

ADDENDUM TO  
SUPERINTENDENT'S CONTRACT

**THIS AGREEMENT**, entered into as of the 17th day of February 2015 by and between the Board of Trustees ("Board") of The Flat Rock-Hawcreek School Corporation, of Bartholomew County, Indiana ("Corporation"), and Shawn R. Price ("Superintendent"). This agreement is an addendum to the Superintendent's Regular Teacher's Contract being executed at the same time and the terms herein are incorporated into the Superintendent's Regular Teacher's Contract. The Superintendent retains his rights as a teacher under Indiana Tenure Laws according to the corporation's master contract then in force. **WITNESSETH:**

The Board hereby agrees to hire the Superintendent in the capacity of Superintendent of the public schools of the Corporation for a period beginning the effective date of July 1, 2015 and terminating June 30, 2018 as the original term, upon the following terms and conditions:

1. **Duties.** The Superintendent shall take charge and control of said schools as Superintendent and shall attend and participate at meetings of the Board and serve as an administrative officer of the Board and subject to the supervision and approval of the Board. The Superintendent agrees, to the best of his ability, to support and carry into effect, as Superintendent and as an administrative officer of the Board, all policies, rules and regulations which the Board has adopted, or which it may adopt, for the government, regulation and control of the Corporation, including but not limited to Policy 2-1-2 and 2-3-1-1. The Board agrees to the best of its ability to support and uphold the Superintendent in each and all of his efforts as Superintendent and as an administrative officer of the Board, to carry out and put into effect any and all policies, rules and regulations adopted, or to be adopted, by the Board.
2. **Compensation.** Beginning July 1, 2015 and continuing through June 30, 2016 the salary is One Hundred Thousand Dollars (\$100,000.00) per year payable bi-weekly. Upon the completion of his doctorate degree (ED.D. or Ph.D.) the superintendent will receive a pay increase of 2.0% (\$2,000). Commencing with the school year 2016-2017 and for succeeding years under this contract, the compensation pay increase shall be a raise equal to the same collective percentage increase given to teachers for their compensation pay increase that year for an "Effective" rating or the compensation pay increase shall be a raise equal to the same collective percentage increase given to teachers plus a 0.5% increase to the base salary of the superintendent that year for a rating of "Highly Effective." There would be no raise for a rating

below "Effective."

3. **Professional Development.** In order to improve the performance of the Superintendent and his professional development, the Superintendent shall be expected to attend and shall attend appropriate professional meetings and seminars at the local and state level, including but not limited to professional development conferences and membership in professional organizations such as the American Association of School Administrators, ISBA, IASBO, ISTE, IAPSS, ASCD, and other such educationally affiliated organizations as the Board may approve. All reasonable and necessary fees and expenses in connection with such meetings and professional organizations shall be paid or reimbursed by the Corporation. Expenses and fees for any additional organizations not listed must have prior Board approval.

4. **Employee Benefits.** In addition to salary of the Superintendent, the following benefits shall be provided for the Superintendent:

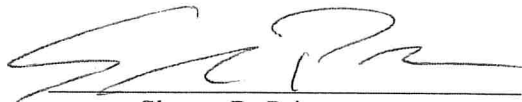
- A. Health Insurance – The Superintendent shall receive his current health plan provided by the school system (CDHP 1)
- B. In addition to the superintendent's salary, the Board shall make an annual contribution to his Health Savings Account of \$750.00 for family health insurance plan.
- C. The Corporation shall fully pay for a term life insurance policy with double indemnity from a mutually agreeable company for the Superintendent in the amount of One Hundred Thousand Dollars (\$100,000.00) during the term of this agreement upon the satisfactory completion of any physical examination required by the insurance company. The Corporation shall pay all but one dollar (\$1.00) of the premium cost of such term life insurance policy. The Superintendent shall have the right to purchase additional amounts of life insurance at his own expense. The Superintendent shall be solely liable for any federal or state tax liability for the amount of insurance provided in excess of Fifty Thousand Dollars (\$50,000.00).
- D. The Superintendent shall be covered by a long term disability plan that provides for a minimum benefit of two-thirds (2/3) of his salary to age of 65 years or as provided within the terms of the insurance plan. The plan shall be purchased from a mutually agreeable company. The Corporation shall pay all but one dollar (\$1.00) of the premium cost of such long term disability insurance. Such insurance shall go into effect on the ninety-first (91<sup>st</sup>) day of the Superintendent's illness or injury.

