

**ADDENDUM TO SUPERINTENDENT AND  
TRANSPORTATION DIRECTOR CONTRACT  
UNION SCHOOL CORPORATION**

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THIS ADDENDUM is made and entered into this 3<sup>rd</sup> day of August, 2018, by and between the UNION SCHOOL CORPORATION (“Employer”) and MICHAEL HUBER (Superintendent and Transportation Director of Employer, hereinafter referred to as “Huber”).

The Employer and Huber hereby mutually agree to the terms set forth in the attached Regular Superintendent’s and Transportation Director’s Contract executed this 20 day of August, 2018, by the Employer and Huber, except as modified and amended in the terms and details in this Addendum.

I. **Term.** A three (3) year contract from August 20, 2018, through June 30, 2021, with a minimum number of working days per year of two hundred sixty (260) days, minus twenty-five (25) paid vacation days, plus the following paid holidays: New Year’s day; Memorial Day; Good Friday; July 4<sup>th</sup>; Labor day; Thanksgiving day and the day after; Christmas Eve and Christmas day.

II. **Base Salary.** Base salary of each year of contract shall be as follows:

|   |              |
|---|--------------|
| A. For the first year from August <u>20</u> , 2018, through June 30, 2019 | \$105,000.00 |
| B. For the year July 1, 2019, through June 30, 2020                       | \$110,000.00 |
| C. For the year July 1, 2020, through June 30, 2021                       | \$110,000.00 |

III. **Additional Forms on Compensation/Benefits.** Additional forms of compensation and benefits for each year of Contract consist of:

|  |            |
|--|------------|
| A.* Employer shall pay premium (except for \$1.00) on a \$100,000.00 term life insurance policy on Huber                               | \$167.00   |
| B. Employer shall pay Huber’s dues in the IAPSS, IASBO, and other professional organization related to Huber serving as Superintendent | \$580.00   |
| C. Employer shall pay Huber’s employment related business mileage as set by the Internal Revenue Service each year                     |            |
| D. A travel allowance to be paid by Employer not to exceed \$1,500.00 per year   | \$1,500.00 |
| E.* Payment by Employer of Huber’s long term disability insurance per year   | \$236.28   |
| F. VEBA contribution paid by Employer on behalf of Huber per year  | \$570.00   |

|    |   |             |
|----|---|-------------|
| G. | Employer shall contribute to 401(a) Plan on behalf of Huber in the amount of \$575.00 per year; plus 10.5% of Employee's salary to be deposited in retirement accounts (same as certified teachers) | \$11,600.00 |
| H. | Health insurance coverage is not a benefit of Huber's employment and Employer will not make any contribution on behalf Huber to the corporation group health insurance policy.                      | \$0.00      |
| I. | Employer, as required by law, shall pay one-half of Huber's social security and Medicare taxes at the rate of 7.5% of Huber's base salary as follows:   |             |
|    | 2018-2019   | \$8,032.50  |
|    | 2019-2020   | \$8,415.00  |
|    | 2020-2021   | \$8,415.00  |

\*Indicates that the Employer's contribution and/or cost may be adjusted as such increases in the cost of the same level of coverage.

- IV. **Working Days/Personal & Sick Days.** This Employment Agreement calls for two hundred sixty (260) working days in each school year. The annual vacation leave allotment is provided and vested on July 1<sup>st</sup> of each school year. Unused vacation leave days do not carry over or accumulate for any purpose, but Huber has the option to "sell back" up to ten (10) accrued, but unused, vacation leave days each year at a per diem rate computed by dividing the then current base salary by two hundred sixty (260) days. Huber shall be entitled to five (5) sick/personal days per year and that Huber shall be entitled to carry over any sick/personal days accumulated prior to the start of this Contract as carried over sick days into this new Employment Agreement.
- V. **Evaluation.** Huber, as Transportation Director and Superintendent, will be evaluated by Employer using the same categories applied to Certified Teachers and other administrators: "highly effective"; "effective"; "improvement necessary"; or "ineffective". Like any certified employee, all future salary changes will be based upon performance each June and changes in base salary or benefit allowances may be amended at that time.
- VI. **Cancellation of this Employment Agreement.** In the event that Employer is legally dissolved, becomes part of a consolidation or merges with another School Corporation, prior to July 1, 2019, the parties stipulate that this Employment Agreement shall immediately terminate and be of no force and effect after July 1, 2019. This Employment Agreement can be canceled by the Board of Trustees of Union School Corporation for the same list of reasons applicable to cancellation of the Employment Agreement of an "established teacher" found at Indiana Code 20-28-7.5-1(e). The employee can cancel this Employment Agreement by giving Union School Corporation Ninety (90) days written notice of his resignation.

This Addendum is so attested to by the parties whose signatures appear below.

SCHOOL BOARD OF THE  
UNION SCHOOL CORPORATION

  
\_\_\_\_\_  
Christina Ogden, *President*

SUPERINTENDENT &  
TRANSPORTATION DIRECTOR

  
\_\_\_\_\_  
Michael Huber

  
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Teresia Green, *Secretary*