundred eighty five (185) of those days will correspond to teachers' days as scheduled on the school year calendar approved by the Board. The remaining thirty (30) days will be divided in such a way as to allow for required activities before or after the school year. At least one week should be scheduled before and after the school year. Payment for services will be made in 26 pay periods beginning with the first payroll after July 1, 2026. Certification of work days must be provided to the Superintendent by July 1, 2027.

Salary considerations for the second year of this contract will be made within thirty (30) days of the administrator's final summative evaluation rating.
3. **Teacher's Retirement Fund Contribution:** The Corporation shall pay the Administrator's share of the Indiana Teacher Retirement Fund contribution.
4. **Group Health Insurance:** The Corporation shall pay the premium for the major medical insurance plan (single or family) for the Administrator, his/her spouse and the dependent members of his/her immediate family, in accordance with the major medical insurance plan provided to certificated members of the professional staff. The maximum amount of this benefit will be the cost of the premium less One Dollar (\$1.00).
5. **Health Savings Account:** Each year the Corporation shall deposit into the Administrator's health savings account an amount equal to the difference in the Corporation premium costs for the Administrator for the PPO (single or family) insurance plan and the Administrator elected High Deductible (single or family) health insurance plan. Such payment shall be made in one lump sum no later than January 31 of each year. The Administrator shall vest immediately as to the deposits made by the Corporation into the health savings account. To qualify to receive the Administrator's health savings account contribution the Administrator must be enrolled in a qualified high-deductible health plan for the calendar year in which the health savings account contribution is transacted. The deposit into the Administrator's health savings account shall not exceed an amount equal to the IRS maximum allowable contribution.
6. **Group Term Life and A.D. & D. Insurance:** The administrator shall be enrolled in the Corporation's Group Term Life and A. D. & D. Insurance Plan and the Corporation shall pay all but One Dollar (\$1.00) of the premium of a \$60,000 life insurance plan. (The Administrator is responsible for payment of taxes on premiums as required in Section 89J of the IRS Code.)
7. **Long-Term Disability Insurance:** The Corporation shall pay all but One Dollar (\$1.00) of a Long-Term Disability Insurance which will provide a benefit of Sixty-Six and Two-Thirds Percent (66-2.3%) of the contracted salary.
8. **Sick Leave:** The Corporation shall provide Six (6) sick leave days each year of employment with unused sick days accumulating to a maximum of One Hundred Eighty-Five (185).
9. **General Purpose Leave:** The Corporation shall provide Six (6) General Purpose days each year of employment with any unused GPL Days accumulating as sick leave with the 185 maximum sick day balance still in effect.
10. **Physical Examination:** The Corporation shall provide a biennial physical examination which the Administrator shall be required to undergo. Any costs in excess of health insurance coverage will be paid by the Corporation. The Corporation reserves the right to determine the provider and the scope of services.
11. **Severance:** If the employee terminates employment, i.e., resigns, retires, or dies, after completing ten (10) years of continuous service with the Bluffton Harrison Metropolitan School District, he, or his named beneficiary, or his estate, in the absence of a named beneficiary, will receive the following severance benefits:
 - a. Each year following the formation of the District's 401(a) Plan, an amount equal to 2.00% of the Administrator's base salary will be deposited in the administrator's 401(a) Plan account. Such payment will be made quarterly or on a more frequent basis depending on the requirements of the 401(a) Plan Administrator.

- b. If the administrator terminates employment after age fifty five (55) and after ten (10) years of consecutive service as an administrator with the Bluffton Harrison Metropolitan School District, the Board shall pay \$20,000 to the employee's health reimbursement arrangement account.

12. **Cellular Telephone:** The Corporation shall reimburse the Administrator for his/her business use of the Administrator's personal cell phone at the rate of \$30.00 per pay.

13. **Previous Addenda Superseded:** This addendum supersedes any previously signed agreement.

Attested to by a majority of members of the Board of School Trustees of the Bluffton Harrison Metropolitan School District on this, the 18th day of May, 2026.

Jolie L. Lingen
Board Member

Mike [Signature]
Board Member

[Signature]
Board Member

Board Member

Board Member

Approved: Drew Walker
Employee

[Signature]
Superintendent

Beneficiary: Drew Walker
Name

brother
Relationship

Approved by: Drew Walker
Employee

5/12/26
Date

Witnessed by: [Signature]
Superintendent

5/19/26
Date