Superintendent’s Contract of Employment

This contract (hereafter “this Contract”), which replaces the basic teacher contract, by mutual consent of the parties, is for the employment of Dr. Harold E. Olin as Superintendent of Schools by the Board of School Trustees of the Greenfield-Central Community School Corporation in the manner permitted by Indiana Code 20-28-8-6.

1. Parties to this Contract and Definition of Terms.

The parties to this Contract are the:

“Superintendent” meaning Dr. Harold E. Olin.

“Board of School Trustees” meaning the governing body of the Greenfield-Central Community School Corporation.

“School year” as used in this Contract means a period beginning on July 1, 2014 of the first year of this contract for a twelve month period and concluding on June 30, 2015. Subsequent “School Years” shall begin on July 1, of each calendar year for a term of one calendar year and conclude on June 30 of the following calendar year.

“School District” as used in this Contract means the Greenfield-Central Community School Corporation.

2. Employment of Superintendent & Length of this Contract.

The Board employs the Superintendent and the Superintendent agrees to be employed by the Board as the Chief Executive Officer of the School District for a period beginning on July 1, 2014 and concluding on June 30, 2017 subject to the terms of this Contract.

The parties agree that the Superintendent shall provide services on two hundred and sixty (260) working days during each school year. These working days shall be scheduled and worked in accordance with a schedule of working days established by the Superintendent so as to insure the full and competent performance of the duties established in Paragraph 3 of this Contract. This schedule shall be submitted to the Board in June of each school year for the following school year.

The Superintendent shall have twenty five (25) paid vacation days and eleven (11) holidays as described in the holiday schedule attached hereto; however, the Superintendent’s two hundred and sixty (260) scheduled working days shall include sick leave days pursuant to Paragraph 4(b) of this Contract and any other paid leave pursuant to Paragraph 4(c) of this Contract.

The Board agrees to review the Superintendent’s performance annually and to present the results of this review to the Superintendent in writing at a conference with the Board.

3. Duties of Superintendent.

The duties of the position of Superintendent are set forth in the job description as incorporated into this Contract by Exhibit “A” attached hereto and incorporated herein and shall constitute the duties to be performed by the Superintendent pursuant to this Contract. The Board and Superintendent agree that the Superintendent’s job description may be changed from time to time as necessary to accomplish the goals of the School District. The review of the Superintendent’s performance as provided for in Paragraph 2 of this Contract shall be based upon the duties described in the job description in effect at the time of the review.
The Superintendent agrees that his duties as Superintendent represent full time employment and he will not accept outside employment, perform work as an independent contractor, or engage in any other business pursuit involving his personal services, if any of these activities interfere with his performance of his duties as Superintendent.

The parties to this Contract further agree that the duties performed by the Superintendent pursuant to this Contract are personal and non-delegable except as specifically authorized by the Board, that the position of Superintendent is a unique position in the School District, and the Superintendent will therefore not be transferred or reassigned by the Board to another position without his agreement.

The Superintendent agrees that at all times while he is employed pursuant to this Contract he will fully meet the minimum qualifications for the position of Superintendent which include but are not limited to maintaining the license from the State of Indiana required for the position of Superintendent.

4. Superintendent’s Salary & Benefits.

In exchange for the performance of the duties of the position of Superintendent and meeting the qualifications established for the position of Superintendent, the Board agrees that the Superintendent shall receive the following:

A. Annual Salary.

The Superintendent shall be compensated on an annual salary basis. Effective July 1, 2014, the Superintendent’s annual salary shall be One Hundred Twenty-Eight Thousand ($128,000.00). This salary will be reviewed annually during the time of the annual review.

B. Sick Leave.

In each school year, the Superintendent shall have available fifteen (15) paid days for personal illness or illness of a member of the Superintendent’s immediate family. Sick leave days, shall accumulate from year to year, if unused, but shall not accumulate to exceed the cap on the accumulation of sick leave days established by the Board for its administrative employees without the written approval of the Board. It shall be the duty of the Superintendent to seek the written approval of any accumulation of sick leave days pursuant to this Paragraph. Sick leave days are not intended as deferred compensation and are to be used only for personal or family illness.

C. Other Paid Leaves.

The Superintendent shall be entitled to paid or unpaid leave in any other circumstance, other than sick leave, vacation leave or holidays, in which paid or unpaid leave is required by state or federal law or permitted by the Board’s policy then in force for paid leave for its administrative employees.

D. Insurance Coverage.

A health insurance policy, including but not limited to major medical, with the same benefits afforded all other administrative/certificated employees, will be offered for enrollment to the Superintendent. The Board agrees that it shall not decrease the amount or scope of coverage provided to the Superintendent pursuant to this sub-paragraph without the written approval of the Superintendent. The Superintendent agrees that the selection of insurance carrier providing coverage shall be by the Board.
E. **Board Assumption of Superintendent’s ISTRF Employee Contribution & Reporting to ISTRF.**

In addition to the other compensation provided to the Superintendent by this Paragraph of this Contract, the Board shall make any contribution to the Indiana State Teachers’ Retirement Fund that would otherwise be required to be paid by the Superintendent.

All payments to the Superintendent coming within the definition of “annual compensation” as defined in Ind. Code 5-10.2-4-3[c] shall be included in the Superintendent’s compensation reported to the Indiana State Teachers’ Retirement Fund. The parties agree that the amounts made available to the Superintendent as additional basic salary pursuant to Sub-section A, titled “Annual Salary” and Sub-section G, titled “Auto Allowance” shall be subject to state and federal taxes and shall therefore be included in the Superintendent’s “annual compensation” as reported to the Indiana State Teachers Retirement Fund for purposes of the calculation of the Superintendent’s “average of annual compensation” as defined at Ind. Code 5-10.2-4-3(b).

F. **Deferred Compensation: 401(a), 403(b), 457 & 501(c)(9) Contributions.**

In addition to the other compensation and benefits provided to the Superintendent pursuant to this Contract, the Board shall consider making tax deferred contributions for the Superintendent to retirement plan arrangements described in Sections 401(a), 403(b), 457 or 501(c)(9) of the Internal Revenue Code as described in the 2014-15 Administrative / Contract and Fringe Benefits adopted by the Board.

The investment of the contributions shall be made at the direction of the Superintendent. The Superintendent acknowledges that the elective deferrals will be characterized as wages for Social Security, FICA, and for contributions to the Indiana State Teachers’ Retirement Fund.

G. **Auto Allowance.**

The Board agrees to provide an auto allowance for the Superintendent for use of his privately owned vehicle for school related purposes and school district business. The Superintendent will be responsible for maintaining appropriate records for Internal Revenue Service purposes. If the cost for use of employee’s vehicle exceeds the baseline amount in a given year, the Superintendent is responsible for payment of any additional expenses and shall not claim any vehicle expenses or Internal Revenue Service mileage reimbursement from the School District.

The annual amount of this benefit shall remain at the baseline amount of $14,295 for the 2014-15 contract year and shall be prorated to and paid at each payroll of this contract. In order to offset potential increases in the cost of related expenses (gas, maintenance, insurance, etc.), this benefit will automatically increase 3% each subsequent contract year beginning on July 1, 2015. Further, this fringe amount will be processed as a taxable fringe benefit and as such will also be considered part of the Superintendent’s annual compensation for retirement purposes, but not as part of the Superintendent’s base salary.

H. **Other Benefits.**

The Superintendent shall be entitled to receive the benefits established by the Board for all administrative/certificated employees of the School District. To the extent that benefits for other certificated employees duplicate a benefit provided pursuant to this Contract, the benefit provided by this Contract shall be the benefit provided to the Superintendent.

Other benefits shall include, but not be limited to:
i. A monthly stipend of $120.00 to reimburse the Superintendent for the use of his personal cellular telephone for Corporation purposes.

ii. Further Definitions of other benefits are found in the 2014-15 Administrative/Special Contract Fringe Benefits policy attached hereto as Exhibit “B”.

I. Business and Professional Expenses.

The Board shall pay for or reimburse the Superintendent for appropriate business and professional expenses approved by the Board. Appropriate expenses shall include the cost of membership and participation in State and National professional associations of educational administrators, and expenses related to the Superintendent’s attendance at conferences and activities.

5. Automatic Extension of this Contract.

The parties agree that beginning July 1, 2015, and on each June 30 thereafter, this Contract shall automatically be extended one school year on the next day, i.e. on July 1, unless a party gives the other written notice on or before the preceding December 2 that the party does not agree to the automatic extension of this Contract. The parties agree that the operation of this Paragraph shall result in a continuous three (3) school year contract unless one party provides timely written notice to the other pursuant to this Paragraph or Paragraph 6 of this Contract. All provisions other than the length of this Contract shall remain the same upon extension by operation of this Paragraph unless the parties specifically agree in writing to the modification of a term in addition to the length of this Contract, or this Contract provides for a change in a term effective July 1.

6. Cancellation of this Contract.

A. Cancellation for Failure to Meet Minimum Qualifications.

The parties agree that it shall be the duty of the Superintendent to maintain the minimum qualifications for the position of Superintendent, including but not limited to maintaining a current Superintendent’s license from the Indiana Professional Standards Board. If, at any time the Superintendent no longer meets the minimum qualifications for the position of Superintendent, this Contract shall terminate immediately upon written notice from the Board to the Superintendent without the requirement for any due process or other pre-condition to cancellation or any payment to the Superintendent.

B. Cancellation for a Reason or Reasons Other Than the Superintendent’s Failure to Continue to Meet Minimum Qualifications.

In addition to the automatic cancellation of this Contract for failure of the Superintendent to meet minimum qualifications for continued employment pursuant to Paragraph 6(a) immediately above, the parties agree that this Contract may be canceled pursuant to its own terms in any of the following circumstances:

1. the parties agree in a written agreement to cancel this Contract;

2. the Superintendent provides the Board with at least ninety (90) days written notice of cancellation; or

3. the Superintendent is determined to be disabled within the terms of the long term disability policy provided by the Board and he is entitled to benefits under that policy; or
4. Termination for Cause: This contract may be terminated at any time during its term or any extension thereof upon a vote of the majority of the Board for just cause, including but not limited to misfeasance or malfeasance of office, insubordination, the commission of a misdemeanor or felony pursuant to the law of the State of Indiana or the United States, misconduct reflecting on the moral turpitude of the Superintendent, inadequate or non-performance of assigned duties, or physical or mental incapacity. In the event the Board considers terminating the Superintendent’s contract for just cause, the Superintendent shall have the right to service of written charges, notice of hearing, and a fair hearing before the Board before any final determination. If the Superintendent chooses to be accompanied by legal counsel at the hearing, said legal expenses will be incurred by the Superintendent. In the event of dismissal for cause, the Board will not be obligated for any salary, benefits, or other obligations during the unexpired term of this contract, or if extended, during the unexpired term of such extension.

C. Waiver of Due Process and Breach of Contract Remedies.

Except as provided in Paragraphs 5 or 6(a) of this Contract, the parties agree that the provisions of Paragraph 6(b) of this Contract shall be the sole and exclusive means of non-renewing or canceling this Contract or obtaining a legal or equitable remedy for breach of this Contract. In exchange for the agreement to this provision by the other party, the Board and Superintendent waive the application of the termination provisions and the hearing requirement under Indiana Code 20-28-8-7; the application of any other procedural requirement or substantive standard imposed by state or federal law; and any action for damages or equitable relief arising out of the cancellation of this Contract except as is necessary to enforce Paragraph 6 of this Contract.


The Board agrees to provide the Superintendent with legal counsel acceptable to the Superintendent and selected and paid for by the Board, and to defend and indemnify and hold the Superintendent harmless for all claims, demands and judgments arising out of the performance of the duties set out in Paragraph 3 of this Contract to the fullest extent permitted by law. In the circumstance in which the Superintendent is entitled to a defense, indemnification, or to be held harmless pursuant to this Paragraph of this Contract and the Board is advised in writing by its legal counsel of an actual or potential conflict of interest between the Board and the Superintendent which in the opinion of the Board’s counsel warrants the employment of separate counsel for the Superintendent, the Board shall employ separate counsel selected by the Superintendent at the Board’s expense.

8. Integration of the Full Agreement; Authorship; and Interpretation Using the Laws of the State of Indiana.

The parties agree that each has had the opportunity to obtain the assistance of counsel in the process of negotiating and preparing the terms of this Contract, has had sufficient time to consider and understand the terms of this Contract, and that this Contract therefore contains all the agreed terms of employment of the Superintendent by the Board and will not be modified except in a written document making specific reference to this Contract and the specific provision to be modified. A modification to this Contract shall be approved by both parties in the same manner that this Contract was approved.
As to the interpretation of this Contract by a court, the parties agree that both parties contributed to the development of the language of this Contract and therefore for purposes of interpretation of this Contract, both parties shall be considered to have been the author of this Contract. The parties further agree that this Contract shall be interpreted and applied using the laws of the State of Indiana.

The parties further agree that to the extent that this Contract is inconsistent with the Superintendent’s basic teacher contract or any prior Contract between the parties, the terms of this Contract shall control.

9. **Contract as a Public Record.**

   The parties agree that this Contract is a public record under the Indiana Access to Public Records Law, Ind. Code 5-14-3, and Ind. Code 20-28-6-1 et. seq. pertaining to teacher contracts generally.

   Agreed this ___ day of ______________, 2014.

Approved as to form and legality for adoption by the Board of School Trustees:

______________________________
Dan L. Strahl, Attorney at Law

**Superintendent of Schools**

**Board of School Trustees**

______________________________
Dr. Harold E. Olin

By: ___________________________
Retta Livengood, President

Attest:

______________________________
Dan Leary, Secretary
Holiday Schedule

(11 total days)*

- New Year's Day
- Memorial Day
- Independence Day
- Labor Day
- Two days off during one of the balanced calendar breaks in the school year.
- Thanksgiving Break (2 days including Thanksgiving Day and Friday afterward)
- Christmas Eve
- Christmas Day
- New Year's Eve

* In the event that a holiday falls on Saturday or Sunday, either Friday before or Monday after shall be observed
1230 - RESPONSIBILITIES OF THE SUPERINTENDENT

The Superintendent of Schools shall strive to achieve Corporation goals by providing educational direction and supervision to the professional staff and supervision to the support staff and by acting as a proper model for staff and students both in and outside the Corporation.

Duties and Responsibilities

The Superintendent shall be directly responsible to the Board for the performance of the following assigned duties and responsibilities:

A. keep the Board informed of school operation by preparing monthly Board agendas, providing oral and written communication, scheduling management team committee meetings, and requesting special Board meetings that become necessary to keep the Board properly informed

B. ensure that all aspects of Corporation operation comply with State laws and rules/regulations as well as Board contracts and policies

C. establish and maintain a written educational plan required by law and consistent with the educational goals adopted by the Board

D. ensure proper implementation of the current Corporation-wide instructional plan as it applies to each building

E. strive to increase the efficient use of Corporation resources in the daily operations of the schools

F. enforce the school attendance laws

G. assign staff to achieve the maximum benefit toward the attainment of educational goals

H. evaluate the progress of the professional and support staff toward the attainment of educational goals

I. analyze the results of instructional program development as it applies to the Board's educational goals

J. recommend changes in instructional or staffing patterns based on an analysis of staff and program progress
K. monitor financial aspects of the Corporation

L. work cooperatively with parents and community groups concerned with programs in the schools

M. develop personal capabilities in personnel strategies and facility management

N. serve as spokesperson for the Board to the media

O. recommend employment and continuation of employment for all staff

P. provide educational feedback and coaching to all staff

Q. develop a succession plan for key leadership positions when appropriate

R. work cooperatively with the Board and administrative staff

S. strive toward the highest standards of personal conduct

T. perform such other duties as the Board may direct
Exhibit “B”

- Greenfield-Central Community School Corporation

2014-15 Administrative / Contract and Fringe Benefits

Administrative benefits shall be provided as described below unless otherwise agreed in a separate written document between an individual administrator and the Corporation:

1. Administrators shall have the opportunity to select a health insurance plan from those plans offered by the Greenfield-Central Community School Corporation (Corporation) and the Corporation will pay all but $4000.00 of the highest premium annual rate.

2. A term life insurance policy in the amount identified for each job described in the attached schedule with the Corporation paying the entire annual premium.

3. A long term disability group insurance policy with the Corporation paying the entire annual premium.

4. A vision care insurance policy with the Corporation paying the entire annual premium.

5. A group dental insurance policy with the Corporation paying the entire annual premium.

6. Administrators are eligible for benefits as provided for other certified staff members under IRS Section 125.

7. Personal illness leave as established and identified for each job described in the attached schedule.

8. Personal days: 4 days each year that can be accumulated to 5 total personal days with any residual personal days accumulating as personal illness days.

9. The following retirement provisions:

- *401(a) Account A* Corporation contribution of 2.5% of the individual Administrator’s regularly scheduled base salary. Vesting: 5 years of continuous service
- *401(a) Account B* Corporation contribution of 1.5% of the individual Administrator’s regularly scheduled base salary. Vesting: 7 years of continuous service
- *501(c)(9)-VEBA* Corporation contribution of 1% of the individual Administrator’s regularly scheduled base salary. Vesting: 9 years of continuous service

10. Professional growth and development program and other additional duties beyond the scope of an administrator’s job description may be compensated upon written approval of the Superintendent.

11. Any STRF/PERF, now known as Indiana Public Retirement System (INPRS) contribution required to be paid by any administrator of up to 3% on all applicable salaries shall be paid by the Corporation.
12. The Corporation shall provide each administrator a stipend of thirty dollars ($30.00) per month for use of their personal cellular phone for corporation business unless otherwise agreed to in a separate written document.

13. The following is a summary of life insurance and personal illness leave benefits for administrators identified by job title:

<table>
<thead>
<tr>
<th>Administrator</th>
<th>Life Insurance</th>
<th>*Personal Illness Leave Fund</th>
</tr>
</thead>
<tbody>
<tr>
<td>Superintendent of Schools</td>
<td>$300,000</td>
<td>30 days</td>
</tr>
<tr>
<td>Associate Superintendent</td>
<td>$225,000</td>
<td>25 days</td>
</tr>
<tr>
<td>Business Manager</td>
<td>$225,000</td>
<td>25 days</td>
</tr>
<tr>
<td>Assistant Superintendent</td>
<td>$225,000</td>
<td>25 days</td>
</tr>
<tr>
<td>Principals</td>
<td>$180,000</td>
<td>20 days</td>
</tr>
<tr>
<td>Assistant Principals</td>
<td>$150,000</td>
<td>15 days</td>
</tr>
<tr>
<td>High School Athletic Director</td>
<td>$150,000</td>
<td>15 days</td>
</tr>
<tr>
<td>Director of Food Service</td>
<td>$150,000</td>
<td>15 days</td>
</tr>
<tr>
<td>Technology Operations Director</td>
<td>$150,000</td>
<td>15 days</td>
</tr>
<tr>
<td>Transportation Director</td>
<td>$150,000</td>
<td>15 days</td>
</tr>
<tr>
<td>Maintenance Director</td>
<td>$150,000</td>
<td>15 days</td>
</tr>
</tbody>
</table>

*Personal Illness Leave Fund: Five consecutive personal illness days must be used before the personal illness fund days are utilized. Days in the personal illness fund are maintained at the established level at the beginning of each contract year.

**Personal Illness Leave**

<table>
<thead>
<tr>
<th>Yearly Accumulation</th>
<th>Maximum Accumulation</th>
</tr>
</thead>
<tbody>
<tr>
<td>12 month employees (260+ days)</td>
<td>15 days</td>
</tr>
<tr>
<td>11 month employees (220-259 days)</td>
<td>14 days</td>
</tr>
<tr>
<td>10 1/2 month employees (210-219 days)</td>
<td>12 days</td>
</tr>
<tr>
<td>10 month employees (200-209 days)</td>
<td>12 days</td>
</tr>
</tbody>
</table>
## SUMMARY DATA OF MANAGEMENT POSITIONS

### State Average Wages by Positions

<table>
<thead>
<tr>
<th>Position</th>
<th>Salary Range</th>
<th>Average Salary</th>
<th>Range High Salary</th>
<th>Range Low Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>CEO</td>
<td>$150,000 - $200,000</td>
<td>$175,000</td>
<td>$190,000</td>
<td>$160,000</td>
</tr>
<tr>
<td>President</td>
<td>$135,000 - $150,000</td>
<td>$142,500</td>
<td>$150,000</td>
<td>$135,000</td>
</tr>
<tr>
<td>Director</td>
<td>$115,000 - $135,000</td>
<td>$125,000</td>
<td>$135,000</td>
<td>$115,000</td>
</tr>
<tr>
<td>Manager</td>
<td>$90,000 - $115,000</td>
<td>$105,000</td>
<td>$115,000</td>
<td>$90,000</td>
</tr>
</tbody>
</table>

### Wages by Positions - Enrollment Comparisons

<table>
<thead>
<tr>
<th>Position</th>
<th>Salary Range</th>
<th>Average Salary</th>
<th>Range High Salary</th>
<th>Range Low Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>CEO</td>
<td>$150,000 - $200,000</td>
<td>$175,000</td>
<td>$190,000</td>
<td>$160,000</td>
</tr>
<tr>
<td>President</td>
<td>$135,000 - $150,000</td>
<td>$142,500</td>
<td>$150,000</td>
<td>$135,000</td>
</tr>
<tr>
<td>Director</td>
<td>$115,000 - $135,000</td>
<td>$125,000</td>
<td>$135,000</td>
<td>$115,000</td>
</tr>
<tr>
<td>Manager</td>
<td>$90,000 - $115,000</td>
<td>$105,000</td>
<td>$115,000</td>
<td>$90,000</td>
</tr>
</tbody>
</table>

### Additional Notes
- The table above provides a summary of management positions with their respective salary ranges, average salaries, and range of salaries.
- The data is intended to provide an overview of the salary structure for management positions within an organization.

**5/2/2012 MNGT8K12XLS**
## Top Ten Greenfield-Central Teacher Compensations 2011-12

<table>
<thead>
<tr>
<th>Position</th>
<th>Salary inc ECA/PD</th>
<th>TRF</th>
<th>FICA</th>
<th>Retirement</th>
<th>LTD</th>
<th>Worker's Comp</th>
<th>Life</th>
<th>Vision</th>
<th>Dental</th>
<th>Health</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 ELA/DRAMA</td>
<td>$72,217</td>
<td>$7,583</td>
<td>$5,525</td>
<td>$2,889</td>
<td>$224</td>
<td>$267</td>
<td>$78</td>
<td>$174</td>
<td>$400</td>
<td>$9,134</td>
<td>$98,490</td>
</tr>
<tr>
<td>2 TECH</td>
<td>$69,692</td>
<td>$7,318</td>
<td>$5,331</td>
<td>$2,788</td>
<td>$216</td>
<td>$258</td>
<td>$78</td>
<td>$174</td>
<td>$400</td>
<td>$9,134</td>
<td>$95,389</td>
</tr>
<tr>
<td>3 PE</td>
<td>$75,264</td>
<td>$7,903</td>
<td>$5,758</td>
<td>$3,011</td>
<td>$233</td>
<td>$278</td>
<td>$78</td>
<td>$174</td>
<td>$400</td>
<td>$9,134</td>
<td>$92,698</td>
</tr>
<tr>
<td>4 AGRICULTURE</td>
<td>$67,745</td>
<td>$2,032</td>
<td>$5,183</td>
<td>$2,710</td>
<td>$210</td>
<td>$251</td>
<td>$78</td>
<td>$174</td>
<td>$400</td>
<td>$9,134</td>
<td>$87,917</td>
</tr>
<tr>
<td>5 4TH GRADE</td>
<td>$66,178</td>
<td>$1,985</td>
<td>$5,063</td>
<td>$2,647</td>
<td>$205</td>
<td>$245</td>
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<td>$174</td>
<td>$400</td>
<td>$9,134</td>
<td>$86,109</td>
</tr>
<tr>
<td>6 KDG</td>
<td>$65,573</td>
<td>$1,967</td>
<td>$5,016</td>
<td>$2,623</td>
<td>$203</td>
<td>$243</td>
<td>$78</td>
<td>$174</td>
<td>$400</td>
<td>$9,134</td>
<td>$85,412</td>
</tr>
<tr>
<td>7 PE/HEALTH</td>
<td>$65,271</td>
<td>$1,958</td>
<td>$4,993</td>
<td>$2,611</td>
<td>$202</td>
<td>$242</td>
<td>$78</td>
<td>$174</td>
<td>$400</td>
<td>$9,134</td>
<td>$85,063</td>
</tr>
<tr>
<td>8 5TH GRADE</td>
<td>$69,659</td>
<td>$2,090</td>
<td>$5,329</td>
<td>$2,786</td>
<td>$216</td>
<td>$258</td>
<td>$78</td>
<td>$174</td>
<td>$400</td>
<td>$3,997</td>
<td>$84,987</td>
</tr>
<tr>
<td>9 BUSINESS ED</td>
<td>$68,339</td>
<td>$2,050</td>
<td>$5,228</td>
<td>$2,734</td>
<td>$212</td>
<td>$253</td>
<td>$78</td>
<td>$59</td>
<td>$383</td>
<td>$3,997</td>
<td>$83,332</td>
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<tr>
<td>10 ART</td>
<td>$68,037</td>
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<td>$5,205</td>
<td>$2,721</td>
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<td>$252</td>
<td>$78</td>
<td>$59</td>
<td>$383</td>
<td>$3,997</td>
<td>$82,984</td>
</tr>
</tbody>
</table>

## Greenfield-Central Schools Highest Teacher Compensations 2011-12

<table>
<thead>
<tr>
<th>Salary inc ECA/PD</th>
<th>Benefits</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>$72,217</td>
<td>$26,273</td>
<td>$98,490</td>
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<tr>
<td>$69,692</td>
<td>$25,697</td>
<td>$95,389</td>
</tr>
<tr>
<td>$75,264</td>
<td>$17,435</td>
<td>$92,699</td>
</tr>
<tr>
<td>$67,745</td>
<td>$20,171</td>
<td>$87,916</td>
</tr>
<tr>
<td>$66,178</td>
<td>$19,931</td>
<td>$86,109</td>
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<tr>
<td>$65,573</td>
<td>$19,838</td>
<td>$85,411</td>
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<td>$15,328</td>
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<tr>
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<tr>
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Superintendent's Contract of Employment

This contract (hereafter "this Contract"), which replaces the basic teacher contract and the entire contract between the parties dated July 11, 2011, by mutual consent of the parties, is for the employment of Dr. Linda Colbert as Superintendent of Schools by the Board of School Trustees of the Greenfield-Central Community School Corporation in the manner provided by Indiana Code 20-38-4-6.

1. Parties to this Contract and Definition of Terms.
   The parties to this Contract are:
   "Superintendent" meaning Dr. Linda Colbert.
   "Board of School Trustees" meaning the governing body of the Greenfield-Central Community School Corporation.

   "School year" as used in this Contract means a period beginning on August 1, 2012, of the first year of this contract for an eleven month period and concluding on June 30, 2013. Subsequent "School Years" shall begin July 1, of each calendar year for a term of one calendar year and conclude on June 30, of the following calendar year.
   "School District" as used in this Contract means the Greenfield-Central Community School Corporation.

2. Employment of Superintendent & Length of this Contract.
   The Board employs the Superintendent and the Superintendent agrees to be employed by the Board as the Chief Executive Officer of the School District for a period beginning on August 1, 2012 and concluding on June 30, 2017 subject to the terms of this Contract.

3. Duties of Superintendent.
   The duties of the position of Superintendent are as set forth in the job description as incorporated into this Contract by Exhibit "A" attached hereto and incorporated herein and shall constitute the duties to be performed by the Superintendent pursuant to this Contract. The Board and Superintendent agree that the Superintendent's job description may be changed from time to time in accordance with the needs of the School District. The review of the Superintendent's performance as provided for in Paragraph 3 of this Contract shall be based upon the duties described in the job description in effect at the time of review.

   In exchange for the performance of the duties of the position of Superintendent and meeting the qualifications established for the position of Superintendent, the Board agrees that the Superintendent shall receive the following:

   A. Annual Salary.
   The Superintendent shall be compensated on an annual salary basis. Effective August 1, 2012, the Superintendent's annual salary shall be One Hundred Twenty-Four Thousand Three Hundred and Twenty Dollars ($124,320.00). This salary will be reviewed annually during the tenure of the annual review.

   B. Sick Leave.
   In each school year, the Superintendent shall have a total of fifteen (15) paid days for present illness or illness of a member of the Superintendent's immediate family. Sick leave days, shall accumulate from year to year, and shall be granted only when the Superintendent shall certify in writing to the Board that he/she is incapacitated for the performance of his/her duties, and that the absence is due to sickness or physical injury. Sick leave pay shall be based on the qualifications for the position set forth in Paragraph 6 of this Contract. Sick leave days are not intended as deferred compensation and are taxed only for personal or family illness.

   C. Other Paid Leaves.
   The Superintendent shall be entitled to paid or unpaid leave in any other circumstance, other than sick leave, vacation leave or sick leave, in which paid or unpaid leave is required by state or federal law or permitted by the Board's policy in force for paid leave for its administrative employees.

5. Insurance Coverage
   A Health insurance policy, including but not limited to major medical, with the same benefits afforded all other administrative certified employees, will be provided to the Superintendent.

   The Board agrees that it shall not increase the amount of coverage provided to the Superintendent pursuant to this sub-paragraph without the written approval of the Superintendent.

   Upon request, any health insurance coverage will be provided to the Superintendent at the same benefits and with the same terms as provided other administrative certified employees. The Superintendent agrees that the selection of insurance carrier providing such coverage shall be by the Board.

6. Board Assumption of Superintendent's ISTEF Employee Contribution & Reporting to ISTEP.
   In addition to the other contributions provided to the Superintendent by this Paragraph of this Contract, the Board shall make any contribution to the Indiana Teachers' Retirement Fund that would otherwise be required to be paid by the Superintendent.

7. Deferred Compensation
   In addition to the other contribution and benefits provided to the Superintendent pursuant to this Contract, the Board shall consider making tax deferred contributions for the Superintendent that may be entered into with the Indiana State Teachers Retirement System and reported to the Board as set forth in Ind. Code 20-38-5-3.3. Any contributions made by the Superintendent pursuant to this Paragraph shall be included in the Superintendent's "average compensation" as defined in Section 20-38-5-3.3.

8. Auto Allowance.
   The Board agrees to provide a new automobile for the Superintendent for use of her personal use only while on official business. The Superintendent agrees to be responsible for maintaining, appropriate records for Internal Revenue Service purposes. If the cost for use of employee's vehicle exceeds the then amount in a given year, the Superintendent shall be responsible for maintaining appropriate records for Internal Revenue Service purposes.

9. Commissions
   The Board agrees to provide a new automobile for the Superintendent for use of her personal use only while on official business. The Superintendent agrees to be responsible for maintaining, appropriate records for Internal Revenue Service purposes. If the cost for use of employee's vehicle exceeds the then amount in a given year, the Superintendent shall be responsible for maintaining appropriate records for Internal Revenue Service purposes.

10. Personal Allowance
   The Board agrees to provide a new automobile for the Superintendent for use of her personal use only while on official business. The Superintendent agrees to be responsible for maintaining, appropriate records for Internal Revenue Service purposes. If the cost for use of employee's vehicle exceeds the then amount in a given year, the Superintendent shall be responsible for maintaining appropriate records for Internal Revenue Service purposes.

11. Automatic Extension of this Contract.
   The parties agree that beginning July 1, 2013, and on each June 30 thereafter, this Contract shall automatically be extended one school year on the next day, i.e., on July 1, unless a party gives the other party written notice of its intent to terminate this Contract at least sixty days prior to the expiration date of this Contract, upon the notice of the Superintendent to the Board.

12. Termination of this Contract.
   The parties agree that, beginning July 1, 2013, and on each June 30 thereafter, this Contract shall automatically be extended one school year on the next day, i.e., on July 1, unless a party gives the other party written notice of its intent to terminate this Contract at least sixty days prior to the expiration date of this Contract.
B. Cancellation for a Reason or Reasons Other Than the Superintendent's Failure to Continue to Meet Minimum Qualifications.

In addition to the automatic cancellation of this Contract for failure of the Superintendent to meet minimum qualifications for continued employment pursuant to Paragraph 6(a) immediately above, the parties agree that this Contract may be canceled pursuant to its own terms in any of the following circumstances:

1. the parties agree in a written agreement to cancel this Contract;
2. the Board provides the Superintendent with a written notice that it is canceling this Contract and pays the Superintendent the greater of one half year's salary (as defined under Paragraph 6(a) of this Contract or one half of the salary described in Paragraph 6(a) until the expiration of the Contract;
3. the Superintendent provides the Board with at least ninety (90) days written notice of cancellation;
4. the Superintendent is determined to be disabled within the terms of the long term disability policy provided by the Board and the Superintendent is entitled to benefits under that policy;
5. the Superintendent is convicted of a crime.

C. Waiver of Due Process and Breach of Contract Remedies.

Except as provided in Paragraphs 5 or 6(b) of this Contract, the parties agree that the provisions of Paragraph 6(b) of this Contract shall be the sole and exclusive means of non-renewal or canceling this Contract or obtaining a legal or equitable remedy for breach of this Contract. In exchange for the agreement to this provision by the Board, and Superintendent waives the application of the termination provisions and the hearing requirement under Indiana Code 20-28-8-7, the application of any other procedural requirement or affirmative judicial process imposed by statute or rule of law; and any action for damages or equitable relief arising out of the cancellation of this Contract except as is necessary to enforce Paragraph 6(b) of this Contract.


The Board agrees to provide the Superintendent with legal counsel acceptable to the Superintendent and selected and paid for by the Board, and to defend and indemnify and hold the Superintendent harmless for all claims, demands and judgments arising out of the performance of the duties set out in Paragraph 3 of this Contract in the fullest extent provided by law. In the circumstances in which the Superintendent is entitled to a defense, indemnification, or to be held harmless pursuant to this Paragraph of this Contract and the Board is required in writing by its legal counsel of an actual or potential conflict of interest between the Board and the Superintendent which in the opinion of the Board's counsel warrants the employment of separate counsel for the Superintendent, the Board shall employ separate counsel selected by the Superintendent at the Board's expense.

8. Integration of the Full Agreement; Authorship; and Interpretation Using the Laws of the State of Indiana.

The parties agree that each has had the opportunity to obtain the assistance of counsel in the preparation and drafting of this Contract, and has had sufficient time to consider and understand the terms of the Contract, and that this Contract therefore contains all the agreed terms of employment of the Superintendent by the Board and shall not be modified except in a written document making specific reference to this Contract and the specific provision to be modified. A modification to this Contract shall be approved by both parties in the same manner that this Contract was approved.

As to the interpretation of this Contract, the parties agree that both parties contributed to the development of the language of this Contract and therefore for purposes of interpretation of this Contract, both parties shall be considered to have been the authors of this Contract. The parties further agree that this Contract shall be interpreted and applied using the laws of the State of Indiana.

The parties further agree that the Contract is in accordance with the Superintendent's basic teacher contract or any prior Contract between the parties, but terms of this Contract shall control.

Agreed this ______ day of ______, 2012.

Superintendent of Schools

By: ____________________________

Dr. Linda Gelfert
President

Attest:

Daw Riley, Secretary

(11 total days)*

Holiday Schedule

- New Year's Day
- New Year's Day
- Independence Day
- Labor Day
- Two days pursuant to the adopted fall school calendar
- Two days pursuant to the adopted fall school calendar
- Thanksgiving Break (3 days including Thanksgiving Day and Friday afterward)
- Christmas Eve
- Christmas Day
- New Year's Eve

* In the event that a holiday falls on Saturday or Sunday, either Friday before or Monday after shall be observed.
Associate Superintendent's Contract of Employment

This contract (hereafter "this Contract"), which replaces the basic teacher contract and the earlier contract between the parties dated June 11, 2012, by mutual consent of the parties, is for the employment of Ann Vail as Associate Superintendent of Schools by the Board of School Trustees of the Greenwood-Central Community School Corporation in the manner permitted by Indiana Code 20-2-4.6-4.

1. Parties to this Contract and Definition of Terms.

The parties to this Contract are the:

"Associate Superintendent" meaning Ann Vail.

"Board of School Trustees" meaning the governing body of the Greenwood-Central Community School Corporation.

"School year" as used in this Contract means a period beginning on July 1, 2013 and ending on June 30, 2014.

2. Employment of Associate Superintendent of Schools & Length of Contract.

The Board hereby appoints Ann Vail as Associate Superintendent of Schools, subject to Indiana Code 20-2-4.6-4, to serve as Associate Superintendent of Schools for the Greenwood-Central Community School Corporation for the period of time beginning on July 1, 2013 and ending on June 30, 2014.

The Board agrees that the position of Associate Superintendent of Schools is properly recognized as a tenure, as defined under Indiana Code 20-18-3-2, and the Associate Superintendent shall therefore receive "permanent" or "tenure" as a tenure, as defined under Indiana Code 20-2-4.6-4, while holding the position of Associate Superintendent of Schools.

3. Duties of Associate Superintendent.

The duties of the position of Associate Superintendent of Schools shall be as set forth in the job description and duties statement for the position as incorporated into this Contract by reference:

(a) to

approval of the Board. It shall be the duty of the Associate Superintendent to seek the written approval of any improvement of sick leave days pursuant to Paragraph (a) of this Contract. Exception permitted by the attached Administrative Retirement & Insurance Payout Policy, Section II, Severance Pay, sick leave days are not intended as deferred compensation and are to be used only for personal or family illness.

(b) Other PTO Leaves.

The Associate Superintendent shall be entitled to paid or unpaid leave in any other circumstances other than sick leave, vacation leave, or holiday leave. In paid or unpaid leave is required by state or federal law or permitted by the Board's policy and is done so for paid leave for its administrative employees.

(c) Insurance Coverage.

A health insurance policy, including but not limited to medical, dental, and vision, will be covered for the Associate Superintendent and his/her dependents.

(d) Board Assumption of Associate Superintendent’s PERS Employee Contribution & Reporting to ISTEF.

In addition to the other compensation provided to the Associate Superintendent by this Contract, the Board shall make any contributions to the Indiana State Teachers' Retirement Fund that would otherwise be required to be paid by the Associate Superintendent.

All payments to the Associate Superintendent coming within the definition of "annual compensation" as defined in law shall be included in the Associate Superintendent's compensation reported to the Indiana State Teachers' Retirement Fund. The parties agree that the amounts actually paid to the Associate Superintendent in addition to his/her base salary pursuant to Paragraph 4(a) titled "Annual Salary" and Section 4(g) titled "Auto Allowance" shall be subject to state and federal laws and shall therefore be included in the Associate Superintendent's "annual compensation" as required to the Indiana State Teachers' Retirement Fund for purposes of the calculation of the Associate Superintendent's "annual compensation" as defined in law.

(e) Deferred Compensation: Sections 403(b), 401(k), 457, & 501(c)(9) Plan Contributions.

In addition to the other compensation and benefits provided to the Associate Superintendent pursuant to this Contract, the Board shall make tax deferred contributions for the Associate Superintendent to reference plan arrangements described in Sections 403(b), 401(k), 457, & 501(c)(9) of the Internal Revenue Code.

The investment of the contributions shall be made at the discretion of the Associate Superintendent.

The Associate Superintendent acknowledges that the elections defined will be irrevocable and non-transferable for the contributions to the Indiana State Teachers' Retirement Fund.

(f) Auto Allowance.

The Board agrees to provide an auto allowance for the Associate Superintendent for use of her privately owned vehicle for school-related purposes and school district business. The Associate Superintendent will be responsible for maintaining appropriate records for Internal Revenue Service purposes. If the Board shall constitute the duties to be performed by the Associate Superintendent pursuant to this Contract. The review of the Associate Superintendent's performance as provided for in Paragraph 3 of this Contract shall be based upon the duties described in the job description incorporated hereinto.

The Associate Superintendent shall agree to the duties as Associate Superintendent represent full-time employment and the Board will accept outside employment, perform work as an independent contractor, or engage in any other business pursuit involving her personal services, if any of these activities interfere with her performance of her duties as Associate Superintendent.

The Board shall make any necessary modifications to this Contract to the extent that the Board deems necessary and desirable to ensure that the position of Associate Superintendent is a unique position in the School Corporation, and the Associate Superintendent will not be transferred or reassigned by the Board to another position without her agreement.

The agreement shall be effective as of the date the Board is appointed pursuant to this Contract she will fully meet the qualifications established for the position of Associate Superintendent which include maintaining this vacant position from the date of this agreement for the position of Associate Superintendent.

4. Associate Superintendent's Salary & Benefits.

In exchange for the performance of the duties of the position of Associate Superintendent and receiving the qualification established for the position of Associate Superintendent, the Board agrees that the Associate Superintendent shall receive the following:

(a) Annual Salary.

The Associate Superintendent shall be paid an annual salary as set forth in Paragraph 4(a) of this Contract.

(b) Benefits.

The Associate Superintendent shall be entitled to receive all benefits as set forth in Paragraph 4(b) of this Contract.

5. Automatic Extension of this Contract.

The parties agree that, beginning July 1, 2014, and on each June 30 thereafter, this Contract shall automatically extend on school year on the next school year, i.e., on July 1, 2014, unless a party gives notice to the other party not to extend this contract. The parties agree that the extension of this Paragraph shall not be extended on school year on the next school year, unless a party gives notice to the other party not to extend this Paragraph. All provisions other than the length of this Contract remain unchanged by operation of this Paragraph unless the parties agree to modify the terms of this Paragraph before the term of this Contract expires.

6. Cancellation of this Contract.

(a) Cancellation for Failure to Meet Minimum Qualifications.

(b) Cancellation for Other Reasons.

The Board shall have the right to terminate this Contract at any time, at its discretion, if the Associate Superintendent fails to meet the qualifications established for the position of Associate Superintendent.

The Board shall have the right to terminate this Contract at any time, at its discretion, if the Associate Superintendent is unable to perform the duties of the position of Associate Superintendent on account of illness, injury, or other circumstances beyond the Associate Superintendent's control.
The parties agree that it shall be the duty of the Associate Superintendent to maintain the minimum qualifications for the position of Associate Superintendent as an Associate Superintendent in the State of Indiana. Therefore, if at any time the Associate Superintendent no longer meets these minimum qualifications for the position of Associate Superintendent, this Contract shall terminate immediately upon written notice from the Board to the Associate Superintendent without the requirement of any due process or other provision to terminate or any payment to the Associate Superintendent.

B. Cancellation for a Reason or Reasons Other Than the Associate Superintendent's Failure to Continue to Meet Minimum Qualifications.

In addition to the automatic cancellation of this Contract for failure of the Associate Superintendent to meet minimum qualifications for continued employment pursuant to Paragraph 6(2) immediately above, the parties agree that this Contract may be cancelled pursuant to its own terms in any of the following circumstances:

1. the parties agree in a written agreement to cancel this Contract;
2. the Board provides the Associate Superintendent with a written notice that it is cancelling this Contract and pays the Associate Superintendent the greater of one half year's salary under Paragraph 6(2) of this Contract or one half of the salary due under Paragraph 6(2) until the expiration of the Contract;
3. the Associate Superintendent provides the Board with at least ninety (90) days written notice of cancellation;
or
4. the Associate Superintendent is determined to be disabled within the terms of the long-term disability policy provided by the Board and she is entitled to benefits under that policy;
or
5. the Associate Superintendent is convicted of a crime.

C. Waiver of Due Process and Breach of Contract Remedies.

Except as provided in Paragraphs 1 or 6(2) of this Contract, the parties agree that the provisions of Paragraph 6(2) of this Contract shall be the sole and exclusive means of terminating or cancelling this Contract or obtaining a legal or equitable remedy for breach of this Contract. In exchange for the agreement to this provision by the other party, the Board and Associate Superintendent waive the application of the termination provisions and the hearing requirement under Indiana Code 20-38-3-3 and 20-38-8-4; the application of any other procedural requirement or substantive standard imposed by state or federal law; and any action for damages or equitable relief arising out of the cancellation of this Contract except as it necessary to enforce Paragraph 4 of this Contract.

7. Reference and Indemnification of the Associate Superintendent for Acts in Performance of Her Duties as Associate Superintendent.

The Board agrees to provide the Associate Superintendent with legal counsel acceptable to the Associate Superintendent and selected and paid for by the Board, to defend and indemnify and hold the Associate Superintendent harmless for all claims, demands and judgments arising out of the performance of the duties set out in Paragraph 3 of this Contract to the fullest extent permitted by law, in the circumstances in which the Associate Superintendent is entitled to a defense, indemnification, or

8. Integration of the Full Agreement, Authority and Interpretation Using the Laws of the State of Indiana.

The parties agree that this has been the opportunity to obtain the advice of counsel in the process of negotiating and preparing the terms of this Contract, but that all such action and undertaking the terms of this Contract, and that this Contract therefore contains all the agreed terms of employment of the Associate Superintendent by the Board and will not be modified except by a written document setting specific reference to this Contract and the specific provision to be modified. A modification to this Contract shall be approved by both parties in the same manner that this Contract was approved.

As to the interpretation of this Contract by a court, the parties agree that both parties shall contribute to the development of the language of this Contract and therefore for purposes of interpretation of this Contract, both parties shall be considered to have been the author of this Contract. The parties further agree that this Contract shall be interpreted and applied using the laws of the State of Indiana.

The parties further agree that the extent of this Contract is consistent with the Associate Superintendent's basic teacher contract or any prior Contract between the parties, the terms of this Contract shall remain.


The parties agree that this Contract is a public record under the Indiana Access to Public Records Law, Ind. Code 5-14-3, and Ind. Code 20-38-6-1 et seq. pertaining to teacher contracts generally.

Agreed this ______ day of June, 2013.

[Signatures]

Approved as to form and legality for signatures by the Board of School Trustees:

[Signatures]

Associate Superintendent of Schools

By:

[Signature]

Reta Livingston, President

Audit:

[Signature]

Dan Leary, Secretary

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Holiday Schedule

(11 total days)

- New Year's Day
- Memorial Day
- Independence Day
- Labor Day
- Two days off during one of the biennial calendar breaks in the school year.
- Thanksgiving Break (2 days including Thanksgiving Day and Friday afterward)
- Christmas Eve
- Christmas Day
- New Year's Eve

* In the event that a holiday falls on Saturday or Sunday, either Friday before or Monday after shall be observed
Assistant Superintendent for Personnel and Student Services
Contract of Employment

This contract (hereafter "this Contract") regulates the basic teacher contract and the entire contract between the parties dated June 11, 2012, by mutual consent of the parties, for the employment of Christine Hilton as Assistant Superintendent for Personnel and Student Services by the Board of School Trustees of the Greenfield-Central Community School Corporation.

1. Parties to this Contract and Definitions of Terms.

The parties to this Contract are as follows:

"Assistant Superintendent for Personnel and Student Services" (hereafter referred to as ASPPS) meaning Christine Hilton.

"Board of School Trustees" meaning the governing body of the Greenfield-Central Community School Corporation.

"School Year" as used in this Contract means a period beginning on July 1, 2013, of the first year of this contract for a twelve-month period and concluding on June 30, 2014. Subsequent "School Year" shall begin on July 1 of each calendar year for a term of one calendar year and conclude on June 30 of the following calendar year.

"School District" as used in this Contract means the Greenfield-Central Community School Corporation.

