

REGULAR TEACHER CONTRACT

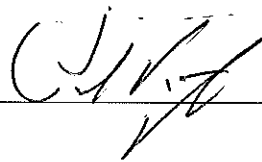
*Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract
for the employment of teachers pursuant to Ind. Code 20-28-6-4(b)*

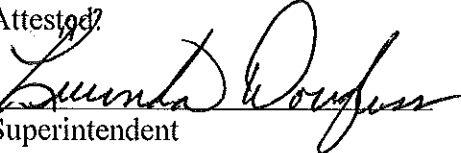
This regular teacher contract ("Contract") is by and between the governing body of the Caston School Corporation ("Corporation") and Paul Voigt ("Teacher"). Paul Voigt is a teacher as defined in Ind. Code 20-18-2-22.

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

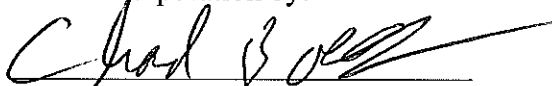
1. The Teacher shall teach in the schools of the Corporation for the school term, beginning January 1, 2021, and ending on June 30, 2023. Ind. Code 20-28-6-2(a)(3)(A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of 650 days (260 days/year). Ind. Code 20-28-6-2(a)(3)(B)
3. The number of hours per day the Teacher is expected to work under this Contract is 8 hours daily. Ind. Code 20-28-6-2(a)(3)(E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of \$102,000 during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in 24 installments on a twice a month basis. Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)
6. 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.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this 21st day of October, 2020.



Attested:

Superintendent

School Corporation by:



President



Secretary

SUMMARY OF CONTRACT PROVISIONS

Base Salary: The Superintendent's base salary, presented in regular Indiana teacher's contract, will be set as follows:

Year 1: January 1, 2021 – June 30, 2021	\$102,000
(Prorated for 6 months/12 pays)	<u>\$51,000</u>
Year 2: July 1, 2021 – June 30, 2022	\$103,000
Year 3: July 1, 2022 – June 30, 2023	\$104,000

SUPERINTENDENT EMPLOYMENT CONTRACT ADDENDUM

1. TERM OF CONTRACT. The Board hereby employs the Superintendent and the Superintendent hereby accepts employment for a one-year term commencing January 1, 2021, through June 30, 2024.
2. SALARY. Annual salary is payable in 24 installments on a bimonthly basis.
3. BENEFITS.
 - a. PAID LEAVE: The annual number of days per year required to perform his duties is two hundred sixty (260) days and he shall be granted the following paid leave days per contract year:
 1. Twenty (20) vacation days per year. There shall be a maximum buy back of three (3) vacation days per year at daily rate; further, unused and uncompensated vacation days shall not carry over to any later year.
 2. The following paid holidays are awarded to the Superintendent in addition to paid vacation days: Labor Day (1 day), Thanksgiving (2 days), Christmas (2 days), New Year's Day (2 days), Good Friday (1 day), Memorial Day (1 day) Veteran's Day (1 day) and Independence Day (1 day). If school is in session on any individual holiday, said holiday may be taken at some other time.
 3. Personal Business leave: Three (3) days per year. If unused these may go toward accumulated sick leave.
 4. Illness leave: Ten (10) days at full compensation each year to use for personal or family illness. Family is defined as spouse, children, stepchildren, parents, and wards (children for whom the employee is the legal guardian.) Family also includes people living in the home of the employee or for whom the employee is the sole guardian or caregiver. Other individuals may be counted as family for the purposes of illness leave at the discretion of the board. If more than five (5) consecutive days of leave or fifteen cumulative leave days in a semester are utilized, a medical statement for the absences may be required at the discretion of the Board. The use of an excessive amount of illness may initiate the use of the Family Medical Leave Act. Unused illness leave days will be credited toward the accumulated balance at the close of the school year. Accumulated leave balance may not exceed 185 days. Accumulated leave may not be used as terminal leave.
 5. An attendance incentive bonus of \$50.00 per day multiplied by the number of accumulated leave days in excess of 185 shall be paid annually.

6. Accumulated days beyond 185 for which the attendance incentive has been awarded will be deducted from the balance so that the maximum balance at the start of the next school year will be 185 days to which an additional ten (10) days will become available for the school year.
7. It has been mutually agreed that the Superintendent may make a one-time transfer of 180 days of his accumulated illness leave from previous employment which shall immediately be applied to his accumulated leave days at Caston. No other additional accumulated leave from previous employment may be transferred while under the employment of Caston School Corporation.
8. Bereavement leave shall be for the purpose of attending last burial rites and other personal matters of the immediate family. The Superintendent shall be provided leave for each death and shall receive full compensation for each leave. Each leave shall include the day of the burial and the appropriate number of scheduled school weekdays as follows: Five (5) days for immediate family (including those by marriage) - spouse, child, parent, grandchild or any other member of the family unit living in the household. Three (3) days for family (including those by marriage) - sister, brother, grandparent, daughter-in-law, son-in-law, or any other member of the household. One (1) day for the extended family (including those by marriage) - aunt, uncle, niece, nephew, grandparent-in-law and close personal friends(s). A waiver of these guidelines may be requested and granted by the Board.
9. Family Medical Leave: The Superintendent shall be entitled to a leave of absence equal to what is permitted by Federal Law. The first twelve (12) workweeks of the leave are covered by the Family Medical Leave Act of 1993. The leave shall include the birth of a son or daughter, and to care for a newborn child; placement with the Superintendent of a child for adoption or foster care; the care for the Superintendent's spouse, child or parent with a serious health condition; a serious health condition that makes him unable to perform the functions of his job. He shall notify the Board in writing of the desire to take such a leave at least thirty (30) days prior to the start of the leave, except in an emergency.
10. Legal: If selected for jury duty or subpoenaed to be a witness he shall receive full compensation, less the amount paid by the court per Indiana law.
11. Absences shall be taken in full or one-half day units.
- b. PROFESSIONAL DUES: The Board shall pay the following institutional membership dues on behalf of the Superintendent: IASBO, Study Council, and Indiana Association for School Superintendents.
- c. INSURANCE BENEFITS: The Board shall provide insurance to the Superintendent as follows:
 1. HEALTH INSURANCE: The Board shall pay the cost of all monthly premiums less \$.01 for the Superintendent for a single or family health insurance plan of choice from the plans elected by Caston School Corporation. Should the Superintendent opt to take one of the less expensive high deductible plans qualifying for a health savings account, the board shall make a one-time payment into a health savings plan at the beginning of the first year

