

CHIEF OPERATING OFFICER'S CONTRACT OF EMPLOYMENT

This Contract (hereafter "this Contract") is entered into on July 10, 2017 by Fred McWhorter II as Chief Operating Officer and by the Board of Trustees of the Franklin Township Community School Corporation ("School Corporation").

1. Parties to this Contract and Definition of Terms

The parties to this Contract are the:

"Chief Operating Officer" meaning Fred McWhorter II and the "Board" meaning the Board of Trustees acting as the governing body of the Franklin Township Community School Corporation.

The term "school year" as used in this Contract means a period beginning on August 1 of one calendar year and concluding on July 31 of the following calendar year.

2. Employment of Chief Operating Officer & Terms of Employment

The Board employs the Chief Operating Officer of the Franklin Township Community School Corporation for an initial period beginning on August 1, 2017, and concluding on July 31, 2020, subject to the terms of this Contract, including Section 6.

The parties agree that the Chief Operating Officer shall provide services for two hundred sixty (260) days during each school year. These work days shall be provided in accordance with a schedule of work days established by the Chief Operating Officer so as to insure the full and competent performance of the duties established in Paragraph 3 of this Contract. The two hundred sixty (260) work days shall include sick leave days pursuant to Paragraph 4(b) of this Contract and any other paid leave pursuant to Paragraph 4(c) of this Contract.

3. Duties of the Chief Operating Officer

The Chief Operating Officer will perform duties as directed by the Superintendent and the Board of Trustees.

4. Salary & Benefits

As consideration for the performance of the duties and meeting the qualifications established by this Contract, the Board agrees that the Chief Operating Officer shall receive the following:

a. 2017-2018 Salary

The Chief Operating Officer shall be paid the base salary of One Hundred Forty-Five Thousand Dollars (\$145,000.00) for the annual period of August 1, 2017

through July 31, 2018, subject to applicable withholdings, payable in accordance with the School Corporation's regular payment practices for Administrators.

b. Salary Raises and Stipend(s) for Years in the Future After the 2017-2018 Year

The Chief Operating Officer will receive the same percentage base salary increase as provided other School Corporation Administrators. In the event that other School Corporation Administrators receive a fixed amount increase in base salary, the Chief Operating Officer shall receive that increase as well. Additionally, the Chief Operating Officer will also receive any one-time stipend provided to other School Corporation Administrators.

These future raises are contingent upon the following qualifying requirements:

- 1) This raise will be effective only if the Chief Operating Officer was not evaluated as either "needs improvement" or "ineffective" for the school year preceding the year in which the raise would take effect.
- 2) The Chief Operating Officer has met the qualifying requirements of the Performance Based Compensation Model applicable to the Chief Operating Officer's position.
- 3) If in any one year administrators do not receive any raise, the Chief Operating Officer will not receive any raise.
- 4) Within 30 days of the Board establishing administrative raises for any one year, the Chief Operating Officer may submit a written waiver of an increase for that year and in such a case the proposed contract will provide that there will be no raise for that year.
- 5) The Board provides written notice to the Chief Operating Officer that it will no longer agree to these future increases for the Chief Operating Officer or any increase in any one particular year on or before the date it approves administrative raises.

c. Sick Leave

In the first school year of the Chief Operating Officer's employment, the Chief Operating Officer shall have available fourteen (14) paid days for personal illness and ten (10) days each year thereafter. The total unused portion of the annual sick leave allowance shall be added to prior accumulated sick leave days, up to an unlimited accumulation. Effective August 1, 2017 the Chief Operating Officer shall also carryover unused accrued sick leave from the Chief Operating Officer's prior employer up to a maximum of 127 days.

d. Vacation Days

The Chief Operating Officer shall be entitled to twenty (25) paid vacation days annually accumulating to a maximum of 30.

e. Insurance Coverage and Contribution

The Board agrees to pay all of the Chief Operating Officer's health, dental and vision insurance consistent with other School Corporation administrators. In regards to health insurance, the School Corporation will pay the Chief Operating Officer's insurance premiums each school year under Plan 2 of the School Corporation's health insurance plans, except for \$250 for an employee-only plan or \$500 for a family plan which amounts shall be paid by Chief Operating Officer. Chief Operating Officer's dental and vision insurance coverage will also be provided consistent with other School Corporation administrators.

f. INPRS – Indiana Public Retirement System Employee Contribution

In addition to the other considerations provided to the Chief Operating Officer by this paragraph of this Contract, the Board shall make any contribution to the Indiana State Public Employers' Retirement Fund (PERF) that would otherwise be required to be paid by the Chief Operating Officer. All payments to the Chief Operating Officer subject to federal income tax and the Chief Operating Officer's contribution to the Indiana State Public Employee's Retirement Fund shall be included in the Chief Operating Officer's salary for purposes of the Indiana State Public Employer's Retirement Fund.

g. Car Allowance

The Board shall provide the Chief Operating Officer with a car allowance in the amount of Five Hundred Dollars (\$500.00) a month.

h. Cellular Phone

The Chief Operating Officer is required and it is essential for the performance of the Chief Operating Officer's duties to have a cell phone and cell phone service with both voicemail and email capacity. The School Corporation shall provide the Chief Operating Officer with a stipend of One Thousand Two Hundred Dollars (\$1,200.00) per contract year payable quarterly at the start of each quarter for reimbursement of the cost of a cell phone.

i. Business and Professional Expenses

The Board shall reimburse the Chief Operating Officer for appropriate business and professional expenses. Appropriate expenses shall include the cost of membership and participation in State and National professional associations for educational administrators and expenses related to the Chief Operating Officer's attendance at

conferences and activities.

j. Retirement

The Chief Operating Officer shall provide ninety (90) days' notice of his intent to retire.

The Board shall pay the Chief Operating Officer an additional amount of \$5,000 for the 2017-2018 school year and for each subsequent year thereafter, which the Chief Operating Officer may elect but need not contribute to employee elective qualified retirement plans. Each contract year, the Chief Operating Officer may complete a salary deferral agreement equal to the Board retirement payment up to the maximum elective deferrals possible to the 403(b) plan.

To the extent that the maximum elective deferrals possible is less than the total Board retirement payments for that contract year, the Chief Operating Officer may complete a salary deferral agreement equal to the remaining Board retirement payment amount to the 457(b) plan. The retirement amounts provided hereunder shall be paid to the Chief Operating Officer on June 30th of each contract year, and the Chief Operating Officer must be employed on such date to receive this payment. These payments will be employee elective contributions. The Chief Operating Officer shall be immediately and fully vested in these amounts.

The Chief Operating Officer may make additional salary deferrals, within the IRS limits, to the 403(b) plan and the 457(b) plan. Any Board contributions (Employer contributions) made to the Chief Operating Officer's 403(b) or 457 (b), shall vest for the Chief Operating Officer after five (5) years of service.

k. Other Benefits

The Chief Operating Officer shall be entitled to all other benefits established by the Board for all management employees of the Board. To the extent that benefits for other management employees duplicate a benefit specifically provided pursuant to this Contract, the benefit provided by this Contract shall be the benefit provided to the Chief Operating Officer.

l. Moving Expenses

If the Chief Operating Officer relocates the Chief Operating Officer's residency within the School Corporation's boundaries within the first twelve (12) months of this Contract, the School Corporation will reimburse the Chief Operating Officer for moving expenses up to a maximum of Ten Thousand Dollars (\$10,000.00). In order for the Chief Operating Officer to be eligible for this reimbursement, the Chief Operating Officer must request proposals from moving vendors, and the School District will reimburse at the level of the lowest and most responsible responding vendor.

5. Extension and Non-Renewal of this Contract

The parties agree that this Contract shall automatically be extended one school year on each July 31 effective the next day, i.e., on August 1, unless a party gives the other written notice on or before the preceding April 1 that the party does not agree to the extension of this Contract. The parties agree that this shall result in a continuous three school year contract unless one party provides timely written notice to the other pursuant to this paragraph.

6. Cancellation of this Contract

The Contract may be cancelled for cause subject to the same reasons as under Indiana Code 20-28-8-7.5 for a teacher cancellation except the grounds of a "justifiable decrease in the number of teaching positions" which shall not be nor construed to be "cause" under this contract. As used herein, "cause" shall mean violation of any Indiana criminal law statute (proven by a preponderance of the evidence), refusal to follow a written directive of the Board, continuing neglect of duty after notice to the Chief Operating Officer, or immorality. For purposes of this Contract, Chief Operating Officer acknowledges and agrees that immorality as grounds for cancellation of this Contract shall mean conduct offensive to the moral standards of the Franklin Township community that (1) falls below the exemplary standards of behavior for adults and youth that the Chief Operating Officer should establish and maintain; or (2) impedes the Chief Operating Officer's job effectiveness. Cancellation of the Contract for cause relieves the Board of any further obligations under this Contract.

