

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 DECATUR COUNTY COMMUNITY SCHOOLS ("Corporation") and STEPHEN JARROD BURNS ("Teacher"). STEPHEN JARROD BURNS 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, 2017** and ending on **JUNE 30, 2020**. 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 **240.00** 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 **\$100,500.00** 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 14TH day of JUNE, 2017.

Teacher

Stephen Jarrod Burns

Attested:

Stephen Jarrod Burns  
Superintendent

School Corporation by:

Todd Mauer  
President

Jytte Bell  
Secretary

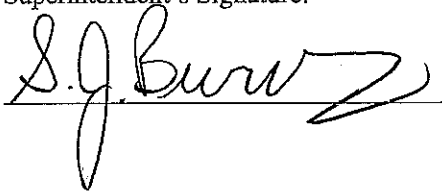
ALL SUBJECT TO CURRENT COLLECTIVE BARGAINING AGREEMENT

## ADDENDUM TO SUPERINTENDENT'S CONTRACT

- A. The Superintendent accepts employment with the Employer for a period of three (3) years for the term commencing on July 1, 2017. (Each contract year is to consist of 240 days.)
- B. The salary for the Superintendent for the first year of the contract (7-1-17 through 6-30-18) will be based on an annual salary of one hundred thousand nine hundred dollars (\$100,500) payable in equal installments of the School Corporation's normal payroll schedule. All fringe benefits outlined in this addendum are also guaranteed for the life of the contract together with any fringe/benefits provided teachers in the Master Contract shall also be provided to the superintendent.
- C. On or before April of 2018 and April of 2019, the Superintendent shall be evaluated by the Board, or its designee(s), using the factors contained in IC 20-28-9-1(b), and if performance warrants, may award the Superintendent a salary addition of \$4,050 effective July 1 of contract year following the determination.
- D. The Employer shall review the Superintendent's contract by December 1, 2019 and take official action determining whether or not to extend the contract for another contract year by December 31<sup>st</sup> of the same calendar year. If the Board does not take these actions, the contract shall be automatically renewed and the term extended for an additional year.
- E. The Superintendent, during the term of his employment, shall be entitled to and receive at the expense of the Employer, except for one dollar (\$1.00) to be paid by the Superintendent, the following insurance plans:
  - a. Medical Insurance coverage of the same type and with the same company as that approved for teachers at the high plan rate.
  - b. Disability Insurance (LTD) coverage as provided for teachers.
  - c. Term Life Insurance in the face amount of \$150,000.
- F. VEBA: The Employer shall pay an amount equal to 1% of the annual base salary per contract year, in accordance with all applicable law and account rules. Such payments shall be credited to the employee's account in the same manner as for other School Corporation participants. The VEBA shall be fully vested immediately.
- G. The Superintendent shall be entitled to participate in the administrators' sick leave bank.
- H. The Employer shall pay an amount equal to the employee's required Indiana State Teacher's Retirement Fund (TRF) contribution on the employee's behalf into TRF.
- I. The Employer shall pay \$5,000 per contract year into a 401(a) account in accordance with all applicable law and account rules. Such payments shall be credited to the employee's account in the same manner as for other School Corporation participants.
- J. The Superintendent shall be entitled to ten (10) sick leave days per contract year to accumulate without limit. He shall be permitted to transfer his unused sick days from his prior employer as follows: One-third (1/3) thereof on July 1, 2018; One-third (1/3) thereof on July 1, 2019; and One-third (1/3) thereof on July 1, 2020. In order for said transfers to occur the Superintendent shall be employed by the Decatur County Community Schools on said dates.
- K. The Superintendent shall be entitled to four (4) personal business days per contract year with unused days to accumulate to sick leave without limit.
- L. The Superintendent shall be granted holidays provided to other 12 month employees.

- M. Reimbursement for all reasonable expenses up to a total of two thousand five hundred dollars (\$2,500.00), including payment for mileage at the current IRS rate per mile for use of his personal vehicle, and other expenses incurred in performing business for the school is to be allowed; provided, proper substantiating evidence is furnished. If during the school fiscal year, the total expense reaches two thousand five hundred dollars (\$2,500.00), prior approval is to be secured if reimbursement is to be made.
- N. Reimbursement shall be made for expenses incurred due to attendance at local and state meetings in the course of his role as Superintendent.
- O. In addition to local and state conference, the Employer shall grant approval for the Superintendent to attend one national professional conference per contract year if permitted by the budget, thereby paying the Superintendent's expenses. Any expenses due to accompanying spouse will be the responsibility of the Superintendent.
- P. School Corporation shall pay membership dues for the National School Boards Association, the Indiana School Boards Association, ASCD, IASBO, Indiana Association of Public School Superintendent's, the Study Council, and the American Association of School Administrators. In addition, the Employer may pay the dues for the appropriate professional affiliations requested by the Superintendent and approved by the Board.
- Q. The Superintendent shall provide a valid Superintendent's license from the State of Indiana and agrees to maintain that license throughout the contract.
- R. The Superintendent will adhere to Board policies and state laws relevant to education.
- S. If, during the term of this contract, it is found that a specific clause of the contract is illegal under federal or state law, the remainder of the contract not affected by such ruling shall remain in full force.
- T. All contracts and Board Policy provisions now and in the future relating to certificated employees shall be applied to the benefit of the Superintendent of schools, except as provided herein. In case of conflict, the provisions of the Superintendent's contract, together with this addendum shall prevail.
- U. If Superintendent moves his residence into Decatur County and his children attend Decatur County Schools on or before January 1, 2019 he shall be reimbursed for his moving expenses not to exceed five thousand dollars (\$5,000.00).

Superintendent's Signature:



School Board of Trustees:

