

**UNION SCHOOL CORPORATION  
SUPERINTENDENT CONTRACT**

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1. Length: A (1) year contract from July 1, 2017 through June 30, 2018, with a minimum number of working days per year of One Hundred and Seventy Two (172) days.

2. Base Salary of each year of contract shall be as follows:

(a)	1 year from July 1, 2017 through June 30, 2018 Sixty Thousand Dollars.	\$60,000.00
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3. Additional forms of compensation/benefits for each year of contract consist of:

* (a)	Corporation will pay premium (except for \$1.00) on a \$100,000.00 term life insurance policy.	\$167.00
(b)	Corporation will pay for dues in the IAPSS, IASBO, and other professional organizations related to the job. (Corporation Cost per year)	\$580.00
(c)	Corporation will pay IRS rate for business mileage. (Cost-\$00.56/mile-current IRS rate)	
(d)	A travel allowance to be paid by Corporation not to exceed Fifteen Hundred Dollars per year	\$1,500.00
* (f)	Payment by Corporation of Employee Long Term Disability Insurance in the amount of Two Hundred Thirty-Six Dollars And Twenty-Eight Cents per year	\$236.28
(g)	VEBA contribution paid by Corporation to employee of Five Hundred Seventy-Five Dollars per year	\$300.00
(h)	Annual Board contribution to 401(a) Plan on behalf of employee In the amount of Five Hundred Seventy-Five Dollars per year	\$300.00
* (i)	Annual Board contribution to Group Health/Dental/Vision Insurance premium (if employee elects not to be covered by Union School Corporation's Group Health Plan, then employee shall be entitled to add this amount to employee's salary)	\$7,800.00
(j)	Union School Corporation, as Employer, as required by law, shall pay one-half of Employee's Social Security and Medicare taxes at the rate of 7.65 percent (7.65%) of employee's Base Salary as follows:	

2017-2018	\$4590.00
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Total cost of listed Employment contract provisions by year:

2017-2018	\$75473.28
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\*Indicates that the Board contribution may be adjusted if the carrier increases the premium for same level of coverage.

5. Working Days & Sick & Personal Days: This Employment Agreement calls for One Hundred and Seventy Two (172) working days in each school year. The annual vacation leave allotment is provided and vested on July 1 of each school year. Unused vacation leave days do not carry over or accumulate for any purpose, but the employee has the option to “sell back” up to Ten (10) accrued but unused vacation leave days each year at a per diem computed by dividing the then current base salary by One Hundred and Seventy Two (172) days. Employee will be entitled to sick days & personal days pursuant to the existing Certified Teachers Contract presently in place and that employee presently has fourteen (14) sick days to be carried over into his new Employment Agreement.

6. Evaluation: Principal/Corporation Transportation Director/Superintendent Employee will be evaluated by the Board and rated using the same categories applied to 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 may approve changes in base salary contribution or allowances at that time.

7. This Employment Agreement can be canceled by the Board of Trustee 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.

Dated this day June 17, 2017.

Board of School Trustee-Union School Corporation