The Chief Operating Officer cancellation process would allow him notice of the reasons of the cancellation and an opportunity to respond to the Board.

In addition, the parties agree that this Contract may be canceled pursuant to its own terms in any of the following circumstances:

- (1) By a duly executed, written agreement that is signed by the parties.
- (2) The Chief Operating Officer is no longer qualified for his job duties under his original job description.
- (2) The Chief Operating Officer is disabled within the terms of the long-term disability policy provided by the Board and is entitled to benefits under that insurance policy in the opinion of the insurance company providing that insurance coverage.
- (3) The Chief Operating Officer is convicted of a felony under state or federal law.

- (4) The Chief Operating Officer notifies the Board of the Chief Operating Officer's resignation in writing at least ninety (90) days prior to its proposed effective date and presents a written resignation agreement in which the Chief Operating Officer agrees to:
- (a) Continue to devote the Chief Operating Officer's full attention and time to the Chief Operating Officer's duties pursuant to this Contract until the effective date of the Chief Operating Officer's resignation;
 - (b) Cooperate as requested by the Board in the selection and orientation of a new Chief Operating Officer until the effective date of the Chief Operating Officer's resignation; and
 - (c) Remain in the employ of the Board for 90 days after the effective date of the Chief Operating Officer's resignation, as requested by the Board, to assist in the orderly transition to the new Chief Operating Officer.

7. Defense and Indemnification for Acts as Chief Operating Officer

The Board agrees to provide the Chief Operating Officer with legal counsel selected and paid for by the Board and to defend and indemnify and hold the Chief Operating Officer harmless for all claims, demands and judgments arising out of the performance of the duties set out in paragraph 3 of this Contract to the fullest extent permitted by law. However, the School Corporation's defense and indemnification of the Chief Operating Officer shall not apply to any demand, claim or action brought by the Chief Operating Officer, including but not limited to demands, claims or actions against the School Corporation.

8. Entire Contract of Parties

This Contract contains all the agreed terms of employment of the Chief Operating Officer by the Board and will not be modified except in a written document making specific reference to this Contract and the specific provision to be modified. Modifications to this Contract shall be approved by both parties in the same manner that this Contract was approved.

9. Contract as a Public Record

The parties agree that this Contract is a public record under the Indiana Public Records Law, Indiana Code 5-14-3.

10. Delay is Not a Waiver

No act or omission or failure or delay by the School Corporation in exercising any right,

power or remedy under this Contract shall operate as a waiver of any such right, power or remedy or of any of the School Corporation's rights under this Contract. Chief Operating Officer acknowledges that every situation is unique and the School Corporation may need to respond differently to the actions by one employee than to the actions of another employee. Therefore, the failure of the School Corporation to enforce the same, similar, or different restrictions against another employee or to seek a different remedy shall not be construed as a waiver or estoppel to the enforcement of the Contract's restrictions against the Chief Operating Officer.

Agreed this 10th day of July, 2017.

Chief Operating Officer


Fred McWhorter II

Board of School Trustees


Scott Sullivan, President


Judy L. Shore, Secretary

**ADDENDUM TO THE REGULAR TEACHER'S CONTRACT FOR ADMINISTRATORS EMPLOYED BY THE
FRANKLIN TOWNSHIP COMMUNITY SCHOOL CORPORATION**

The Board of Education of the Franklin Township Community School Corporation and ELIZABETH A CRUMBLE-GRAHAM have entered into a Regular Teacher's Contract dated July 1, 2020. The Board is hiring ELIZABETH A CRUMBLE-GRAHAM as ASSISTANT PRINCIPAL JUNIOR HIGH and shall supplement the provisions contained in the teacher's contract and agree to the addendum as follows:

1. The contract described in the title of this addendum shall be supplemented with the provisions in the FTCSC Administrative Retirement Program and the following provisions in the teacher's negotiated agreement between the Corporation and the Franklin Township Education Association:

Article VI, Article VII, Article VIII, Article IX, G (2), J, Article X

If there is any conflict between that teachers' negotiated agreement and either the FTCSC Administrative Retirement Program and this addendum the provisions of that Retirement Program and this addendum pay will prevail. If there is any conflict between the FTCSC Retirement Program and this addendum, the provisions of this addendum will prevail.

2. The term of this contract shall be July 1, 2020 through June 30, 2021.
3. Each grandfathered administrator employed in positions set forth prior to June 24, 2013 health benefit shall be frozen at the amount of \$26,469.00 established in 2014-2015. Each grandfathered administrator may, but need not, elect through a Section 125 to utilize these payments for health and dental premiums. This amount paid to each grandfathered administrator shall be included in "annual compensation" as defined in IC 5-10.2-3-29(a) and used to the "average of annual compensation" and reported to the Indiana Public Retirement System for purposes of calculating the administrator's retirement benefit.

Each administrator employed in positions set forth on or after June 24, 2013 shall be enrolled in the School Corporation's group health insurance plan and shall contribute the following:

- a. For administrators enrolled in any single tier of the various group health insurance plans offered by the School Corporation, FTCSC will contribute an amount equal to the entire premium minus \$250.00 of the Hoosier School Benefit Trust Plans 2-5 in which the administrator is enrolled.
 - b. For administrators enrolled in plans other than the single tier of the various group health insurance plans offered by the School Corporation, FTCSC will contribute an amount equal to the entire premium minus \$500.00 of the Hoosier School Benefit Trust Plans 2-5 in which the administrator is enrolled.
 - c. For administrators enrolled in the basic group dental and vision insurance plans, FTCSC will pay the entire premium of the dental and vision plans for which the administrator is enrolled.
4. The Corporation shall provide a cancer and critical care insurance program for the cost of \$1.00 per year.
 5. The Corporation shall provide a life insurance policy valued at \$100,000 for the cost of \$1.00 per year.
 6. The Corporation shall provide a Long Term Disability Insurance Program that provides 66.67% of compensation in accordance with the plan document for the cost of \$1.00 per year. With the maximum annual benefit amount of \$53,328.
 7. Administrators contracted for 260 days are granted 20 paid vacation days per year. These vacation days will be credited on July 1 and may be used during the period of July 1 through June 30. Should the administrator leave the district prior to the end of their contract these days will be prorated. Each July 1st any unused vacation days may be carried forward up to a maximum of ten (10) accumulated days for the following year that may be used in addition to the annual entitlement. Accumulated and prorated unused vacation days will be paid out upon employment separation.
 8. Administrators are granted 10 sick days per year plus an additional 2 days the first year of employment. Administrators may transfer all accumulated sick days from the previous public school employers.
 9. Administrators are granted general leave at a rate of 8 per year. Unused general leave days may be accumulated the following year as sick days.
 10. At the request/approval of the superintendent, the corporation shall pay membership dues to a national and/or a state professional organization.
 11. Administrators shall be reimbursed at the IRS mileage rate for business related use of an automobile.
 12. With superintendent approval, administrators shall be paid a \$40.00 month stipend for use of their personal phone for business related purposes or be provided with a corporation phone.


Administrator's Signature


Superintendent Signature

8/12/20
Date


Board Secretary Signature

REGULAR TEACHER CONTRACT

*Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract
for the employment of teacher pursuant to Ind. Code 20-28-6-4(b)*


This regular teacher contract ("Contract") is by and between the governing body of the Franklin Township Community School Corporation ("Corporation") and **ELIZABETH A CRUMBLE-GRAHAM** ("Teacher"). **ELIZABETH A CRUMBLE-GRAHAM** is a teacher as defined in Ind. Code 20-18-2-22.

In exchange for the Teacher's services described below, the Corporation and the Teacher agree that:

1. The Teacher shall teach in the schools of the Corporation for the school term, beginning July 1, 2020, and ending on June 30, 2021. Ind. Code 20-28-6-2(a)(3)(A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **213** days. Ind. Code 20-28-6-2(a)(3)(B)
3. The number of hours per day the Teacher is expected to work under this Contract is 8 hours 20 minutes one day a week and 7 hours 55 minutes 4 days a week. Ind. Code 20-28-6-2(a)(3)(E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **\$96,484.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in **26** installments on a biweekly basis. Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this 1st day of July, 2020.

Teacher




School Corporation by:




President

Attested:



Superintendent



Secretary

REGULAR TEACHER CONTRACT

*Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract
for the employment of teacher pursuant to Ind. Code 20-28-6-4(b)*

This regular teacher contract ("Contract") is by and between the governing body of the Franklin Township Community School Corporation ("Corporation") and **MELISSA DRIER** ("Teacher"). **MELISSA DRIER** is a teacher as defined in Ind. Code 20-18-2-22.

In exchange for the Teacher's services described below, the Corporation and the Teacher agree that:

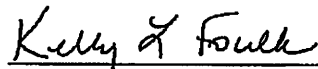
1. The Teacher shall teach in the schools of the Corporation for the school term, beginning July 1, 2020, and ending on June 30, 2021. Ind. Code 20-28-6-2(a)(3)(A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **260** days. Ind. Code 20-28-6-2(a)(3)(B)
3. The number of hours per day the Teacher is expected to work under this Contract is 8 hours 20 minutes one day a week and 7 hours 55 minutes 4 days a week. Ind. Code 20-28-6-2(a)(3)(E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **\$90,577.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in **26** installments on a biweekly basis. Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this 1st day of July, 2020.


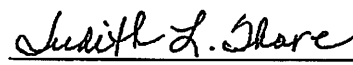
Teacher



School Corporation by:


President

Attested:


Superintendent
Secretary

**ADDENDUM TO THE REGULAR TEACHER'S CONTRACT FOR ADMINISTRATORS EMPLOYED BY THE
FRANKLIN TOWNSHIP COMMUNITY SCHOOL CORPORATION**

The Board of Education of the Franklin Township Community School Corporation and MELISSA DRIER have entered into a Regular Teacher's Contract dated July 1, 2020. The Board is hiring MELISSA DRIER as EARLY LEARNING CENTER PROG COORD and shall supplement the provisions contained in the teacher's contract and agree to the addendum as follows:

1. The contract described in the title of this addendum shall be supplemented with the provisions in the FTCSC Administrative Retirement Program and the following provisions in the teacher's negotiated agreement between the Corporation and the Franklin Township Education Association:

Article VI, Article VII, Article VIII, Article IX, G (2), J, Article X

If there is any conflict between that teachers' negotiated agreement and either the FTCSC Administrative Retirement Program and this addendum the provisions of that Retirement Program and this addendum pay will prevail. If there is any conflict between the FTCSC Retirement Program and this addendum, the provisions of this addendum will prevail.

2. The term of this contract shall be July 1, 2020 through June 30, 2021.
3. Each grandfathered administrator employed in positions set forth prior to June 24, 2013 health benefit shall be frozen at the amount of \$26,469.00 established in 2014-2015. Each grandfathered administrator may, but need not, elect through a Section 125 to utilize these payments for health and dental premiums. This amount paid to each grandfathered administrator shall be included in "annual compensation" as defined in IC 5-10.2-3-29(a) and used to the "average of annual compensation" and reported to the Indiana Public Retirement System for purposes of calculating the administrator's retirement benefit.

Each administrator employed in positions set forth on or after June 24, 2013 shall be enrolled in the School Corporation's group health insurance plan and shall contribute the following:

- a. For administrators enrolled in any single tier of the various group health insurance plans offered by the School Corporation, FTCSC will contribute an amount equal to the entire premium minus \$250.00 of the Hoosier School Benefit Trust Plans 2-5 in which the administrator is enrolled.
 - b. For administrators enrolled in plans other than the single tier of the various group health insurance plans offered by the School Corporation, FTCSC will contribute an amount equal to the entire premium minus \$500.00 of the Hoosier School Benefit Trust Plans 2-5 in which the administrator is enrolled.
 - c. For administrators enrolled in the basic group dental and vision insurance plans, FTCSC will pay the entire premium of the dental and vision plans for which the administrator is enrolled.
4. The Corporation shall provide a cancer and critical care insurance program for the cost of \$1.00 per year.
 5. The Corporation shall provide a life insurance policy valued at \$100,000 for the cost of \$1.00 per year.
 6. The Corporation shall provide a Long Term Disability Insurance Program that provides 66.67% of compensation in accordance with the plan document for the cost of \$1.00 per year. With the maximum annual benefit amount of \$53,328.
 7. Administrators contracted for 260 days are granted 20 paid vacation days per year. These vacation days will be credited on July 1 and may be used during the period of July 1 through June 30. Should the administrator leave the district prior to the end of their contract these days will be prorated. Each July 1st any unused vacation days may be carried forward up to a maximum of ten (10) accumulated days for the following year that may be used in addition to the annual entitlement. Accumulated and prorated unused vacation days will be paid out upon employment separation.
 8. Administrators are granted 10 sick days per year plus an additional 2 days the first year of employment. Administrators may transfer all accumulated sick days from the previous public school employers.
 9. Administrators are granted general leave at a rate of 8 per year. Unused general leave days may be accumulated the following year as sick days.
 10. At the request/approval of the superintendent, the corporation shall pay membership dues to a national and/or a state professional organization.
 11. Administrators shall be reimbursed at the IRS mileage rate for business related use of an automobile.
 12. With superintendent approval, administrators shall be paid a \$40.00 month stipend for use of their personal phone for business related purposes or be provided with a corporation phone.



Administrator's Signature

7-6-20

Date



Superintendent Signature



Board Secretary Signature

REGULAR TEACHER CONTRACT

*Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract
for the employment of teacher pursuant to Ind. Code 20-28-6-4(b)*

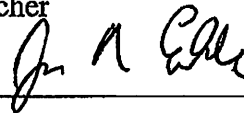
This regular teacher contract ("Contract") is by and between the governing body of the Franklin Township Community School Corporation ("Corporation") and **JON R ECKERLE** ("Teacher"). **JON R ECKERLE** is a teacher as defined in Ind. Code 20-18-2-22.

In exchange for the Teacher's services described below, the Corporation and the Teacher agree that:

1. The Teacher shall teach in the schools of the Corporation for the school term, beginning July 1, 2020, and ending on June 30, 2021. Ind. Code 20-28-6-2(a)(3)(A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **195** days. Ind. Code 20-28-6-2(a)(3)(B)
3. The number of hours per day the Teacher is expected to work under this Contract is 8 hours 20 minutes one day a week and 7 hours 55 minutes 4 days a week. Ind. Code 20-28-6-2(a)(3)(E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **\$90,334.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in **26** installments on a biweekly basis. Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this 1st day of July, 2020.


Teacher

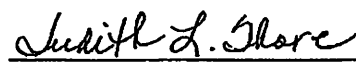


School Corporation by:


President

Attested:


Superintendent


Secretary

**ADDENDUM TO THE REGULAR TEACHER'S CONTRACT FOR ADMINISTRATORS EMPLOYED BY THE
FRANKLIN TOWNSHIP COMMUNITY SCHOOL CORPORATION**

The Board of Education of the Franklin Township Community School Corporation and JON R ECKERLE have entered into a Regular Teacher's Contract dated July 1, 2020. The Board is hiring JON R ECKERLE as PRINCIPAL ALC & ALTERNATIVE PROG and shall supplement the provisions contained in the teacher's contract and agree to the addendum as follows:

1. The contract described in the title of this addendum shall be supplemented with the provisions in the FTCSC Administrative Retirement Program and the following provisions in the teacher's negotiated agreement between the Corporation and the Franklin Township Education Association:

Article VI, Article VII, Article VIII, Article IX, G (2), J, Article X

If there is any conflict between that teachers' negotiated agreement and either the FTCSC Administrative Retirement Program and this addendum the provisions of that Retirement Program and this addendum pay will prevail. If there is any conflict between the FTCSC Retirement Program and this addendum, the provisions of this addendum will prevail.

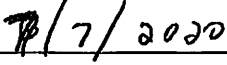
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3. Each grandfathered administrator employed in positions set forth prior to June 24, 2013 health benefit shall be frozen at the amount of \$26,469.00 established in 2014-2015. Each grandfathered administrator may, but need not, elect through a Section 125 to utilize these payments for health and dental premiums. This amount paid to each grandfathered administrator shall be included in "annual compensation" as defined in IC 5-10.2-3-29(a) and used to the "average of annual compensation" and reported to the Indiana Public Retirement System for purposes of calculating the administrator's retirement benefit.

Each administrator employed in positions set forth on or after June 24, 2013 shall be enrolled in the School Corporation's group health insurance plan and shall contribute the following:

- a. For administrators enrolled in any single tier of the various group health insurance plans offered by the School Corporation, FTCSC will contribute an amount equal to the entire premium minus \$250.00 of the Hoosier School Benefit Trust Plans 2-5 in which the administrator is enrolled.
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 5. The Corporation shall provide a life insurance policy valued at \$100,000 for the cost of \$1.00 per year.
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 7. Administrators contracted for 260 days are granted 20 paid vacation days per year. These vacation days will be credited on July 1 and may be used during the period of July 1 through June 30. Should the administrator leave the district prior to the end of their contract these days will be prorated. Each July 1st any unused vacation days may be carried forward up to a maximum of ten (10) accumulated days for the following year that may be used in addition to the annual entitlement. Accumulated and prorated unused vacation days will be paid out upon employment separation.
 8. Administrators are granted 10 sick days per year plus an additional 2 days the first year of employment. Administrators may transfer all accumulated sick days from the previous public school employers.
 9. Administrators are granted general leave at a rate of 8 per year. Unused general leave days may be accumulated the following year as sick days.
 10. At the request/approval of the superintendent, the corporation shall pay membership dues to a national and/or a state professional organization.
 11. Administrators shall be reimbursed at the IRS mileage rate for business related use of an automobile.
 12. With superintendent approval, administrators shall be paid a \$40.00 month stipend for use of their personal phone for business related purposes or be provided with a corporation phone.



Administrator's Signature



Date



Superintendent Signature



Board Secretary Signature

**ADDENDUM TO THE REGULAR TEACHER'S CONTRACT FOR ADMINISTRATORS EMPLOYED BY THE
FRANKLIN TOWNSHIP COMMUNITY SCHOOL CORPORATION**

The Board of Education of the Franklin Township Community School Corporation and HEATHER FINN have entered into a Regular Teacher's Contract dated July 1, 2020. The Board is hiring HEATHER FINN as PRINCIPAL ELEMENTARY and shall supplement the provisions contained in the teacher's contract and agree to the addendum as follows:

1. The contract described in the title of this addendum shall be supplemented with the provisions in the FTCSC Administrative Retirement Program and the following provisions in the teacher's negotiated agreement between the Corporation and the Franklin Township Education Association:

Article VI, Article VII, Article VIII, Article IX, G (2), J, Article X

If there is any conflict between that teachers' negotiated agreement and either the FTCSC Administrative Retirement Program and this addendum the provisions of that Retirement Program and this addendum pay will prevail. If there is any conflict between the FTCSC Retirement Program and this addendum, the provisions of this addendum will prevail.

2. The term of this contract shall be July 1, 2020 through June 30, 2021.
3. Each grandfathered administrator employed in positions set forth prior to June 24, 2013 health benefit shall be frozen at the amount of \$26,469.00 established in 2014-2015. Each grandfathered administrator may, but need not, elect through a Section 125 to utilize these payments for health and dental premiums. This amount paid to each grandfathered administrator shall be included in "annual compensation" as defined in IC.5-10.2-3-29(a) and used to the "average of annual compensation" and reported to the Indiana Public Retirement System for purposes of calculating the administrator's retirement benefit.

Each administrator employed in positions set forth on or after June 24, 2013 shall be enrolled in the School Corporation's group health insurance plan and shall contribute the following:

- a. For administrators enrolled in any single tier of the various group health insurance plans offered by the School Corporation, FTCSC will contribute an amount equal to the entire premium minus \$250.00 of the Hoosier School Benefit Trust Plans 2-5 in which the administrator is enrolled.
 - b. For administrators enrolled in plans other than the single tier of the various group health insurance plans offered by the School Corporation, FTCSC will contribute an amount equal to the entire premium minus \$500.00 of the Hoosier School Benefit Trust Plans 2-5 in which the administrator is enrolled.
 - c. For administrators enrolled in the basic group dental and vision insurance plans, FTCSC will pay the entire premium of the dental and vision plans for which the administrator is enrolled.
4. The Corporation shall provide a cancer and critical care insurance program for the cost of \$1.00 per year.
 5. The Corporation shall provide a life insurance policy valued at \$100,000 for the cost of \$1.00 per year.
 6. The Corporation shall provide a Long Term Disability Insurance Program that provides 66.67% of compensation in accordance with the plan document for the cost of \$1.00 per year. With the maximum annual benefit amount of \$53,328.
 7. Administrators contracted for 260 days are granted 20 paid vacation days per year. These vacation days will be credited on July 1 and may be used during the period of July 1 through June 30. Should the administrator leave the district prior to the end of their contract these days will be prorated. Each July 1st any unused vacation days may be carried forward up to a maximum of ten (10) accumulated days for the following year that may be used in addition to the annual entitlement. Accumulated and prorated unused vacation days will be paid out upon employment separation.
 8. Administrators are granted 10 sick days per year plus an additional 2 days the first year of employment. Administrators may transfer all accumulated sick days from the previous public school employers.
 9. Administrators are granted general leave at a rate of 8 per year. Unused general leave days may be accumulated the following year as sick days.
 10. At the request/approval of the superintendent, the corporation shall pay membership dues to a national and/or a state professional organization.
 11. Administrators shall be reimbursed at the IRS mileage rate for business related use of an automobile.
 12. With superintendent approval, administrators shall be paid a \$40.00 month stipend for use of their personal phone for business related purposes or be provided with a corporation phone.



Administrator's Signature

7/15/22

Date



Superintendent Signature



Board Secretary Signature

REGULAR TEACHER CONTRACT

*Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract
for the employment of teacher pursuant to Ind. Code 20-28-6-4(b)*

This regular teacher contract ("Contract") is by and between the governing body of the Franklin Township Community School Corporation ("Corporation") and **HEATHER FINN** ("Teacher"). **HEATHER FINN** is a teacher as defined in Ind. Code 20-18-2-22.

In exchange for the Teacher's services described below, the Corporation and the Teacher agree that:

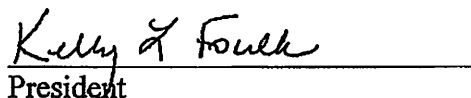
1. The Teacher shall teach in the schools of the Corporation for the school term, beginning July 1, 2020, and ending on June 30, 2021. Ind. Code 20-28-6-2(a)(3)(A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **213** days. Ind. Code 20-28-6-2(a)(3)(B)
3. The number of hours per day the Teacher is expected to work under this Contract is 8 hours 20 minutes one day a week and 7 hours 55 minutes 4 days a week. Ind. Code 20-28-6-2(a)(3)(E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **\$104,327.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in **26** installments on a biweekly basis. Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this 1st day of July, 2020.

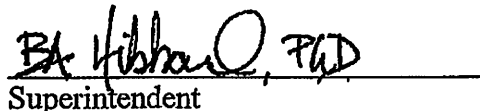
Teacher

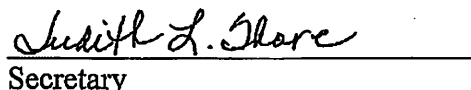


School Corporation by:


President

Attested:


Superintendent


Secretary

REGULAR TEACHER CONTRACT

Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract

for the employment of teacher pursuant to Ind. Code 20-28-6-4(b)

This regular teacher contract ("Contract") is by and between the governing body of the Franklin Township Community School Corporation ("Corporation") and **MICHAEL T GAINES** ("Teacher"). **MICHAEL T GAINES** is a teacher as defined in Ind. Code 20-18-2-22.

In exchange for the Teacher's services described below, the Corporation and the Teacher agree that:

1. The Teacher shall teach in the schools of the Corporation for the school term, beginning July 1, 2020, and ending on June 30, 2021. Ind. Code 20-28-6-2(a)(3)(A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **260** days. Ind. Code 20-28-6-2(a)(3)(B)
3. The number of hours per day the Teacher is expected to work under this Contract is 8 hours 20 minutes one day a week and 7 hours 55 minutes 4 days a week. Ind. Code 20-28-6-2(a)(3)(E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **\$100,028.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in **26** installments on a biweekly basis. Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this 1st day of July, 2020.

Teacher

Michael T. Gaines

School Corporation by:

Kelly L. Foulk
President

Attested:

Barbara A. Hibbard, PhD
Superintendent

Judith L. Shore
Secretary

**ADDENDUM TO THE REGULAR TEACHER'S CONTRACT FOR ADMINISTRATORS EMPLOYED BY THE
FRANKLIN TOWNSHIP COMMUNITY SCHOOL CORPORATION**

The Board of Education of the Franklin Township Community School Corporation and MICHAEL T GAINES have entered into a Regular Teacher's Contract dated July 1, 2020. The Board is hiring MICHAEL T GAINES as ASSISTANT PRINCIPAL HIGH SCHOOL and shall supplement the provisions contained in the teacher's contract and agree to the addendum as follows:

1. The contract described in the title of this addendum shall be supplemented with the provisions in the FTCSC Administrative Retirement Program and the following provisions in the teacher's negotiated agreement between the Corporation and the Franklin Township Education Association:

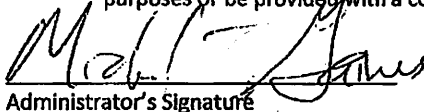
Article VI, Article VII, Article VIII, Article IX, G (2), J, Article X

If there is any conflict between that teachers' negotiated agreement and either the FTCSC Administrative Retirement Program and this addendum the provisions of that Retirement Program and this addendum pay will prevail. If there is any conflict between the FTCSC Retirement Program and this addendum, the provisions of this addendum will prevail.

2. The term of this contract shall be July 1, 2020 through June 30, 2021.
3. Each grandfathered administrator employed in positions set forth prior to June 24, 2013 health benefit shall be frozen at the amount of \$26,469.00 established in 2014-2015. Each grandfathered administrator may, but need not, elect through a Section 125 to utilize these payments for health and dental premiums. This amount paid to each grandfathered administrator shall be included in "annual compensation" as defined in IC 5-10.2-3-29(a) and used to the "average of annual compensation" and reported to the Indiana Public Retirement System for purposes of calculating the administrator's retirement benefit.

Each administrator employed in positions set forth on or after June 24, 2013 shall be enrolled in the School Corporation's group health insurance plan and shall contribute the following:

- a. For administrators enrolled in any single tier of the various group health insurance plans offered by the School Corporation, FTCSC will contribute an amount equal to the entire premium minus \$250.00 of the Hoosier School Benefit Trust Plans 2-5 in which the administrator is enrolled.
 - b. For administrators enrolled in plans other than the single tier of the various group health insurance plans offered by the School Corporation, FTCSC will contribute an amount equal to the entire premium minus \$500.00 of the Hoosier School Benefit Trust Plans 2-5 in which the administrator is enrolled.
 - c. For administrators enrolled in the basic group dental and vision insurance plans, FTCSC will pay the entire premium of the dental and vision plans for which the administrator is enrolled.
4. The Corporation shall provide a cancer and critical care insurance program for the cost of \$1.00 per year.
 5. The Corporation shall provide a life insurance policy valued at \$100,000 for the cost of \$1.00 per year.
 6. The Corporation shall provide a Long Term Disability Insurance Program that provides 66.67% of compensation in accordance with the plan document for the cost of \$1.00 per year. With the maximum annual benefit amount of \$53,328.
 7. Administrators contracted for 260 days are granted 20 paid vacation days per year. These vacation days will be credited on July 1 and may be used during the period of July 1 through June 30. Should the administrator leave the district prior to the end of their contract these days will be prorated. Each July 1st any unused vacation days may be carried forward up to a maximum of ten (10) accumulated days for the following year that may be used in addition to the annual entitlement. Accumulated and prorated unused vacation days will be paid out upon employment separation.
 8. Administrators are granted 10 sick days per year plus an additional 2 days the first year of employment. Administrators may transfer all accumulated sick days from the previous public school employers.
 9. Administrators are granted general leave at a rate of 8 per year. Unused general leave days may be accumulated the following year as sick days.
 10. At the request/approval of the superintendent, the corporation shall pay membership dues to a national and/or a state professional organization.
 11. Administrators shall be reimbursed at the IRS mileage rate for business related use of an automobile.
 12. With superintendent approval, administrators shall be paid a \$40.00 month stipend for use of their personal phone for business related purposes or be provided with a corporation phone.


Administrator's Signature

7/13/2020
Date


Superintendent Signature


Board Secretary Signature

REGULAR TEACHER CONTRACT

Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract

for the employment of teacher pursuant to Ind. Code 20-28-6-4(b)

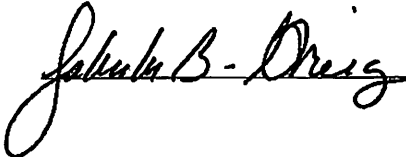
This regular teacher contract ("Contract") is by and between the governing body of the Franklin Township Community School Corporation ("Corporation") and **JAKALA B GREIG** ("Teacher"). **JAKALA B GREIG** is a teacher as defined in Ind. Code 20-18-2-22.

In exchange for the Teacher's services described below, the Corporation and the Teacher agree that:


1. The Teacher shall teach in the schools of the Corporation for the school term, beginning July 1, 2020, and ending on June 30, 2021. Ind. Code 20-28-6-2(a)(3)(A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **213** days. Ind. Code 20-28-6-2(a)(3)(B)
3. The number of hours per day the Teacher is expected to work under this Contract is 8 hours 20 minutes one day a week and 7 hours 55 minutes 4 days a week. Ind. Code 20-28-6-2(a)(3)(E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **\$102,784.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in **26** installments on a biweekly basis. Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this 1st day of July, 2020.

Teacher

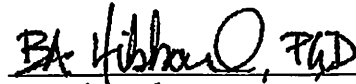


School Corporation by:

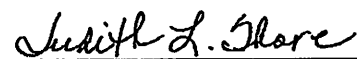


President

Attested:



Superintendent



Secretary

**ADDENDUM TO THE REGULAR TEACHER'S CONTRACT FOR ADMINISTRATORS EMPLOYED BY THE
FRANKLIN TOWNSHIP COMMUNITY SCHOOL CORPORATION**

The Board of Education of the Franklin Township Community School Corporation and JAKALA B GREIG have entered into a Regular Teacher's Contract dated July 1, 2020. The Board is hiring JAKALA B GREIG as PRINCIPAL ELEMENTARY and shall supplement the provisions contained in the teacher's contract and agree to the addendum as follows:

1. The contract described in the title of this addendum shall be supplemented with the provisions in the FTCSC Administrative Retirement Program and the following provisions in the teacher's negotiated agreement between the Corporation and the Franklin Township Education Association:

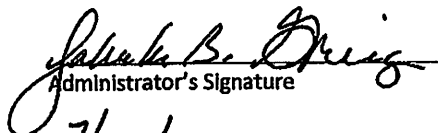
Article VI, Article VII, Article VIII, Article IX, G (2), J, Article X

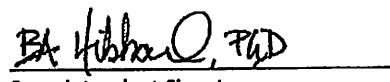
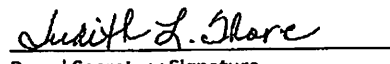
If there is any conflict between that teachers' negotiated agreement and either the FTCSC Administrative Retirement Program and this addendum the provisions of that Retirement Program and this addendum pay will prevail. If there is any conflict between the FTCSC Retirement Program and this addendum, the provisions of this addendum will prevail.

2. The term of this contract shall be July 1, 2020 through June 30, 2021.
3. Each grandfathered administrator employed in positions set forth prior to June 24, 2013 health benefit shall be frozen at the amount of \$26,469.00 established in 2014-2015. Each grandfathered administrator may, but need not, elect through a Section 125 to utilize these payments for health and dental premiums. This amount paid to each grandfathered administrator shall be included in "annual compensation" as defined in IC 5-10.2-3-29(a) and used to the "average of annual compensation" and reported to the Indiana Public Retirement System for purposes of calculating the administrator's retirement benefit.

Each administrator employed in positions set forth on or after June 24, 2013 shall be enrolled in the School Corporation's group health insurance plan and shall contribute the following:

- a. For administrators enrolled in any single tier of the various group health insurance plans offered by the School Corporation, FTCSC will contribute an amount equal to the entire premium minus \$250.00 of the Hoosier School Benefit Trust Plans 2-5 in which the administrator is enrolled.
 - b. For administrators enrolled in plans other than the single tier of the various group health insurance plans offered by the School Corporation, FTCSC will contribute an amount equal to the entire premium minus \$500.00 of the Hoosier School Benefit Trust Plans 2-5 in which the administrator is enrolled.
 - c. For administrators enrolled in the basic group dental and vision insurance plans, FTCSC will pay the entire premium of the dental and vision plans for which the administrator is enrolled.
4. The Corporation shall provide a cancer and critical care insurance program for the cost of \$1.00 per year.
 5. The Corporation shall provide a life insurance policy valued at \$100,000 for the cost of \$1.00 per year.
 6. The Corporation shall provide a Long Term Disability Insurance Program that provides 66.67% of compensation in accordance with the plan document for the cost of \$1.00 per year. With the maximum annual benefit amount of \$53,328.
 7. Administrators contracted for 260 days are granted 20 paid vacation days per year. These vacation days will be credited on July 1 and may be used during the period of July 1 through June 30. Should the administrator leave the district prior to the end of their contract these days will be prorated. Each July 1st any unused vacation days may be carried forward up to a maximum of ten (10) accumulated days for the following year that may be used in addition to the annual entitlement. Accumulated and prorated unused vacation days will be paid out upon employment separation.
 8. Administrators are granted 10 sick days per year plus an additional 2 days the first year of employment. Administrators may transfer all accumulated sick days from the previous public school employers.
 9. Administrators are granted general leave at a rate of 8 per year. Unused general leave days may be accumulated the following year as sick days.
 10. At the request/approval of the superintendent, the corporation shall pay membership dues to a national and/or a state professional organization.
 11. Administrators shall be reimbursed at the IRS mileage rate for business related use of an automobile.
 12. With superintendent approval, administrators shall be paid a \$40.00 month stipend for use of their personal phone for business related purposes or be provided with a corporation phone.


Administrator's Signature
7/13/2020
Date


Superintendent Signature

Board Secretary Signature

**ADDENDUM TO THE REGULAR TEACHER'S CONTRACT FOR ADMINISTRATORS EMPLOYED BY THE
FRANKLIN TOWNSHIP COMMUNITY SCHOOL CORPORATION**

The Board of Education of the Franklin Township Community School Corporation and LISA GUTHRIE have entered into a Regular Teacher's Contract dated July 1, 2020. The Board is hiring LISA GUTHRIE as ASSISTANT PRINCIPAL INTERMEDIATE and shall supplement the provisions contained in the teacher's contract and agree to the addendum as follows:

1. The contract described in the title of this addendum shall be supplemented with the provisions in the FTCSC Administrative Retirement Program and the following provisions in the teacher's negotiated agreement between the Corporation and the Franklin Township Education Association:

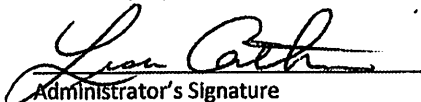
Article VI, Article VII, Article VIII, Article IX, G (2), J, Article X

If there is any conflict between that teachers' negotiated agreement and either the FTCSC Administrative Retirement Program and this addendum the provisions of that Retirement Program and this addendum pay will prevail. If there is any conflict between the FTCSC Retirement Program and this addendum, the provisions of this addendum will prevail.

2. The term of this contract shall be July 1, 2020 through June 30, 2021.
3. Each grandfathered administrator employed in positions set forth prior to June 24, 2013 health benefit shall be frozen at the amount of \$26,469.00 established in 2014-2015. Each grandfathered administrator may, but need not, elect through a Section 125 to utilize these payments for health and dental premiums. This amount paid to each grandfathered administrator shall be included in "annual compensation" as defined in IC 5-10.2-3-29(a) and used to the "average of annual compensation" and reported to the Indiana Public Retirement System for purposes of calculating the administrator's retirement benefit.

Each administrator employed in positions set forth on or after June 24, 2013 shall be enrolled in the School Corporation's group health insurance plan and shall contribute the following:


- a. For administrators enrolled in any single tier of the various group health insurance plans offered by the School Corporation, FTCSC will contribute an amount equal to the entire premium minus \$250.00 of the Hoosier School Benefit Trust Plans 2-5 in which the administrator is enrolled.
 - b. For administrators enrolled in plans other than the single tier of the various group health insurance plans offered by the School Corporation, FTCSC will contribute an amount equal to the entire premium minus \$500.00 of the Hoosier School Benefit Trust Plans 2-5 in which the administrator is enrolled.
 - c. For administrators enrolled in the basic group dental and vision insurance plans, FTCSC will pay the entire premium of the dental and vision plans for which the administrator is enrolled.
4. The Corporation shall provide a cancer and critical care insurance program for the cost of \$1.00 per year.
 5. The Corporation shall provide a life insurance policy valued at \$100,000 for the cost of \$1.00 per year.
 6. The Corporation shall provide a Long Term Disability Insurance Program that provides 66.67% of compensation in accordance with the plan document for the cost of \$1.00 per year. With the maximum annual benefit amount of \$53,328.
 7. Administrators contracted for 260 days are granted 20 paid vacation days per year. These vacation days will be credited on July 1 and may be used during the period of July 1 through June 30. Should the administrator leave the district prior to the end of their contract these days will be prorated. Each July 1st any unused vacation days may be carried forward up to a maximum of ten (10) accumulated days for the following year that may be used in addition to the annual entitlement. Accumulated and prorated unused vacation days will be paid out upon employment separation.
 8. Administrators are granted 10 sick days per year plus an additional 2 days the first year of employment. Administrators may transfer all accumulated sick days from the previous public school employers.
 9. Administrators are granted general leave at a rate of 8 per year. Unused general leave days may be accumulated the following year as sick days.
 10. At the request/approval of the superintendent, the corporation shall pay membership dues to a national and/or a state professional organization.
 11. Administrators shall be reimbursed at the IRS mileage rate for business related use of an automobile.
 12. With superintendent approval, administrators shall be paid a \$40.00 month stipend for use of their personal phone for business related purposes or be provided with a corporation phone.


Administrator's Signature

Date

8/13/2020


Superintendent Signature


Board Secretary Signature

REGULAR TEACHER CONTRACT

Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract

for the employment of teacher pursuant to Ind. Code 20-28-6-4(b)

This regular teacher contract ("Contract") is by and between the governing body of the Franklin Township Community School Corporation ("Corporation") and **LISA GUTHRIE** ("Teacher"). **LISA GUTHRIE** is a teacher as defined in Ind. Code 20-18-2-22.

In exchange for the Teacher's services described below, the Corporation and the Teacher agree that:

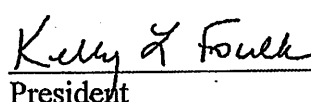
1. The Teacher shall teach in the schools of the Corporation for the school term, beginning July 1, 2020, and ending on June 30, 2021. Ind. Code 20-28-6-2(a)(3)(A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **213** days. Ind. Code 20-28-6-2(a)(3)(B)
3. The number of hours per day the Teacher is expected to work under this Contract is 8 hours 20 minutes one day a week and 7 hours 55 minutes 4 days a week. Ind. Code 20-28-6-2(a)(3)(E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **\$96,484.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in **26** installments on a biweekly basis. Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this 1st day of July, 2020.

Teacher




School Corporation by:

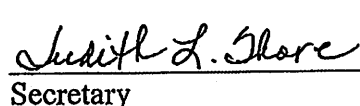


President

Attested:



Superintendent



Secretary

**ADDENDUM TO THE REGULAR TEACHER'S CONTRACT FOR ADMINISTRATORS EMPLOYED BY THE
FRANKLIN TOWNSHIP COMMUNITY SCHOOL CORPORATION**

The Board of Education of the Franklin Township Community School Corporation and CHASE R HUOTARI have entered into a Regular Teacher's Contract dated July 1, 2020. The Board is hiring CHASE R HUOTARI as CHIEF ACADEMIC OFFICER, SECONDARY and shall supplement the provisions contained in the teacher's contract and agree to the addendum as follows:

1. The contract described in the title of this addendum shall be supplemented with the provisions in the FTCSC Administrative Retirement Program and the following provisions in the teacher's negotiated agreement between the Corporation and the Franklin Township Education Association:

Article VI, Article VII, Article VIII, Article IX, G (2), J, Article X

If there is any conflict between that teachers' negotiated agreement and either the FTCSC Administrative Retirement Program and this addendum the provisions of that Retirement Program and this addendum pay will prevail. If there is any conflict between the FTCSC Retirement Program and this addendum, the provisions of this addendum will prevail.

2. The term of this contract shall be July 1, 2020 through June 30, 2021.
3. Each grandfathered administrator employed in positions set forth prior to June 24, 2013 health benefit shall be frozen at the amount of \$26,469.00 established in 2014-2015. Each grandfathered administrator may, but need not, elect through a Section 125 to utilize these payments for health and dental premiums. This amount paid to each grandfathered administrator shall be included in "annual compensation" as defined in IC 5-10.2-3-29(a) and used to the "average of annual compensation" and reported to the Indiana Public Retirement System for purposes of calculating the administrator's retirement benefit.

Each administrator employed in positions set forth on or after June 24, 2013 shall be enrolled in the School Corporation's group health insurance plan and shall contribute the following:

- a. For administrators enrolled in any single tier of the various group health insurance plans offered by the School Corporation, FTCSC will contribute an amount equal to the entire premium minus \$250.00 of the Hoosier School Benefit Trust Plans 2-5 in which the administrator is enrolled.
 - b. For administrators enrolled in plans other than the single tier of the various group health insurance plans offered by the School Corporation, FTCSC will contribute an amount equal to the entire premium minus \$500.00 of the Hoosier School Benefit Trust Plans 2-5 in which the administrator is enrolled.
 - c. For administrators enrolled in the basic group dental and vision insurance plans, FTCSC will pay the entire premium of the dental and vision plans for which the administrator is enrolled.
4. The Corporation shall provide a cancer and critical care insurance program for the cost of \$1.00 per year.
 5. The Corporation shall provide a life insurance policy valued at \$100,000 for the cost of \$1.00 per year.
 6. The Corporation shall provide a Long Term Disability Insurance Program that provides 66.67% of compensation in accordance with the plan document for the cost of \$1.00 per year. With the maximum annual benefit amount of \$53,328.
 7. Administrators contracted for 260 days are granted 20 paid vacation days per year. These vacation days will be credited on July 1 and may be used during the period of July 1 through June 30. Should the administrator leave the district prior to the end of their contract these days will be prorated. Each July 1st any unused vacation days may be carried forward up to a maximum of ten (10) accumulated days for the following year that may be used in addition to the annual entitlement. Accumulated and prorated unused vacation days will be paid out upon employment separation.
 8. Administrators are granted 10 sick days per year plus an additional 2 days the first year of employment. Administrators may transfer all accumulated sick days from the previous public school employers.
 9. Administrators are granted general leave at a rate of 8 per year. Unused general leave days may be accumulated the following year as sick days.
 10. At the request/approval of the superintendent, the corporation shall pay membership dues to a national and/or a state professional organization.
 11. Administrators shall be reimbursed at the IRS mileage rate for business related use of an automobile.
 12. With superintendent approval, administrators shall be paid a \$100.00 month stipend for use of their personal phone for business related purposes or be provided with a corporation phone.


Administrator's Signature


Superintendent Signature

Date

6-25-2020


Board Secretary Signature

REGULAR TEACHER CONTRACT

Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract

for the employment of teacher pursuant to Ind. Code 20-28-6-4(b)

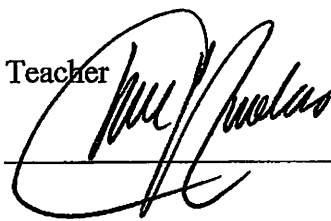
This regular teacher contract ("Contract") is by and between the governing body of the Franklin Township Community School Corporation ("Corporation") and **CHASE R HUOTARI** ("Teacher"). **CHASE R HUOTARI** is a teacher as defined in Ind. Code 20-18-2-22.

In exchange for the Teacher's services described below, the Corporation and the Teacher agree that:


1. The Teacher shall teach in the schools of the Corporation for the school term, beginning July 1, 2020, and ending on June 30, 2021. Ind. Code 20-28-6-2(a)(3)(A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **260** days. Ind. Code 20-28-6-2(a)(3)(B)
3. The number of hours per day the Teacher is expected to work under this Contract is 8 hours 20 minutes one day a week and 7 hours 55 minutes 4 days a week. Ind. Code 20-28-6-2(a)(3)(E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **\$152,473.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in **26** installments on a biweekly basis. Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this 1st day of July, 2020.

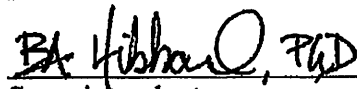
Teacher

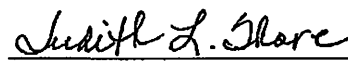


School Corporation by:


President

Attested:


Superintendent


Secretary

REGULAR TEACHER CONTRACT

*Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract
for the employment of teacher pursuant to Ind. Code 20-28-6-4(b)*


This regular teacher contract ("Contract") is by and between the governing body of the Franklin Township Community School Corporation ("Corporation") and **CHASE R HUOTARI** ("Teacher"). **CHASE R HUOTARI** is a teacher as defined in Ind. Code 20-18-2-22.

In exchange for the Teacher's services described below, the Corporation and the Teacher agree that:

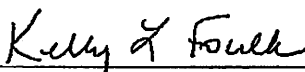
1. The Teacher shall teach in the schools of the Corporation for the school term, beginning July 1, 2020, and ending on June 30, 2021. Ind. Code 20-28-6-2(a)(3)(A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **260** days. Ind. Code 20-28-6-2(a)(3)(B)
3. The number of hours per day the Teacher is expected to work under this Contract is 8 hours 20 minutes one day a week and 7 hours 55 minutes 4 days a week. Ind. Code 20-28-6-2(a)(3)(E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **\$152,473.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in **26** installments on a biweekly basis. Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this 1st day of July, 2020.


Teacher




School Corporation by:


President

Attested:


Superintendent


Secretary

**ADDENDUM TO THE REGULAR TEACHER'S CONTRACT FOR ADMINISTRATORS EMPLOYED BY THE
FRANKLIN TOWNSHIP COMMUNITY SCHOOL CORPORATION**

The Board of Education of the Franklin Township Community School Corporation and JESSICA M JOHNSON have entered into a Regular Teacher's Contract dated July 1, 2020. The Board is hiring JESSICA M JOHNSON as ASSISTANT PRINCIPAL ELEMENTARY and shall supplement the provisions contained in the teacher's contract and agree to the addendum as follows:

1. The contract described in the title of this addendum shall be supplemented with the provisions in the FTCSC Administrative Retirement Program and the following provisions in the teacher's negotiated agreement between the Corporation and the Franklin Township Education Association:

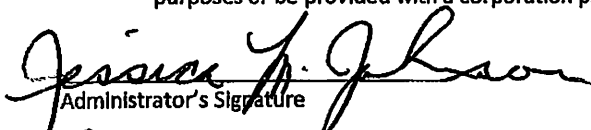
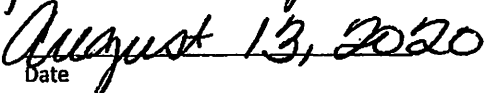
Article VI, Article VII, Article VIII, Article IX, G (2), J, Article X


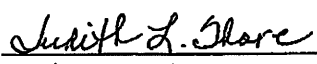
If there is any conflict between that teachers' negotiated agreement and either the FTCSC Administrative Retirement Program and this addendum the provisions of that Retirement Program and this addendum pay will prevail. If there is any conflict between the FTCSC Retirement Program and this addendum, the provisions of this addendum will prevail.

2. The term of this contract shall be July 1, 2020 through June 30, 2021.
3. Each grandfathered administrator employed in positions set forth prior to June 24, 2013 health benefit shall be frozen at the amount of \$26,469.00 established in 2014-2015. Each grandfathered administrator may, but need not, elect through a Section 125 to utilize these payments for health and dental premiums. This amount paid to each grandfathered administrator shall be included in "annual compensation" as defined in IC 5-10.2-3-29(a) and used to the "average of annual compensation" and reported to the Indiana Public Retirement System for purposes of calculating the administrator's retirement benefit.

Each administrator employed in positions set forth on or after June 24, 2013 shall be enrolled in the School Corporation's group health Insurance plan and shall contribute the following:

- a. For administrators enrolled in any single tier of the various group health insurance plans offered by the School Corporation, FTCSC will contribute an amount equal to the entire premium minus \$250.00 of the Hoosier School Benefit Trust Plans 2-5 in which the administrator is enrolled.
 - b. For administrators enrolled in plans other than the single tier of the various group health insurance plans offered by the School Corporation, FTCSC will contribute an amount equal to the entire premium minus \$500.00 of the Hoosier School Benefit Trust Plans 2-5 in which the administrator is enrolled.
 - c. For administrators enrolled in the basic group dental and vision insurance plans, FTCSC will pay the entire premium of the dental and vision plans for which the administrator is enrolled.
4. The Corporation shall provide a cancer and critical care insurance program for the cost of \$1.00 per year.
 5. The Corporation shall provide a life insurance policy valued at \$100,000 for the cost of \$1.00 per year.
 6. The Corporation shall provide a Long Term Disability Insurance Program that provides 66.67% of compensation in accordance with the plan document for the cost of \$1.00 per year. With the maximum annual benefit amount of \$53,328.
 7. Administrators contracted for 260 days are granted 20 paid vacation days per year. These vacation days will be credited on July 1 and may be used during the period of July 1 through June 30. Should the administrator leave the district prior to the end of their contract these days will be prorated. Each July 1st any unused vacation days may be carried forward up to a maximum of ten (10) accumulated days for the following year that may be used in addition to the annual entitlement. Accumulated and prorated unused vacation days will be paid out upon employment separation.
 8. Administrators are granted 10 sick days per year plus an additional 2 days the first year of employment. Administrators may transfer all accumulated sick days from the previous public school employers.
 9. Administrators are granted general leave at a rate of 8 per year. Unused general leave days may be accumulated the following year as sick days.
 10. At the request/approval of the superintendent, the corporation shall pay membership dues to a national and/or a state professional organization.
 11. Administrators shall be reimbursed at the IRS mileage rate for business related use of an automobile.
 12. With superintendent approval, administrators shall be paid a \$40.00 month stipend for use of their personal phone for business related purposes or be provided with a corporation phone.


