

**AMENDMENT AND EXTENSION TO
SUPERINTENDENT'S EMPLOYMENT CONTRACT
WITH UNION SCHOOL CORPORATION**

THIS AMENDMENT AND EXTENSION TO SUPERINTENDENT'S EMPLOYMENT CONTRACT is made and entered into this 21st day of June, 2021, by and between the UNION SCHOOL CORPORATION ("Employer") and MICHAEL HUBER (Superintendent, hereinafter referred to as "Huber").

WHEREAS, Employer and Huber previously entered into an Employment Contract dated August 3, 2019.

WHEREAS, Employer and Huber hereby mutually agree to the terms set forth herein to amend and extend Huber's Regular Superintendent's Contract as set forth herein.

I. **Term.** A three (3) year contract from July 1, 2021, through June 30, 2024, 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 4th; 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 July 1, 2021, through June 30, 2022	\$115,000.00
B. For the year July 1, 2022, through June 30, 2023	\$115,000.00
C. For the year July 1, 2023, through June 30, 2024	\$115,000.00

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

A.* Employer shall pay all premiums (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 \$6,000.00 per year	\$6,000.00
E.* Payment by Employer of Huber's long term disability insurance per year	\$236.28

F.	VEBA contribution of ½% of Huber’s base salary paid by Employer on behalf of Huber per year	\$575.00
G.	Employer shall make a payment on a 403(B) of 3% of Huber’s base salary each year	\$4,450.00
H.	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
I.	Family health insurance coverage is a benefit of Huber’s employment and Employer will pay all premiums over \$1.00, which Huber will pay. Further, Employer shall establish a HSA with Employer contribution into said HSA for Huber and his family.	\$20,995.00 \$6,000.00
J.	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:	
	2021-2022	\$8,625.00
	2022-2023	\$8,625.00
	2023-2024	\$8,625.00

*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 1st 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 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 June 30, 2023, the parties stipulate that this Employment Agreement shall immediately terminate and be of no force and effect after June 30, 2023. 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.

This Amendment and Extension is so attested to by the parties whose signatures appear below.

SCHOOL BOARD OF THE
UNION SCHOOL CORPORATION

SUPERINTENDENT


Christina Ogden, *President*


Michael Huber


Jeff Burke, *Secretary*