2. Employment of Assistant Superintendent for Personnel and Student Services & Length of this Contract.

The Board employs the ASPPS and the ASPPS agrees to be employed by the Board as the ASPPS of the School District for a period beginning on July 1, 2013 and concluding on June 30, 2017, subject to the terms of this Contract.

The Board acknowledges that the position of ASPPS is properly recognized as a position within the definition of "teacher" as defined at Ind. Code 20-18-17-2, and the ASPPS shall therefore anticipate "principal" or "teacher" as in the manner contemplated in Ind. Code 29-28-8 while serving as ASPPS.

The parties agree that the ASPPS shall provide services on twelve and one-third (12.33) working days during each school year. Those working days shall be scheduled and worked in accordance with a schedule of working days established by the Board so as to assure the full and consistent performance of the duties established in Paragraph 3 of this Contract. This schedule shall be submitted to the Board in June of each school year for the following school year.

The ASPPS shall have paid vacation days, twenty-five (25) paid vacation days and Eleven (11) holidays as described in the holiday schedule attached hereto; however, the ASPPS's two hundred and sixty (260) scheduled working days shall include those days pursuant to Paragraph 5(b) of this Contract and any other paid leave pursuant to Paragraph 6(b) of this Contract.

3. Duties of Assistant Superintendent for Personnel and Student Services.

The duties of the position of ASPPS can be found in the previously established job description for the position as incorporated into this Contract by this reference:

(a)

shall constitute the duties to be performed by the ASPPS pursuant to this Contract. The review of the ASPPS's performance or provided in the Paragraph 2 of this Contract shall be based upon the duties described in the job description incorporated here.

The ASPPS agrees that she does resign full-time employment and she will not accept outside employment, perform services as an independent contractor, or engage in any other business pursuit involving her personal services, if any of these activities interfere with her performance of her duties as ASPPS.

The parties to this Contract further agree that the duties performed by the ASPPS pursuant to this Contract are personal and non-delegable except as specifically authorized by the Board, that the position of ASPPS is a unique position in the School Corporation, and the ASPPS will therefore not be transferred or assigned by the Board to another position within her agreement.

The ASPPS agrees that she will remain in her position pursuant to this Contract she will fully meet the minimum qualifications for the position of Assistant Superintendent for Personnel and Student Services.

4. Assistant Superintendent for Personnel and Student Services Salary & Benefits.

In exchange for the performance of duties of the position of ASPPS and meeting the qualifications established for the position of ASPPS, the Board agrees that the ASPPS shall receive the following:

A. Annual Salary.

(1) The ASPPS shall be compensated on an annual salary basis. Effective July 1, 2013, the ASPPS's basic annual salary shall be Forty Thousand Three Hundred Twenty Four Dollars ($40,324.00). This salary will be reviewed annually during the term of the annual review.

(2) Beginning July 1, 2013, should the ASPPS perform at the Effective or Highly Effective level of her previous year's annual review, the ASPPS shall receive an increase in her basic salary based upon the percentage increase awarded to the aggregate percentage received by the negotiated teachers' contract for the 2013-2014 school year, which shall be (a) added to her base annual salary, (b) prorated for the 2013-14 school year and (c) become her new base annual salary in the future.

(3) In addition to base salary, the ASPPS shall receive an amount equal to the annual cost of the family health insurance plan's maximum allowable premium available to ASPPS, paid to and paid at each payroll to purchase medical insurance offered by the Corporation. In addition, the ASPPS shall be entitled to payment of and each in subject to all applicable Internal Revenue Code provisions.

B. Sick Leave.

In each school year, the ASPPS shall have available fifteen (15) paid days for personal or illness or a member of the ASPPS's family. Sick leave days, shall accumulate from year to year if unused, but shall not accumulate to exceed ten the sum of the accumulation of sick leave days established by the Board for its administrative employees without the written approval of the Board. It shall be the duty of the ASPPS to seek the written approval of any accumulation of sick leave days pursuant to this Paragraph. Except as submitted by the appropriate Administrative Retirement & Insurance Pay policy, Section 1. Retirement Pay, sick leave days are not intended as deferred compensation and are not used only for personal or family illness.

C. Other Paid Leave.

The ASPPS shall be entitled to paid or unpaid leave in any other occasion or other than sick leave, vacation leave or holiday in which paid leave is required by state or federal law or permitted by the Board's policy then in force for paid leave for its administrative employees.

D. Insurance Coverage.

A. Health insurance policy, including but not limited to major medical, with the group benefits afforded all other administrative/classified employees, will be available for enrollment by the ASPPS. The Board agrees it shall not decrease the amount or scope of coverage provided to the ASPPS pursuant to this sub-paragraph without the written approval of the ASPPS. Upon enrollment, health insurance coverage will convey the same benefits and service terms as provided other administrative/classified employees. The ASPPS agrees that the selection of insurance carrier providing coverage shall be by the Board.

E. Board Appointment of Assistant Superintendent for Personnel and Student Services ASPPS Employee Contributions & Reporting to BHE.

In addition to the other contributions provided for in this Paragraph of this Contract, the Board shall make any contribution to the Indiana State Teachers' Retirement Fund that would otherwise be required to be paid by the ASPPS.

All payments to the ASPPS coming within the definition of "annual compensation" as defined in Ind. Code 5-10-2-3(a) shall be included in the ASPPS's compensation reported to the Indiana State Teachers' Retirement Fund. The parties agree that the amounts receivable by the Board shall constitute the ASPPS's annual compensation for the purpose of calculating the ASPPS's "annual compensation" as defined in Ind. Code 5-10-2-3(a) of the Internal Revenue Code of 1986.

F. Deferred Compensation Section 401(k), 403(b) (47), & 501(c)(9) 403(b) Plan Contributions.

In addition to the other contributions and benefits provided for this Paragraph of this Contract, the Board shall consider making tax deferred contributions for the ASPPS to a retirement plan arrangement in accordance with the Internal Revenue Code of 1986. The investment of the contributions shall be made at the discretion of the ASPPS. The ASPPS represents that the election deferral shall be characterized as wages for Social Security, FICA, and for contributions to the Indiana State Teachers' Retirement Fund.

G. Auto Allowance.

The Board agrees to provide an auto allowance for the ASPPS or use of the privately owned vehicle for school related purposes and school district business. The ASPPS will be responsible for reimbursing appropriate amounts for Internal Revenue Service purposes. If the cost for use of employer's vehicle exceeds the annual allowance in a given year, the ASPPS will be responsible for payment of any additional expenses and will not claim any vehicle expenses or Internal Revenue Service mileage reimbursement from the School District.

The annual amount of this benefit shall remain at the same amount of $14,995.00 for the 2014-15 contract year and shall be paid to and paid at each payroll of this contract. In order to offset potential increases in the cost of related expenses (gas, maintenance, insurance, etc.), this benefit will automatically increase 5% each subsequent contract year beginning on July 1, 2015. Further, this amount will be used to remit any automobile benefits and no such shall be considered part of the ASPPS's annual compensation for retirement purposes, but not as part of the ASPPS's base salary.

H. Other Benefits.

The ASPPS shall be entitled in receipt of benefits provided by the Board for all administrative/classified employees of the Board. To the extent that benefits for other classified employees duplicate a benefit provided pursuant to this Contract, the benefits provided by this Contract shall be the benefit provided to the ASPPS.

Other benefits shall include, but not be limited to:

i. Further definition of other benefits are found in the 2012-14 Administrative/Special District Fund Benefits and the Administrative Retirement & Insurance Pay policy attached hereto.

ii. A monthly stipend of $120.00 to reimburse the ASPPS for the use of her personal cellular telephone for corporation purposes.

I. Business and Professional Expenses.

The Board shall pay for or reimburse the ASPPS for appropriate business and professional expenses approved by the Board. Appropriate expenses shall include the cost of membership and participation in state and National professional associations of educational administrators, and expenses related to the ASPPS's attendance at conferences and activities.

J. Automatic Extension of this Contract.

The parties agree that beginning July 1, 2014, and on each June 30 thereafter, this Contract shall automatically be extended one school year on the next day, i.e. on July 1, unless a party gives the other written notice on or before the year-end December 31 that the party does not agree to the automatic extension of this Contract. The parties agree that the operation of this Paragraph will result in a consequence for 30 calendar days from one party's written notice to the other pursuant to this Paragraph or Paragraph 6 of this Contract. All provisions other than the length of this Contract shall remain in full force and effect by operation of this Paragraph. This Paragraph is specifically intended to be written in the modification of a term in addition to the length of this Contract, or this Contract provides for a change in a term effective July 1.

K. Cancellation of this Contract.

This Contract may be terminated by either party, at any time during the term of this Contract, upon written notice to the other party as follows:

The Board shall give sixty (60) days written notice to the ASPPS that this Contract shall be terminated. The ASPPS shall give sixty (60) days written notice to the Board that this Contract shall be terminated.
A. Cancellation for Failure to Meet Minimum Qualifications.

The parties agree that it shall be the duty of the ASPPS to maintain the minimum qualifications for the position of ASPPS. Therefore, if, at any time the ASPPS no longer meets the minimum qualifications for the position of ASPPS, this Contract shall terminate immediately upon written notice from the Board to the ASPPS without the requirement for any due process or other pre-condition to cancellation or any payment to the ASPPS.

B. Cancellation for a Reason or Reasons Other than the ASPPS Failure to Continue to Meet Minimum Qualifications.

In addition to the automatic cancellation of this Contract for failure of the ASPPS to meet minimum qualifications for continued employment pursuant to Paragraph 6(a) immediately above, the parties agree that this Contract may be cancelled pursuant to its own terms in any of the following circumstances:

1. the parties agree in a written agreement to cancel this Contract;
2. the Board provides the ASPPS with a written notice that it is canceling this Contract and pays the ASPPS the greater of one half year's salary under Paragraph 6(a) of this Contract or one half of the salary due under Paragraph 6(a) until the expiration of this Contract;
3. the ASPPS provides the Board with at least ninety (90) days written notice of cancellation;
4. the ASPPS is determined to be disabled within the terms of the long-term disability policy provided by the Board and the Board is entitled to benefits under that policy;
5. the ASPPS is convicted of a crime.

