

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 SOUTH SPENCER COUNTY SCHOOL CORPORAT ("Corporation") and BRADLEY J SCHNEIDER ("Teacher"). BRADLEY J SCHNEIDER 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 JULY 1, 2022 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 260.00 days. Ind. Code 20-28-6-2(a)(3)(B)
3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to Ind. Code 20-29-6-7, the number of hours per day the Teacher is expected to work under this Contract is . 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 \$110,000.00 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 9TH day of MAY, 2022.

Teacher

Attested:

Superintendent

School Corporation by:

President

Secretary

ADDENDUM TO REGULAR TEACHER'S CONTRACT

The Regular Teacher's Contract entered into between Brad Schneider (hereinafter referred to as "Schneider"), and the Board of School Trustees ("Board") of the South Spencer School Corporation ("School Corporation") dated July 1, 2022, is hereby supplemented by the following addendum, the terms of which are incorporate into the Regular Teacher's Contract and the consideration for which is as stated in the Regular Teacher's Contract:

1. EFFECTIVE DATE. The effective date of this contract shall be July 1, 2022.
2. TERM OF AGREEMENT. The term of this Agreement shall begin on July 1, 2022, and shall terminate on June 30, 2025. This Agreement can be terminated prior to June 30, 2025 pursuant to Ind. Code 20-28-8-7. Schneider understands and agrees that the Board shall not be required to provide the statutory nonrenewal notices required by Indiana Code 20-2-8-7 prior to June 30, 2025, and that this Agreement shall expire by its own terms on June 30, 2025 unless renewed by the School Corporation.
3. POSITION. Schneider is hereby employed as the Superintendent of Schools of the South Spencer School Corporation.
4. LICENSE. Schneider shall hold a valid superintendent's license issued by the State of Indiana throughout the term of this Agreement and any extension thereof.
5. DAYS OF SERVICE. Schneider shall provide services as Superintendent on two hundred sixty (260) days during each school year. The two hundred sixty (260) work days shall include vacation days pursuant to paragraph 8 of this Addendum and sick and personal days pursuant to paragraph 9 of this Addendum.
6. SALARY. The salary of Schneider for the contract year 2022-2023 shall be One Hundred-Ten Thousand Dollars (\$110,000.00). The salary for each year thereafter shall increase at the same amount approved for the teachers by the Collective Bargaining Agreement, subject to paragraph 7 below.
7. ANNUAL EVALUATION. The Board shall provide an annual performance evaluation to Schneider to be completed no later than December 1st of each year. The Superintendent shall receive any raise or increment for the following year only if he receives a performance rating of "effective" or "highly effective" for that contract year.
8. VACATION. Schneider shall be entitled to twenty (20) days of paid vacation each year, which shall vest on July 1 of each year. Vacations days shall be non-cumulative and shall be deemed waived if not used withing three (3) months of each July 1. Unused vacation days are not compensable.
9. SICK AND PERSONAL DAYS. Schneider shall be entitled to ten (10) sick leave days per contract year to accumulate if unused with a limit of one hundred eighty (180) days total. In addition, Schneider shall receive five (5) personal leave days per year. Any unused personal leave shall be added to the accumulated sick leave.

10. HEALTH INSURANCE. South Spencer School Corporation shall pay all but \$1.00 toward the premium for the health insurance plan selected by Schneider.
11. TERM-LIFE INSURANCE. Schneider shall be entitled to a term life insurance policy on his life in the amount of One Hundred Thousand Dollars (\$100,000.00) with the premium paid by the Corporation.
12. SUPERINTENDENT'S LIABILITY PROTECTION. The Corporation agrees to provide the Superintendent with legal counsel selected and paid for by the Board of School Trustees and to defend and indemnify and hold the Superintendent harmless for all claims, demands and judgments arising out of the performance of duties within the Superintendent's scope of employment, except for claims, demands and judgments arising out of the Superintendent's intentional acts.
13. USE OF CORPORATION OWNED VEHICLE. Schneider shall be entitled to use a vehicle owned by South Spencer County School Corporation when said vehicle is available and at no expense; however, such use shall be limited to school business and shall not be for personal use. In the event that such vehicle is not available, he shall receive payment at the current mileage rate awarded by South Spencer County School Corporation for use of his vehicle for school business upon the submission of a properly executed and documented claim.
14. PROFESSIONAL LEAVE. Schneider shall be entitled to paid leave for the purpose of attending local, state and national workshops and conferences upon prior approval by the Board of School Trustees.
15. DUES. South Spencer County School Corporation shall pay the membership dues to the Indiana Association of Public-School Superintendents, Indiana Association of School Business Officials, and the Indiana School Boards Association each year in the name of Brad Schneider.
16. RETIREMENT PAY. Schneider shall receive fifty dollars (\$50.00) for each day of unused sick leave upon his retirement to a maximum of 180 days. The first two thousand (\$2,000.00) dollars will be added to the Superintendent's contract in the year the Superintendent retires. The remainder of the monies owed shall be paid into the administrator's Section 401 (a) account by June 30 of the year of retirement.

Schneider shall be allowed to transfer his accumulated sick days totaling 180 days from the Warrick County School Corporation into the South Spencer County School Corporation. Any additional accumulated sick leave days exceeding 50 shall be transferred into the South Spencer School Corporation at the rate of 5 days per year, up to the maximum of 180 days set forth in paragraph 9 herein.

If Schneider dies in active service, a retirement benefit shall be paid in a lump sum to his beneficiary or estate. Said lump sum shall be 100% of eligible retirement pay at the time of death. The 55-age qualification and notice of retirement shall be waived. The named beneficiary shall be as filed with the Indiana State Teachers Retirement Fund.

In order to qualify for retirement, pay Schneider must:

- (a) Be at least fifty-five (55) years of age by December 31 of the calendar year in which he retires;
- (b) Have been an administrator in the School Corporation for a minimum of five (5) years and be employed as an administrator at the time he retires from South Spencer School Corporation.

17. FRINGE BENEFITS. Schneider shall be entitled to all other fringe benefits accorded to all South Spencer School Corporation Certified Employees not otherwise outlined above.

In witness whereof, the parties executed this Agreement on the date set forth below.

Dated 9th day of May, 2022.

Superintendent:

By: _____
Brad Schneider

Board of Trustees of South Spencer County School Corporation

By: _____

By: _____

By: _____

By: _____

By: _____