of employment equivalent to the annual maximum out-of-pocket expense not to exceed the allowable annual contribution for a health savings plan. For each contract year thereafter, the Board shall contribute to the health savings plan the difference between the cost of the plan and the most expensive plan not to exceed \$6,000 annually. This contribution shall be made in January.

2. VISION/DENTAL: \$414 shall be paid toward dental and/or optical insurance, with the balance of the premiums to be paid by the Superintendent via payroll deduction.
 3. TERM LIFE INSURANCE: The Board shall pay the cost of a \$100,000 term life insurance policy, however any amount over \$50,000 shall be considered a paid benefit with the cost of premiums being taxable by law.
 4. LONG-TERM DISABILITY: The Board shall pay the cost of single long-term disability coverage less one cent. The benefits shall provide a minimum of two-thirds (2/3) salary to the age of sixty-five (65), with the maximum waiting period between occurrence of the disability and beginning of coverage of ninety (90) days.
- d. TEACHER'S RETIREMENT FUND: The Board will pay the mandatory TRF contribution for Superintendent.
 - e. SECTION 125: The Assistant Superintendent shall be eligible to participate in Generation 1 and 2 of the Revenue Act of 1978.
 - f. RETIREMENT INVESTMENT ACCOUNT: The Board agrees to pay an annual lump sum supplemental benefit of \$8837 upon the fulfillment of the contract year to a qualifying post-retirement investment account on behalf of the Superintendent. No payment shall be made for a partially fulfilled contract year unless otherwise negotiated with the Board.
 - g. MONTHLY ALLOWANCE: The board will pay a \$250.00 per month expense allowance to offset cost of routine use of personal automobile as well as cell phone usage for which the Superintendent pays his own personal plan. Additional travel expenses such as per diem meals, hotel, and miscellaneous travel expenses for Board-approved overnight or out-of-town school-related business travel will be reimbursed upon receipt of expenditures.
4. PHYSICAL MEDICAL EXAMINATION. An annual physical examination may be required and paid for by the Caston School Corporation. The Board shall grant approval of the physician or clinic to be used, shall annually determine the extent of the exam to be performed and shall maintain strict confidentiality of said examination. (Policy 1220)
 5. TERMINATION OF EMPLOYMENT CONTRACT. That this contract may be altered, rescinded or modified at any time by mutual consent of the Board and the Superintendent, the consent of both parties must be in writing. Further, the Superintendent's Contract terminates on the following dates and under the following conditions only:
 - a. If the Board and the Superintendent mutually consent.
 - b. Before the expiration date set forth in paragraph 1, if the Board terminates this Contract for cause in accordance with the state law.
 - c. On the expiration date set forth in paragraph 1, if the Board before January 1 of the year in which the contract expires gives notice to the Superintendent in writing, delivered in person or by registered mail.

- d. On the expiration date set forth in paragraph 1, if the Superintendent before January 1 of the year in which the contract expires gives proper notice in writing to the board.
 - e. Upon the retirement of the Superintendent.
6. **ROLL-OVER PROVISION:** If entering into a multi-year contract, at the conclusion of the second year of said contract, and each contract year thereafter within the provisions of the laws of Indiana, an additional year shall be automatically added unless the Board notifies in writing, prior to the conclusion of that contract year, that an additional year is not being added.
 7. **MODIFICATION OF CONTRACT** -This Contract may be altered or rescinded for a new one at any time by mutual consent of the Board and the Superintendent. The consent of both parties must be in writing.
 8. **BINDING EFFECT.** This Contract shall bind the parties hereto and their respective assigns, successors and personal representative.
 9. **SEVERABILITY.** If any item in this contract is held invalid by any court or other tribunal of competent jurisdiction, such invalidity shall not affect the remaining provisions of this contract, which are and shall remain severable.
 10. The regular Teacher Contract and the Employment Contract Addendum contain the complete terms agreed to by the Board and the Superintendent and do not include any other documents, including, but not limited to, school calendar, collective Bargaining Agreement, and various Handbooks.
 10. This Contract shall be interpreted in accordance with laws of the State of Indiana.