

**SUPERINTENDENT'S ADDENDUM TO
REGULAR TEACHER'S CONTRACT**

THIS ADDENDUM TO A REGULAR TEACHER'S CONTRACT is made and entered into this 11th day of June, 2014, by and between the Decatur County Schools ("Decatur") and Johnny D. Budd ("Superintendent). Together, they are herein referred to as "the Contract".

WHEREAS, Decatur desires to employ qualified and capable administrators; and

WHEREAS, Decatur has determined that Superintendent is a qualified and capable administrator who will be a suitable superintendent of schools; and

WHEREAS, Decatur desires to amend the contract that it currently has with its Superintendent, which contract was dated June 13, 2012;

NOW, THEREFORE, in consideration of the mutual covenants contained herein, Decatur and Superintendent agree as follows:

1. Decatur employs Superintendent, and Superintendent agrees to serve Decatur, as superintendent of Decatur.
2. The Contract term that was set to expire on June 30, 2015 shall be extended through June 30, 2018. Each contract year shall consist of 240 work days.
3. The annual salary of the Superintendent for each year of the contract term Extension shall be as set forth below:

July 1, 2015 through June 30, 2016 - \$112,000

July 1, 2016 through June 30, 2017 - \$113,500

July 1, 2017 through June 30, 2018 - \$115,000

The salary is payable in equal installments according to Decatur's normal payroll schedule. All fringe benefits outlined in this addendum are also guaranteed for the term of the

contract together with any fringe benefits provided teachers in the Master Contract which shall also be provided to the Superintendent.

4. On or before April 1, 2015, April 1, 2016, April 1, 2017 and April 1, 2018, the Superintendent shall be evaluated by the Board, or its designee(s), using the factors contained in IC 20-28-9-1(b), and if performance warrants, may award the Superintendent a salary addition of \$4,050 effective July 1 of the contract year following the determination.

5. Decatur shall review the Superintendent's contract by December 1, 2017 and take official action determining whether or not to extend the contract for another contract year by December 31, 2017. If the Board does not take these actions, the contract shall be automatically renewed and term extended for an additional year.

6. The Superintendent, during the term of his employment, shall be entitled to and receive at the expense of Decatur, except for one dollar (\$1.00) to be paid by the Superintendent, the following insurance plans:

- a. Medical Insurance coverage of the same type and with the same company as that approved for teachers at the high plan rate.
- b. Disability Insurance (LTD) coverage as provided for teachers.
- c. Term Life Insurance in the face amount of \$105,000.00.

7. VEBA: Decatur shall pay an amount equal to 1% of the annual base salary per contract year, in accordance with all applicable law and account rules. Such payments shall be credited to the employee's account in the same manner as for other School Corporation participants. The VEBA shall be fully vested immediately.

8. The Superintendent shall be entitled to participate in the administrators' sick leave bank.

9. Decatur shall pay an amount equal to the employee's required Indiana State Teacher's Retirement Fund (TRF) contribution on the employee's behalf into TRF.

10. Decatur shall pay \$5,000 per contract year into a 401(a) account in accordance with all applicable law and account rules. Such payments shall be credited to the Superintendent's account in the same manner as for other School Corporation participants.

11. The Superintendent shall be entitled to ten (10) sick leave days per contract year to accumulate without limit.

12. The Superintendent shall be entitled to four (4) personal business days per contract year with unused days to accumulate to sick leave without limit.

13. Decatur shall reimburse Superintendent for all reasonable expenses annually up to a total of three thousand five hundred dollars (\$3,500.00), including payment for mileage at the then current IRS rate per mile for use of his personal vehicle, and other expenses incurred in performing business for the school is to be allowed; provided, proper substantiating evidence is furnished. If during the school fiscal year, the total expense reaches three thousand five hundred dollars (\$3,500.00), prior approval is to be secured if additional reimbursement is to be made.

14. Reimbursement shall be made for expenses incurred due to attendance at local and state meetings in the course of his role as Superintendent.

15. In addition to local and state conferences, Decatur shall grant approval for the Superintendent to attend one national professional conference per contract year if permitted by the budget, thereby paying the Superintendent's expenses. Any expenses due to accompanying spouse will be the responsibility of the Superintendent.

16. Decatur shall pay membership dues for the National School Boards Association, the Indiana School Boards Association, ASCD, IASBO, Indiana Association of Public School

Superintendent's, The Study Council, the American Association of School Administrators. In addition, Decatur may pay the dues for other appropriate professional affiliations requested by the Superintendent and approved by the Board.

17. The Superintendent shall provide a valid Superintendent's license from the State of Indiana and agrees to maintain that license throughout the contract.

18. The Superintendent shall adhere to Board policies and state laws relevant to education.

19. If, during the term of this contract, it is found that a specific clause of this contract is illegal under federal or state law, the remainder of the contract not affected by such ruling shall remain in force.

20. All contracts and Board Policy provisions now and in the future relating to certificated employees shall be applied to the benefit of the Superintendent, except as provided herein. In case of conflict, the provisions of the Superintendent's contract, together with this addendum shall prevail.

Superintendent's Signature:

School Board of Trustees:



Johnny D. Budd

