

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 **RANDOLPH EASTERN SCHOOL CORPORATION** ("Corporation") and _____ ("Teacher"). _____ 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 **FEBRUARY 1, 2019** and ending on **JUNE 30, 2022**. 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 **260.00** days. 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 **8.00**. 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 **\$ 97,000.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in **26.0** installments on a **biweekly** 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 20TH day of DECEMBER, 2018.

Teacher

School Corporation by:

President

Attested:

Superintendent

Secretary

PERMANENT CONTRACT

**ADDENDUM TO THE CONTRACT OF THE SUPERINTENDENT
RANDOLPH EASTERN SCHOOL CORPORATION**

For good and valuable consideration, including the mutual agreements contained herein, the parties hereby supplement the provision of the Regular Teacher's Contract, signed by _____ ("Superintendent"). The Superintendent agrees to perform at a professional level of competency as required by contract, state law, and the policies of the school board as they may be modified or changed from time to time as permitted by Indiana Code. If, during the term of this Addendum, any specific clause or provision is determined to be illegal or in conflict with state or federal law, the illegal or conflicting provision shall be deemed void, but the remainder of the Addendum shall not be affected and shall remain in full force.

I. TERM

February 1, 2019 through June 30, 2022. After July 1, 2019, the length of the contract will be extended by one (1) year each July 1 unless the Board votes not to allow for the one-year extension.

II. WORK DAYS

260 days per year

III. EVALUATION

The Superintendent will be evaluated in accordance with Indiana law.

IV. CONTRACT CANCELLATION

This Addendum can be canceled by the Board in accordance with Indiana law.

V. BASE SALARY AND FUTURE INCREASES

The Superintendent will be eligible for a performance pay base increase each school year in an amount that is equal the amount bargained for an "Effective" or "Highly Effective" teacher, whichever is applicable based on the Superintendent's prior year's evaluation rating. The Superintendent will be eligible for any fringe benefits paid to other certified staff or administrative staff. The Superintendent will not receive any stipend or base salary increase unless evaluated as highly effective or effective.

VI. FRINGE BENEFITS

A. RETIREMENT

1. The Superintendent's contribution to the Indiana State Teachers' Retirement Fund (TRF) will be paid by the Corporation on the base salary, the 403(b) Retirement Annuity Deferred Compensation Plan, the premium equivalent to Plan E HSA Family Health Plan and Family Optical Insurance, and the HSA contribution.

2. 403(b) Annuity Plan - Each year, the Corporation shall credit or pay the Superintendent with \$7,000 salary, which the Superintendent shall elect to be contributed to an Internal Revenue Code Section 403(b) plan.
3. 401(a) Annuity Plan - The School Corporation shall establish a qualified retirement plan as described in section 401(a) of the Code. At the end of the completed contract year, the Board agrees to contribute \$700 into the Superintendent's separate 401(a) account, provided the Superintendent contributed a matching amount to the 403(b). There will be no commingling of accounts and the Superintendent may determine how this account shall be invested among the investment options made available by the investment vendor for the 401(a) Plan. The single investment vendor for the 401(a) Plan shall be VALIC. The Superintendent shall be 100% vested in the 401(a) account upon signing the 6th consecutive contract with the School Corporation.
4. Retirement Savings VEBA Plan - The Corporation shall contribute to a Voluntary Employees' Beneficiary Association (VEBA) as described in section 501(c) (9) of the Code. The Corporation agrees to contribute \$125 per day of unused sick leave up to a maximum of 10 days per year to the VEBA if the Superintendent elects to cash out sick days in excess of 75. The contribution will be made at the end of the contract year. The Corporation's contribution under this provision shall be immediately vested and portable.

B. INSURANCE

1. Hospital, Medical, Optical and Major Medical Insurance – The School shall pay to the Superintendent as salary the premium equivalent to Plan E HSA Family Health Plan and Family Optical Insurance, in addition to the \$6,000 that would have been contributed to a family Health Savings Account. Superintendent has the option of joining the corporation's health insurance plan(s) at the Superintendent's expense.
2. Long Term Disability Insurance - All but \$1.00 of premiums per year will be paid by the Corporation.
3. Term Life Insurance - All but \$1.00 per year of a \$155,000 Term Life Insurance policy will be paid by the Corporation.
4. Individual Professional Liability Insurance – Reimbursement for the cost of individual professional liability insurance in a sum up to \$250 per year will be paid by the Corporation.

C. LEAVE

1. Sick Leave - Ten (10) days of sick leave per year, accumulative to 90 days.
2. Family Illness Leave
 - i. Five (5) days of leave per year for illness in the immediate family. Immediate family includes: spouse, child, father, mother, grandparent, grandchild, sibling, mother-in-law, father-in-law, sister-in-law, brother-in-law, daughter-in-law, son-in-law, stepchild, stepparent, aunt, uncle, and any person domiciled in the employee's home.

- ii. In emergency situations, the Superintendent may request an additional five (5) days for illness in the family. This leave will be subtracted from the Superintendent's sick leave. The Board will consider additional written emergency requests on a case by case basis.
- 3. Paid Holidays – Ten (10) paid holidays each contract year.
- 4. Vacation Days - Vacation days will consist of 20 days per contract year. The number of days shall never be below 20 days per contract year but may be greater than 20 days at the discretion of the Board. The Superintendent may carry over and accumulate a maximum of five (5) unused vacation days to the following contract year, which shall be considered the superintendent's "vacation days" bank. The bank shall never exceed five (5) days. All unused vacation days in excess of the five (5) day bank shall be forfeited.
- 5. Personal Leave- Three (3) personal leave days per year – to be transferred to accumulated sick leave if not used.
- 6. Funeral Leave
 - i. Five (5) days funeral leave within a period of thirty (30) calendar days following a death in the immediate family and any person domiciled in the Superintendent's home.
 - ii. One (1) day of funeral leave per year to attend the funeral of a friend.
- D. PROFESSIONAL ORGANIZATIONS - The Corporation shall pay membership in two state associations as well as the East Central Study Council. If attendance at national conferences requires membership at the national level, that membership shall be considered by the board.
- E. CELL PHONE - The Corporation will provide the Superintendent with a cell phone and will pay for the cost of use associated with corporation business.
- F. EXPENSES WHILE REPRESENTING THE CORPORATION – The Board expects the Superintendent to keep current through appropriate professional development. Expenses incurred while representing the Corporation will be paid by the Corporation.

VII. OTHER BENEFITS

The Superintendent shall be entitled to all salary increases and benefits provided to other certificated employees if consistent with the contract.