

ADDENDUM TO SUPERINTENDENT CONTRACT – Revised

THIS revised ADDENDUM, executed by the parties on this 12th day of January, 2022 is to be attached to and is hereby a part of the Regular Contract, executed April 18th, 2019, between Mr. Michael Schimpf and the North Central Parke Community School Corporation Board of School Trustees. The original contract was for a three-year period commencing July 1, 2019, on January 13, 2021, the contract end date was extended to June 30, 2023, and with this most recent revision will be extended until June 30, 2025.

The provisions contained in this executed addendum shall be in full force and effect until such time as the provisions contained herein are revised through the mutual agreement of the parties.

It is hereby agreed by the parties that the Superintendent shall be granted the following considerations and/or benefits:

A. **Annual Review of Contract and Contract Term/Salary**

The Board of School Trustees shall annually review the Superintendent's contract with respect to any additional salary increase over and above what is set out below to be granted and/or with regard to any extension of the contract.

The pay for the services provided by the Superintendent shall be:

- Year 1, \$102,000 for 256 days from July 1, 2019 to June 30, 2020.
- Year 2, \$102,000 for 256 days from July 1, 2020 to June 30, 2021. Increased to \$104,040 effective July 1, 2020 and thereafter.
- Year 3, \$104,040 for 256 days from July 1, 2021 to June 30, 2022. Increased to \$110,040 effective July 1, 2021 and thereafter.
- Year 4, \$110,040 for 256 days from July 1, 2022 to June 30, 2023.
- Year 5, \$110,040 for 256 days from July 1, 2023 to June 30, 2024.
- Year 6, \$110,040 for 256 days from July 1, 2024 to June 30, 2025.

B. **Fringe Benefits**

The superintendent shall be eligible for all Fringe Benefits presently provided to all certified employees as listed in the Master Contract for Certified Employees. In addition to those benefits, the parties hereby agree to the following:

C. **Sick Leave Provisions**

All sick leave days accumulated under the previous contract shall be a part of the accumulation of sick leave days under this contract.

D. **Insurance Benefits**

1a) The Superintendent shall be eligible to receive \$20,000 annually in additional pay in lieu of enrolling in the school corporation's Health Insurance plan.

-or-

(1b) The Superintendent may choose to enroll in the school corporation's single or family health insurance plan for which, the school corporation will contribute 100% of the plan cost, except for one dollar, plus a \$1,200 annual HSA contribution.

2) The North Central Parke Community School Corporation shall provide term life insurance coverage in the amount of \$50,000 per year during the term of this contract.

3) Long-Term Disability coverage (LTD) – shall be provided as outlined in the Current Master Contract for certified teachers.

E. **Professional Dues**

It is hereby agreed that the school corporation shall pay for the cost of the annual dues for the superintendent's membership in the Indiana Association of Public School Superintendents and the American Association of School Administrators. Institutional memberships shall be utilized when available.

F. **Paid Vacation**

The Superintendent's contract for 256 contract days per year shall include (20) days paid vacation. A maximum of twenty (20) unused vacation days earned under the previous contract year while employed at North Central Parke Community Schools shall be added to the accumulation of any earned days under this contract. Any unused vacation days up to a maximum of twenty (20) days shall be paid out at the end of the employment contract.

G. **Teacher Retirement Fund**

The Board agrees to pay both the corporation's share and the employee's share of the Indiana State Teacher's Retirement Fund contribution up to the state required contribution level (currently 10.5% of base salary).

H. **Matching Annuity**

The Board agrees to maintain a qualified 401(a) Annuity Plan for the superintendent. The Board shall also maintain a 403(b) plan which will include provisions for pre-tax salary reduction contributions which will be matched by equal Board contributions to the 401(a) plan. The maximum contribution that will be made to the 401(a) plan by the Board will be 1% of the base salary. The superintendent will be 100% vested in the 401(a) plan.

F. **Mileage Expenses and/or Other School Business Incurred Expenses**

(1) The Superintendent shall use his/her personal vehicle for school business and shall be reimbursed for such mileage at the Board approved mileage rate. A mileage log will be kept by the Superintendent.

(2) The Superintendent shall be reimbursed for actual expenses (lodging, registration fees, meal expenses, parking fees, etc.) incurred while on official school business or while attending local, state, or national educational meetings, seminars or conventions. Such reimbursement is subject to submission of a documented signed claim from the Superintendent. The Superintendent will be allocated up to \$2,000 for expenses to attend the AASA or other national professional convention annually.

It is understood and agreed by the parties to this addendum that the Superintendent agrees to perform at a professional level of competency as required by contract, state law and the policies of the Board of School Trustees as they may be modified or changed from time to time. The Board of School Trustees reserves the right to modify or make changes in the existing job description of the North Central Parke Superintendent of Schools when such modifications are desirable or necessary.

It is further understood by the parties, that this Addendum is governed by laws of the State of Indiana; and shall be subject to the provisions of any applicable state laws concerning the terms and conditions of an employment contract between a public school corporation and its superintendent. If, during the term of the Addendum, any specific clause or provisions hereof is determined to be illegal or in conflict with state or federal law, the illegal or conflicting provision will be deemed void. The remainder of this Addendum shall not be affected and shall remain in full force and effect.

IN WITNESS WHEREOF, the parties have hereafter set their hands and seals this 12th day of January, 2022.

Mr. Michael Schimpf, Superintendent

BOARD OF SCHOOL TRUSTEES

President

Member

Vice President

Member

Member

Member

Member