C. Waiver of Damages and Breach of Contract Remedies.

Except as provided in Paragraph 7 of this Contract, the parties agree that the provisions of Paragraph 6(a) of this Contract shall be the sole and exclusive means of non-renewing or canceling this Contract or obtaining a legal or equitable remedy for breach of this Contract. In exchange for the agreement to this provision by the other party, the Board and ASPPS waive the application of the termination provisions and the hearing requirement under Indiana Code, the application of any other procedural requirement or substantive standard imposed by state or federal law, and any action for damages or equitable relief arising out of the cancellation of this Contract except as in necessary to enforce Paragraph 6 of this Contract.

7. Discharge and Indemnification of the Assistant Superintendent for Personnel and Student Services for Acts in Performance of His Duties as Assistant Superintendent for Personnel and Student Services.

The Board agrees to provide the ASPPS with legal counsel acceptable to the ASPPS and selected and paid for by the Board, and to defend and indemnify and hold the ASPPS harmless for all claims, demands and judgments arising out of the performance of his duties set out in Paragraph 3 of this Contract to the fullest extent permitted by law. In the circumstances in which the ASPPS is entitled to a defense, indemnification, or to be held harmless pursuant to this Paragraph of this Contract and

the Board is advised in writing by its legal counsel of an actual or potential conflict of interest between the Board and the ASPPS which is in the opinion of the Board’s counsel warrants the employment of separate counsel for the ASPPS, the Board shall employ separate counsel selected by the ASPPS at the Board’s expense.

8. Integration of the Full Agreement; Autonomy and Interpretation Using the Laws of the State of Indiana.

The parties agree that each has had the opportunity to obtain the assistance of counsel in the process of negotiating and preparing the terms of this Contract, has had sufficient time to consider and understand the terms of this Contract, and that this Contract is not integrated with any other or prior agreement between the parties. In the interpretation of this Contract, if any, the parties agree that the terms of this Contract shall be interpreted and applied using the laws of the State of Indiana.

The parties further agree that this Contract is a public record under the Indiana Access to Public Records Law, Ind. Code 5-14-3, and Ind. Code 20-24-4-1 et seq. permitting to teacher contracts generally.

Agreed this day of , 2013.

Approved as to form and legality for adoption by the Board of School Trustees:

Dan L. Shahl, Attorney at Law

Assistant Superintendent for Personnel and Student Services

By: Reta Livengood, President

Attorn:

Don Lancy, Secretary

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Holiday Schedule

(11 total days)*

- New Year’s Day
- Martin Luther King Jr. Day
- Independence Day
- Labor Day
- Two days off during one of the State's activities in the school year.
- Thanksgiving Break (2 days including Thanksgiving Day and Friday afterward)
- Christmas Eve
- Christmas Day
- New Year’s Eve

* In the event that a holiday falls on Saturday or Sunday, either Friday before or Monday after shall be observed
Business Manager’s Contract of Employment

This agreement (hereafter “the Contract”) is for the employment of Audrey Massie Zavrel as Business Manager by the Board of School Trustees of the Greenfield-Central Community School Corporation and replaces the earlier contract between the parties dated June 11, 2012, by mutual consent of the parties.

1. Parties to this Contract and Definition of Terms.

The parties to this Contract are:

“Business Manager” meaning Audrey Massie Zavrel.

“Board of School Trustees” meaning the governing body of the Greenfield-Central Community School Corporation.

“School year” as used in this Contract means a period beginning on July 1, 2013 of the first year of this contract for a twelve month period and concluding on June 30, 2014. Subsequently “School Year” shall begin on July 1, of each calendar year for a term of one calendar year and continue on June 30 of the following calendar year.

“School District” as used in this Contract means the Greenfield-Central Community School Corporation.

2. Employment of Business Manager & Length of this Contract.

The Board employs the Business Manager and the Business Manager agrees to be employed by the Board as the Chief Financial Officer of the School District and starting on August 1, 2013 and concluding on June 30, 2017 subject to the terms of this Contract.

The parties agree that the Business Manager shall provide services on two hundred sixty (260) working days during each school year. These working days shall be scheduled and worked in accordance with a schedule of working days established by the Business Manager to ensure the full and competently performance of the duties established in Paragraph 3 of this Contract. This schedule shall be submitted to the Board in June of each school year for the following school year.

The Business Manager shall have paid vacation days, twenty-five (25) paid vacation days and eleven (11) holidays as described in the Holiday schedule attached hereto, however the Business Manager’s two hundred and sixty (260) scheduled working days shall include sick leave days pursuant to Paragraph 4(b) of this Contract and any other paid leave pursuant to Paragraph 4(b) of this Contract.

3. Duties of Business Manager.

The duties of the position of Business Manager as set forth in the previously established job description for this position as incorporated into this Contract by this reference and attached hereto as Exhibit “A” shall remain the duties to be performed by the Business Manager pursuant to this Contract. The review of the Business Manager’s performance as provided for in Paragraph 3 of this Contract shall be based upon the duties described in the job description incorporated herein.

The Business Manager agrees that his duties as Business Manager represent full time employment and he will not accept outside employment, perform work as an independent contractor, or engage in any other business pursuit involving his personal services, if any of these activities interfere with his performance of his duties as Business Manager.

The parties to this Contract further agree that the duties performed by the Business Manager pursuant to this Contract are personal and non-delegable except as specifically authorized by the Board, that the position of Business Manager is unique position in the School Corporation, and the Business Manager will therefore not be transferred or reassigned by the Board to another position without his agreement.

The Business Manager agrees that at all times while he is employed pursuant to this Contract he will fulfill the minimum qualifications established for the position of Business Manager.


In exchange for the performance of the duties of the position of Business Manager and meeting the qualifications established for the position of Business Manager, the Board agrees that the Business Manager shall receive the following:

A. Annual Salary.

The Business Manager shall be compensated on an annual salary basis. Effective July 1, 2012, the Business Manager’s annual salary was One Hundred Four Thousand and Two Dollars ($104,002.00). This salary will be reviewed annually during the time of their review.

B. Sick Leave.

In each school year, the Business Manager shall have available fifteen (15) paid days for personal illness or illness of a member of the Business Manager’s family. Sick leave days shall accumulate from year to year but shall not accumulate to more than the amount of paid sick leave days established by the Board for its administrative employees without the written approval of the Board. The Board shall have the right, at the discretion of the Business Manager, to grant, at any one time, any amount of sick leave days to the satisfaction of the Business Manager. Sick leave days are not intended as de facto compensation as to be used only for personal or family illness.

C. Other Paid Leave.

The Business Manager shall be entitled to paid or unpaid leave in any other circumstances after thirty (30) days notice. Leave shall be paid, if paid leave is required by state or federal law or permitted by the Board’s policy then in effect for paid leave for its administrative employees.

D. Insurance Coverage.

A health insurance policy, including but not limited to major medical, with the same benefits afforded all other administrative/confidential employees, will be offered for enrollment by the Business Manager. The Board agrees that it shall not decrease the amount or scope of coverage provided to the Business Manager pursuant to this sub-paragraph without the written approval of the Business Manager. Upon enrollment, health Insurance coverage will be the same benefits and under the same terms as provided to other administrative/confidential employees. The Business Manager agrees that the selection of insurance carrier providing coverage shall be by the Board.

E. Board Assumptions of Business Manager’s PEER Employee Contribution & Reporting to PEER.

In addition to the other compensation provided to the Business Manager by this Paragraph of this Contract, the Board shall make any contribution to the Indiana Public Employees’ Retirement Fund that would otherwise be required to be paid by the Business Manager.

All payments to the Business Manager coming within the definition of “annual compensation” as defined in Ind. Code 5-10-2-5 shall be included in the Business Manager’s contribution reported to the Indiana Public Employees’ Retirement Fund. The parties agree that the amounts made available to the Business Manager or additional salary pursuant to Sub-section A, titled “Annual Salary” and Sub-section C, titled “Salary Allowance” shall be subject to state and federal taxes and shall therefore be included in the Business Manager’s “annual compensation” as reported to the Indiana Public Employees’ Retirement Fund for purposes of the calculation of the Business Manager’s “average of annual compensation” as defined in Ind. Code 5-10-2-4(c).

F. Deferred Compensation Sections 401(k), 403(b), 457, & 501(e) 499(f) Plans Contributions.

In addition to the other compensation and benefits provided to the Business Manager pursuant to this Contract, the Board shall continue making the deferred contributions for the Business Manager to retirement plan arrangements described in Sections 401(k), 403(b), 457, or 501(e)(9) of the Internal Revenue Code.

The investment of the contributions shall be made at the discretion of the Business Manager. The Business Manager shall provide the Board with the name and address of the investment options selected by the Business Manager. The Board shall have the right to make changes in the investment options selected by the Business Manager. Any changes made by the Business Manager shall be effective no later than the first of the month following the date on which the change is made.

The amount of this benefit shall not exceed the limits set forth in Section 401(k) of the Internal Revenue Code for the year in which the amount is included in the participant’s income for federal income tax purposes.

G. Auto Allowance. Any change needed

The Board agrees to provide an auto allowance for the Business Manager for use of his privately owned vehicle for school related purposes and school district business. The Business Manager will be responsible for maintaining appropriate records for Internal Revenue Service purposes. Should the cost for ten of employee’s vehicle exceed the baseline amount in a given year, the Business Manager is responsible for payment of any additional expense and shall not claim any vehicle expenses or Internal Revenue Service mileage reimbursement from the School District.