- E. The Corporation shall pay the statutorily required Teacher Retirement Fund contribution on behalf of the Superintendent which is currently 10.5% of his salary.
- F. The Corporation desires that the Superintendent be available to be contacted at all times. The Superintendent shall obtain and carry a cell phone and the corporation shall pay for a reasonable cell phone and Corporation related expenses.
- G. The Superintendent will be entitled to twenty (20) vacation days, three (3) personal days and eight (8) national holidays annually during his employment with the Corporation. No more than five (5) days of unused vacation shall be carried forward from year to year.
- H. It is further agreed that the Superintendent shall be indemnified and held harmless by the Corporation for any and all demands, claims, suits, actions and legal proceedings brought against the Superintendent in his individual or official capacity as Superintendent or as an employee or agent of the Board during the time that he is acting within the scope of his employment. However, the Corporation shall not be liable for any acts of the Superintendent that are outside of the scope of his employment.
- I. The Superintendent shall use his own personal automobile for his school related transportation needs; and the Corporation shall pay him an allowance of \$2,000.00 for all his transportation costs and expenses.
- J. The Superintendent is required to devote his full time and attention to the business of operating the school system and outside activities are not permitted unless approved. Reimbursable expenses herein shall be classified as nonaccountable for accounting purposes.
- K. The Superintendent shall have ten (10) sick days per year which may be accumulated to a maximum of 200 such days. Superintendent is permitted to transfer his unused sick days from his previous position as principal of Hauser Jr.-Sr. High School to his position as Superintendent.
- L. The Superintendent is entitled to other benefits provided to other 12 month administrators that aren't inconsistent with this contract.
- M. Work product of the Superintendent that is prepared in the scope of his employment, is the property of the school corporation unless agreed to otherwise and in advance.

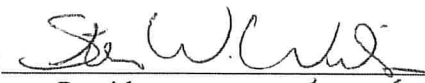
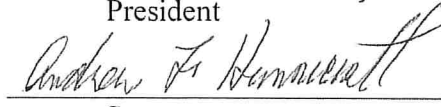


5. **Days of Work.** The Superintendent shall work 260 days per year.
6. **Evaluation.** The Board shall evaluate and meet with the Superintendent to review the Board's evaluation prior to January 1st of each year of the contract. A second review may take place prior to May 1st of each year except as provided herein. If evaluated either effective or highly effective, the Board may in its sole discretion grant an annual salary increase. The Board shall use the forms and procedures provided by the ISBA.
7. **Term.** Subject to earlier termination as provided herein, the Superintendent shall be employed hereunder for an original term, commencing on the Effective Date and ending three years later. The term shall automatically extend one year as necessary to ensure a minimum of a three (3) year agreement, unless the Board votes not to have the contract extended by June 30 of each year. The original term of three years becomes a successive term of three years. Such successive terms shall be governed by the provisions of the original term.
8. **Indiana Law.** It is further agreed that this contract is subject to the provisions of I.C. 20-28-8-6 through I.C. 20-28-8-8, as it exists at this time, and all acts amendatory therefore in the future.

IN WITNESS WHEREOF, the parties hereunto have set their hands and seals, this  
17th day of February 2015.

  
Shawn R. Price

BOARD OF SCHOOL TRUSTEES THE  
FLAT ROCK-HAWCREEK SCHOOL  
CORPORATION

By:   
President  
  
Secretary

## Reference Sheet for Superintendent's Addendum

### *Teacher Collective Increases that apply to section 2 of Addendum*

		Previous Year Rating
2016-17	2.53%	HE +.5
2017-18	4.50%	HE +.5
2018-19	3.85%	E
2019-20	6.98%	HE +.5
2020-21	0%	HE NA

### *Board Adjustment per section 6 of Addendum*

Spring 2019    7.65%