

ADDENDUM TO SUPERINTENDENT'S CONTRACT

This Addendum to the Regular Teacher's Contract between the Board of School Trustees of the Warrick County School Corporation of Warrick County, Indiana, hereinafter called "School Corporation," and _____, hereinafter referred to as "Superintendent", WITNESSES THAT:

In consideration of the agreements contained in the Superintendent's Regular Teacher's Contract and the agreements contained in this Addendum, both of which constitute the Contract for the undersigned Superintendent, the parties agree as follows:

1. Length of Contract. If the Superintendent is a fully licensed Indiana teacher and Superintendent, the term of this contract shall be for three (3) years, beginning July 1, 2021, and ending June 30, 2024.

2. Compensation. The Superintendent shall receive the following compensation and benefits:

A. First year. For July 1, 2021–June 30, 2022, the Superintendent shall receive the following:

- i. An annual base salary of One Hundred Sixty Thousand Dollars (\$160,000.00);
- ii. Teachers' retirement fund contribution (actual monetary value of \$13,600.00, plus increases in the contribution based upon changes in the law);
- iii. 401(a) Annuity contribution (actual monetary value of \$6,000.00, plus increases in the contribution based upon the contractual agreement between the Board of Trustees and the Warrick County Teachers Association);
- iv. Health insurance benefits as stated in the contractual agreement between the Board of Trustees and the Warrick County Teachers Association (actual monetary value of up to \$15,200.00, plus increases in the contribution based upon the contractual agreement between the Board of Trustees and the Warrick County Teachers Association);
- v. \$50,000 life insurance policy (actual monetary value of \$69 per year, plus increases in the premium costs, if any, and increases in the contribution based upon the contractual agreement between the Board of Trustees and the Warrick County Teachers Association);

- vi. Long-term disability insurance (actual monetary value of \$499.20 per year, plus increases in the premium costs, if any, and increases in the contribution based upon the contractual agreement between the Board of Trustees and the Warrick County Teachers Association); and
- vii. FICA employer's contribution (actual monetary value of \$12,240.00, plus increases in the contribution based upon changes in the law).

B. Second Year. For July 1, 2022 - June 30, 2023, the Superintendent shall receive the same base salary and benefits as stated above for the July 1, 2021- June 30, 2022 year, UNLESS the Superintendent has received from the Board, in its most recent formal evaluation of the Superintendent prior to July 1, 2022, a rating of "effective" or "highly effective", in which case the annual salary and benefits for the year July 1, 2022- June 30, 2023 shall increase as follows:

- i. An annual base salary of One Hundred Sixty-two Thousand Dollars (\$162,000.00);
- ii. Teachers' retirement fund contribution (actual monetary value of \$13,770.00, plus increases in the contribution based upon changes in the law);
- iii. 401(a) Annuity contribution (actual monetary value of \$6,075.00, plus increases in the contribution based upon the contractual agreement between the Board of Trustees and the Warrick County Teachers Association);
- iv. Health insurance benefits as stated in the contractual agreement between the Board of Trustees and the Warrick County Teachers Association (actual monetary value of up to \$15,200, plus increases in the contribution based upon the contractual agreement between the Board of Trustees and the Warrick County Teachers Association);
- v. \$50,000 life insurance policy (actual monetary value of \$69 per year, plus increases in the premium costs, if any, and increases in the contribution based upon the contractual agreement between the Board of Trustees and the Warrick County Teachers Association);
- vi. Long-term disability insurance (actual monetary value of \$505.42 per year (plus increases in the premium costs, if any, and increases in the contribution based upon the contractual agreement between the Board of Trustees and the Warrick County Teachers Association); and
- vii. FICA employer's contribution (actual monetary value of \$12,393.00, plus increases in the contribution based upon changes in the law).

C. Third year. For July 1, 2023 - June 30, 2024, the Superintendent shall receive the same base salary and benefits that the Superintendent received for the year of July 1, 2022 – June 30, 2023 (whether the base salary was \$160,000 or \$162,000), UNLESS the Superintendent has received from the Board, in its most recent formal evaluation of the Superintendent prior to July 1, 2023, a rating of “effective” or “highly effective” for the two (2) previous years, in which case the annual salary and benefits for the year July 1, 2023 – June 30, 2024 shall be as follows:

- i. One Hundred Sixty-four Thousand Dollars (\$164,000.00);
- ii. Teachers’ retirement fund contribution (actual monetary value of \$13,940.00, plus increases in the contribution based upon the contractual agreement between the Board of Trustees and the Warrick County Teachers Association);
- iii. 401(a) Annuity contribution (actual monetary value of \$6,150.00, plus increases in the contribution based upon the contractual agreement between the Board of Trustees and the Warrick County Teachers Association);
- iv. Health insurance benefits as stated in the contractual agreement between the Board of Trustees and the Warrick County Teachers Association (actual monetary value of up to \$15,200, plus increases in the contribution based upon the contractual agreement between the Board of Trustees and the Warrick County Teachers Association);
- v. \$50,000 life insurance policy (actual monetary value of \$69 per year, plus increases in the premium costs, if any, and increases in the contribution based upon the contractual agreement between the Board of Trustees and the Warrick County Teachers Association);
- vi. Long-term disability insurance (actual monetary value of \$511.68 per year, plus increases in the premium costs, if any, and increases in the contribution based upon the contractual agreement between the Board of Trustees and the Warrick County Teachers Association); and
- vii. FICA employer’s contribution (actual monetary value of \$12,546.00, plus increases in the contribution based upon changes in the law).

3. Vacation Days. The Superintendent shall be entitled to twenty (20) paid vacation days per year, which shall vest on July 1 of each year. Vacation days shall be non-cumulative and shall be deemed waived if not used within three (3) months of each July 1. Unused vacations days are not compensable.

4. Motor Vehicle. The School Corporation shall provide the Superintendent with the unlimited use of a motor vehicle of the School Corporation’s choosing, including

gasoline and normal maintenance, except the motor vehicle shall not be used outside of the State of Indiana or by anyone other than the Superintendent or his non-family designees. The School Corporation shall provide motor vehicle insurance coverage on said motor vehicle and the initial deductible for any damage, but the Superintendent shall be personally liable for damages not covered by said insurance. The School Corporation shall not provide indemnity to the Superintendent for the operation of the automobile beyond the School Corporation's insurance policy limits. (The actual monetary value of this benefit is estimated at \$11,225.00 per year, plus increases in costs and insurance that may be charged to the School Corporation.)

5. Other Benefits. Except for salary increases, the Superintendent shall be entitled to other benefits stated in the then-current contractual agreement between the Board of Trustees and the Warrick County Teachers Association or, at the Superintendent's choice, the benefits of the administrators that are greater than those stated in the teachers' contractual agreement, as may have been adopted as policy by the Board, which may include, but are not limited to, health insurance, sick days, personal days, bereavement days, early retirement, and sick bank, except upon termination from employment with the Warrick County School Corporation, the Superintendent shall not receive severance pay, bonus pay, buy-outs, "golden parachutes", or any other type of remuneration.

6. Termination. This contract may be terminated for cause as set forth in Indiana law. After the Superintendent's second year of employment, this agreement is subject to termination without cause, including non-renewal notices (that may require six (6) months' notice) and requirements as provided by Indiana law.

7. Superintendent's Long-term Disability. If the Superintendent is eligible to collect long-term disability insurance, then this contract shall be deemed terminated.

8. Extension. The Superintendent's Regular Teachers' Contract and this Addendum may be extended pursuant to Indiana law.

9. No Other Salary Increases. The Superintendent's annual capacity to earn an increase in salary based on the Board's evaluation rating is exclusive; the Superintendent shall not be entitled to any salary increases that may be provided to teachers' or administrators' salaries during the term of this three-year contract.

10. Legal References. All references to Indiana law, contracts with the Warrick County Teachers Association, and Board policies shall be construed to refer to the laws, contracts, and policies in effect at the time of the triggering event.

11. Incorporated Terms. The terms and conditions of the Regular Teacher's Contract executed between the parties of even date herewith are incorporated by reference herein; any conflict or inconsistency between the Regular Teacher's Contract and this Addendum shall be superseded and controlled by this Addendum.

IN WITNESS WHEREOF, the parties executed this Superintendent's Contract, including this Addendum and the Regular Teacher's Contract, on the date set forth below.

BOARD OF SCHOOL TRUSTEES
WARRICK COUNTY SCHOOL CORPORATION

Dated: _____

By: _____
President

ATTEST:

Dated: _____

By: _____
Secretary

SUPERINTENDENT

Dated: _____