The amount of this benefit shall be based on the baseline amount of $4,259.00 for the 2013-14 contract year and shall be prorated to and paid at each payroll of this contract. In order to offset potential increases in the cost of registered licenses (gas, maintenance, insurance, etc.), this benefit will automatically increase 3% each subsequent contract year beginning on July 1, 2014. This increase will be processed as a taxable fringe benefit and as such will be considered both of the Business Manager’s annual compensation for enforcement purposes, but not as part of the Business Manager’s base salary.

5. Automatic Extension of this Contract.

The parties agree that, beginning July 1, 2014, and on each June 30 thereafter, this Contract shall automatically extend for one year unless notice of non-renewal is given to the other party at least one month prior to this Paragraph or by the parties mutually agree to extend this Contract for an additional term.

6. Cancellation of this Contract.

A. Cancellation for Failure to Meet Minimum Qualifications.

If the parties, at any time, agree that the Business Manager is no longer conforming to the minimum qualifications for the position of Business Manager, then the Board may cancel this Contract upon written notice to the Business Manager.

B. Cancellation for any Reason Other Than the Business Manager’s Failure to Meet Minimum Qualifications.

This agreement shall be terminated upon written notice from the Board to the Business Manager without the requirement for any other process or other condition to cancellation or any appeal to the Business Manager.
In addition to the automatic cancellation of this Contract for failure of the Business Manager to meet minimum qualifications for continued employment pursuant to Paragraph (i) immediately above, the parties agree that this Contract may be canceled pursuant to its own terms in any of the following circumstances:

1. the parties agree in a written agreement to cancel this Contract;
2. the Board provides the Business Manager with a written notice that it is canceling this Contract and pays the Business Manager the greater of one half year's salary under Paragraph (j) of this Contract or one half of the salary due under Paragraph 4(a) until the expiration of the Contract;
3. the Business Manager provides the Board with at least ninety (90) days written notice of cancellation;
4. the Business Manager is determined to be disabled within the terms of the long term disability policy provided by the Board and he is entitled to benefits under that policy;
5. the Business Manager is convicted of a crime.

C. Waiver of Due Process and Breach of Contract Remedies. Except as provided in Paragraph 5 or 6(g) of this Contract, the parties agree that the provisions of Paragraph 6(h) of this Contract shall be the sole and exclusive means of non-renewal or canceling this Contract or obtaining a legal or equitable remedy for breach of this Contract. In exchange for the agreement to these provisions by the other party, the Board and Business Manager waive the application of the termination provisions and the hearing requirement under Indiana Code; the application of any other procedural requirement or substantive standard imposed by state or federal law; and any action for damages or equitable relief arising out of the cancellation of this Contract except as is necessary to enforce Paragraph 6(h) of this Contract.


The Board agrees to provide the Business Manager with legal counsel acceptable to the Business Manager and selected and paid for by the Board, and to defend and indemnify and hold the Business Manager harmless for all claims, demands and judgments arising out of the performance of the duties set out in Paragraph 3 of this Contract to the fullest extent permitted by law. In the circumstances in which the Business Manager is entitled to a defense, indemnification, or to be held harmless pursuant to this Paragraph 6(h) of this Contract and the Board is advised in writing by its legal counsel of an actual or potential conflict of interest between the Board and the Business Manager which in the opinion of the Board's counsel warrants the employment of separate counsel for the Business Manager, the Board shall employ separate counsel selected by the Business Manager at the Board's expense.

8. Integration of the Full Agreement; Amendment and Interpretation Using the Laws of the State of Indiana.

The parties agree that each has had the opportunity to obtain the assistance of counsel in the process of negotiating and preparing the terms of this Contract, has had sufficient time to consider and understand the terms of this Contract, and that this Contract therefore contains all the agreed terms of employment of the Business Manager by the Board and will not be modified except in a written document making specific reference to this Contract and the specific provisions to be modified. A modification to this Contract shall be approved by both parties in the same manner that this Contract was approved.

As to the interpretation of this Contract by a court, the parties agree that both parties contributed to the development of the language of this Contract and therefore for purposes of Interpretation of this Contract, both parties shall be considered to have been the author of this Contract. The parties further agree that this Contract shall be interpreted and applied using the laws of the State of Indiana.


The parties agree that this Contract is a public record under the Indiana Access to Public Records Law, Ind. Code 5-16-3.

Agreed this ___ day of __________, 2013.

Approved as to form and legality for adoption by the Board of School Trustees:

__________________________
Don L. Stineh, Attorney at Law

__________________________
Business Manager

__________________________
Board of School Trustees

__________________________
Anthony Maurice Zerwek
Reta Livengood, President

A: ______________
B: ______________

Da Leary, Secretary

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(11 total days)*

- New Year's Day
- Memorial Day
- Independence Day
- Labor Day
- Two days off during one of the balanced calendar breaks in the school year.
- Thanksgiving Break (2 days including Thanksgiving Day and Friday afterward)
- Christmas Eve
- Christmas Day
- New Year's Eve

* In the event that a holiday falls on Saturday or Sunday, either Friday before or Monday after shall be observed.
Greenfield-Central Community School Corporation

2013-14 Administrative / Special Contract Prime Benefits

Administrative benefits shall be provided as described below unless otherwise agreed in a separate written agreement between an individual administrator and the Corporation:

1. Each Administrator who performs at the Effective or Highly Effective level of his/her annual review shall receive an increase in his/her base salary based upon the percentage increase equal to the aggregate percentage received by the negotiated classroom teacher’s contract for the 2013-2014 school year, which shall be (a) added to his/her base annual salary, (b) prorated for the 2013-14 school year and (c) become his/her new base annual salary in the future.

2. Administrators shall have the opportunity to select a health insurance plan from those plans offered by the Greenfield-Central Community School Corporation (Corporation) and the Corporation will pay all but $100.00 of said selected health insurance premium.

3. A term life insurance policy in the amount identified for each job described in the attached schedule with the Corporation paying the entire annual premium.

4. A long term disability group insurance policy with the Corporation paying the entire annual premium.

5. A vision care insurance policy with the Corporation paying the entire annual premium.

6. A group dental insurance policy with the Corporation paying the entire annual premium.

7. Administrators are eligible for benefits as provided for other certified staff members under IRS Section 125.

8. Personal illness leave as established and identified for each job described in the attached schedule.

9. Personal days: 4 days per year that can be accumulated to 5 total personal days with any residual personal days reverting to personal illness days.

10. The following retirement provisions:

   a. 401(k) Account A: Corporation contribution of 3.5% of the individual Administrator’s regularly scheduled base salary.

   b. 401(k) Account B: Corporation contribution of 1.5% of the individual Administrator’s regularly scheduled base salary.

   c. 401(k) Account C: Corporation contribution of 1% of the individual Administrator’s regularly scheduled base salary.

11. Professional growth and development program and other additional duties beyond the scope of an administrator’s job description may be compensated upon written approval of the Superintendent.

12. Any STRIPER, now known as the Public Retirement System (IPERS) contribution required to be paid by any administrator of up to 3% on all applicable salaries shall be paid by the Corporation.

13. The Corporation shall provide each administrator a stipend of sixty dollars ($60.00) per month for use of their personal cellular phone for corporation business unless otherwise agreed to in a separate written document.

14. The following is a summary of life insurance and personal illness leave benefits for administrators identified by job title:

<table>
<thead>
<tr>
<th>Administrator</th>
<th>Life Insurance</th>
<th>Personal Illness Leave Paid</th>
</tr>
</thead>
<tbody>
<tr>
<td>Superintendent of Schools</td>
<td>$300,000</td>
<td>30 days</td>
</tr>
<tr>
<td>Assistant Superintendent</td>
<td>$225,000</td>
<td>25 days</td>
</tr>
<tr>
<td>Business Manager</td>
<td>$225,000</td>
<td>25 days</td>
</tr>
<tr>
<td>Human Resources Director</td>
<td>$225,000</td>
<td>15 days</td>
</tr>
<tr>
<td>Principals</td>
<td>$180,000</td>
<td>20 days</td>
</tr>
<tr>
<td>Assistant Principals</td>
<td>$150,000</td>
<td>15 days</td>
</tr>
<tr>
<td>High School Athletic Director</td>
<td>$150,000</td>
<td>15 days</td>
</tr>
<tr>
<td>Director of Food Service</td>
<td>$100,000</td>
<td>15 days</td>
</tr>
<tr>
<td>Technology Operations Director</td>
<td>$100,000</td>
<td>15 days</td>
</tr>
<tr>
<td>Transportation Director</td>
<td>$100,000</td>
<td>15 days</td>
</tr>
<tr>
<td>Maintenance Director</td>
<td>$100,000</td>
<td>15 days</td>
</tr>
</tbody>
</table>

*Personal Illness Leave Fund: Five consecutive personal illness days must be used before the personal illness fund days are utilized. Days in the personal illness fund are maintained at the established level at the beginning of each contract year.

<table>
<thead>
<tr>
<th>Personal Illness Leave</th>
<th>Documentation</th>
</tr>
</thead>
<tbody>
<tr>
<td>12 month employees (260 + days)</td>
<td>15 days</td>
</tr>
<tr>
<td>11 month employees (230-249 days)</td>
<td>14 days</td>
</tr>
<tr>
<td>10 1/2 month employees (210-239 days)</td>
<td>12 days</td>
</tr>
<tr>
<td>10 month employees (200-209 days)</td>
<td>12 days</td>
</tr>
</tbody>
</table>

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