

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 RUSH COUNTY SCHOOLS ("Corporation") and MATTHEW B VANCE ("Teacher"). MATTHEW B VANCE 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, 2020** 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 **261.00** 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 **7.50**. 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 **\$122,569.52** 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 1ST day of JULY, 2020.

Teacher



Attested:

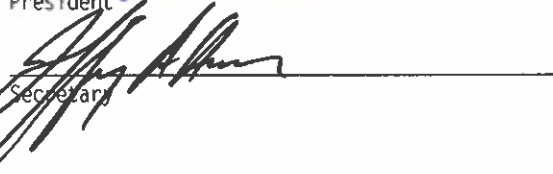


Superintendent

School Corporation by:



President



Secretary

2020-2023

EXHIBIT "A"

Rush County Schools

Superintendent's Contract Addendum

The Board of Trustees of Rush County Schools ("the Board") and Matthew B. Vance ("Superintendent") hereby enter into this agreement supplementing the basic teacher contract of employment as permitted by Indiana Code 20-28-8-6 on the date set forth below. Superintendent shall be employed by the School pursuant to the terms of the standard teacher contract of employment, with the following additional terms and conditions supplemental thereto.

1. Term of Employment

The Superintendent shall be employed by the School for a period of three years, from July 1, 2020 through June 30, 2023. This term of employment shall be extended for an additional year on June 30 in each year of the contract.

2. Work Schedule (Contract Days, Holidays and Vacation)

The Superintendent's contract is for twelve (12) months in each year of the Contract (261 days).

- a. **Holidays.** This total shall include the paid holidays granted to all 12 month employees of the Corporation.
- b. **Vacation Leave.** This total shall include twenty (20) paid vacation days each year. Any unused vacation days will carry over to the next contract year; however vacation days are capped at thirty (30) days.
- c. **Comp Days.** This total shall include twelve (12) paid Comp Days each year. Any unused Comp Days will accrue, and be deposited in the Superintendent's Sick Days; however sick days are capped at one hundred and ninety (190) days.

3. Compensation and Benefits-

2020-2021 Compensation shall be \$122,569.52 + 3% Teacher Retirement Fund (\$126,246.61). Thereafter the Superintendent will be evaluated and their compensation adjusted under provisions 8 and 9 of this Addendum.

a. Life Insurance-

The Board will provide and maintain a life insurance policy in the amount of \$100,000 for the Superintendent. The premium shall be paid in full by the corporation, except for \$1.00 yearly to be paid by the Superintendent.

b. Health Insurance-

The Board will provide and maintain medical insurance for the Superintendent. The premium shall be paid in full by the corporation with the exception of \$1 yearly to be paid by the Superintendent. The policy he selects from will be from Employee, Employee and Spouse, Employee and Children or Family Plan.

c. Long Term Disability-

The Board will provide Long Term Disability Insurance for the Superintendent. The plan provided is the plan available to other employees of Rush County Schools. The premium shall be paid in full by the corporation, except for \$1 yearly to be paid by the Superintendent.

d. Additional Annuity Payment-

The Board agrees to contribute an additional \$4,500 towards contributions to the Annuity Plan carried by the Superintendent. The amount shall be reviewed each year and may be increased, however not reduced unless by mutual consent.

e. Other Benefits-

The Superintendent shall be granted all other benefits provided to members of the administrative staff.

4. **Automobile Use-**
The Corporation shall provide a vehicle for the Superintendent to drive for business and limited personal use within a 300 mile radius of the Rush County Schools Administrative Offices. Federal mileage rate will apply for personal vehicle use.
5. **Professional Conferences and Memberships-** The Board will pay for fees and travel expenses for the Superintendent to attend pre-approved state and national conferences. In addition, dues will be paid by the Board for memberships in IAPSS and IASBO or other professional organizations.
6. **Expenses and Mileage-**
Expenses and Mileage for activities that are outside of the Corporation shall be paid by claim. Such expenses shall include a per diem meal allowance not to exceed \$40.00 per day unless specifically otherwise approved.
7. **Evaluation and Review-** The Superintendent will be evaluated annually by the Board and rated using the same categories applied to teachers & other administrators: "Highly Effective", "Effective", "Improvement Necessary", or "Ineffective." Like any certificated employee, any salary changes will be based upon performance. NO increase will be awarded for a rating of "Improvement Necessary" or "Ineffective".
8. **Pay for Performance Increases:** The Superintendent will earn a base pay increase each year of 2% if the rating is "Effective" or 3% if the rating is "Highly Effective". Increases will continue until the next Public Hearing is held.
9. **Cancellation of Contract-**the Agreement can be canceled by the Board for the same list of reasons applicable to cancellation of the contract of an "established teacher" found at Ind. Code 20-28-7.5-1(e). The Superintendent can cancel the agreement by giving 90 days written notice of resignation/retirement.

Agreed to this 1st day of July, 2020.

Superintendent



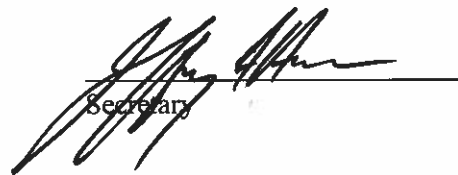
Attested:

Director of Finance

School Corporation by:



President



Secretary