Administrator's Signature

Date


Superintendent Signature

Board Secretary Signature

REGULAR TEACHER CONTRACT

*Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract
for the employment of teacher pursuant to Ind. Code 20-28-6-4(b)*

This regular teacher contract ("Contract") is by and between the governing body of the Franklin Township Community School Corporation ("Corporation") and **JESSICA M JOHNSON** ("Teacher"). **JESSICA M JOHNSON** is a teacher as defined in Ind. Code 20-18-2-22.

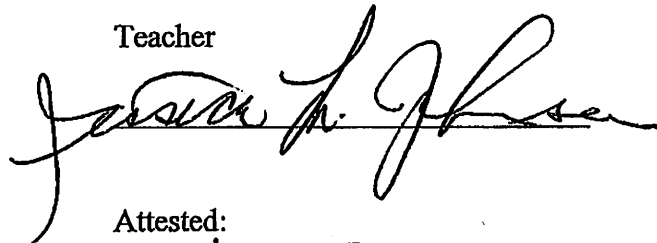
In exchange for the Teacher's services described below, the Corporation and the Teacher agree that:


1. The Teacher shall teach in the schools of the Corporation for the school term, beginning July 1, 2020, and ending on June 30, 2021. Ind. Code 20-28-6-2(a)(3)(A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **213** days. Ind. Code 20-28-6-2(a)(3)(B)
3. The number of hours per day the Teacher is expected to work under this Contract is 8 hours 20 minutes one day a week and 7 hours 55 minutes 4 days a week. Ind. Code 20-28-6-2(a)(3)(E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **\$88,368.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in **26** installments on a biweekly basis. Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this 1st day of July, 2020.

Teacher

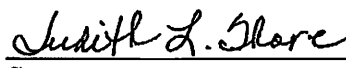
School Corporation by:




President

Attested:


Superintendent


Secretary

REGULAR TEACHER CONTRACT

*Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract
for the employment of teacher pursuant to Ind. Code 20-28-6-4(b)*

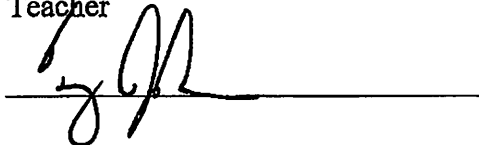
This regular teacher contract ("Contract") is by and between the governing body of the Franklin Township Community School Corporation ("Corporation") and **TROY D JOHNSON** ("Teacher"). **TROY D JOHNSON** is a teacher as defined in Ind. Code 20-18-2-22.

In exchange for the Teacher's services described below, the Corporation and the Teacher agree that:

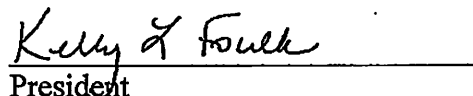
1. The Teacher shall teach in the schools of the Corporation for the school term, beginning July 1, 2020, and ending on June 30, 2021. Ind. Code 20-28-6-2(a)(3)(A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **260** days. Ind. Code 20-28-6-2(a)(3)(B)
3. The number of hours per day the Teacher is expected to work under this Contract is 8 hours 20 minutes one day a week and 7 hours 55 minutes 4 days a week. Ind. Code 20-28-6-2(a)(3)(E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **\$95,679.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in **26** installments on a biweekly basis. Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this 1st day of July, 2020.

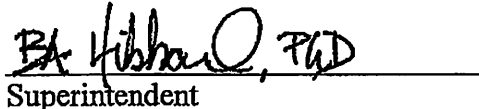
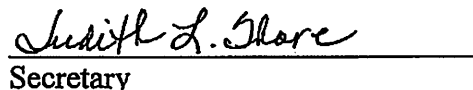
Teacher



School Corporation by:


President

Attested:


Superintendent
Secretary

**ADDENDUM TO THE REGULAR TEACHER'S CONTRACT FOR ADMINISTRATORS EMPLOYED BY THE
FRANKLIN TOWNSHIP COMMUNITY SCHOOL CORPORATION**

The Board of Education of the Franklin Township Community School Corporation and TROY D JOHNSON have entered into a Regular Teacher's Contract dated July 1, 2020. The Board is hiring TROY D JOHNSON as SPECIAL EDUCATION DIRECTOR ASSISTANT and shall supplement the provisions contained in the teacher's contract and agree to the addendum as follows:

1. The contract described in the title of this addendum shall be supplemented with the provisions in the FTCSC Administrative Retirement Program and the following provisions in the teacher's negotiated agreement between the Corporation and the Franklin Township Education Association:

Article VI, Article VII, Article VIII, Article IX, G (2), J, Article X

If there is any conflict between that teachers' negotiated agreement and either the FTCSC Administrative Retirement Program and this addendum the provisions of that Retirement Program and this addendum pay will prevail. If there is any conflict between the FTCSC Retirement Program and this addendum, the provisions of this addendum will prevail.

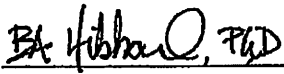
2. The term of this contract shall be July 1, 2020 through June 30, 2021.
3. Each grandfathered administrator employed in positions set forth prior to June 24, 2013 health benefit shall be frozen at the amount of \$26,469.00 established in 2014-2015. Each grandfathered administrator may, but need not, elect through a Section 125 to utilize these payments for health and dental premiums. This amount paid to each grandfathered administrator shall be included in "annual compensation" as defined in IC 5-10.2-3-29(a) and used to the "average of annual compensation" and reported to the Indiana Public Retirement System for purposes of calculating the administrator's retirement benefit.

Each administrator employed in positions set forth on or after June 24, 2013 shall be enrolled in the School Corporation's group health insurance plan and shall contribute the following:

- a. For administrators enrolled in any single tier of the various group health insurance plans offered by the School Corporation, FTCSC will contribute an amount equal to the entire premium minus \$250.00 of the Hoosier School Benefit Trust Plans 2-5 in which the administrator is enrolled.
 - b. For administrators enrolled in plans other than the single tier of the various group health insurance plans offered by the School Corporation, FTCSC will contribute an amount equal to the entire premium minus \$500.00 of the Hoosier School Benefit Trust Plans 2-5 in which the administrator is enrolled.
 - c. For administrators enrolled in the basic group dental and vision insurance plans, FTCSC will pay the entire premium of the dental and vision plans for which the administrator is enrolled.
4. The Corporation shall provide a cancer and critical care insurance program for the cost of \$1.00 per year.
 5. The Corporation shall provide a life insurance policy valued at \$100,000 for the cost of \$1.00 per year.
 6. The Corporation shall provide a Long Term Disability Insurance Program that provides 66.67% of compensation in accordance with the plan document for the cost of \$1.00 per year. With the maximum annual benefit amount of \$53,328.
 7. Administrators contracted for 260 days are granted 20 paid vacation days per year. These vacation days will be credited on July 1 and may be used during the period of July 1 through June 30. Should the administrator leave the district prior to the end of their contract these days will be prorated. Each July 1st any unused vacation days may be carried forward up to a maximum of ten (10) accumulated days for the following year that may be used in addition to the annual entitlement. Accumulated and prorated unused vacation days will be paid out upon employment separation.
 8. Administrators are granted 10 sick days per year plus an additional 2 days the first year of employment. Administrators may transfer all accumulated sick days from the previous public school employers.
 9. Administrators are granted general leave at a rate of 8 per year. Unused general leave days may be accumulated the following year as sick days.
 10. At the request/approval of the superintendent, the corporation shall pay membership dues to a national and/or a state professional organization.
 11. Administrators shall be reimbursed at the IRS mileage rate for business related use of an automobile.
 12. With superintendent approval, administrators shall be paid a \$40.00 month stipend for use of their personal phone for business related purposes or be provided with a corporation phone.


Administrator's Signature

7-7-20
Date


Superintendent Signature


Board Secretary Signature

REGULAR TEACHER CONTRACT

*Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract
for the employment of teacher pursuant to Ind. Code 20-28-6-4(b)*

This regular teacher contract ("Contract") is by and between the governing body of the Franklin Township Community School Corporation ("Corporation") and **ERIC T KELLISON** ("Teacher"). **ERIC T KELLISON** is a teacher as defined in Ind. Code 20-18-2-22.

In exchange for the Teacher's services described below, the Corporation and the Teacher agree that:

1. The Teacher shall teach in the schools of the Corporation for the school term, beginning July 1, 2020, and ending on June 30, 2021. Ind. Code 20-28-6-2(a)(3)(A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **260** days. Ind. Code 20-28-6-2(a)(3)(B)
3. The number of hours per day the Teacher is expected to work under this Contract is 8 hours 20 minutes one day a week and 7 hours 55 minutes 4 days a week. Ind. Code 20-28-6-2(a)(3)(E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **\$103,306.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in **26** installments on a biweekly basis. Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this 1st day of July, 2020.

Teacher

Eric Kellison

School Corporation by:

Kelly L. Foulk

President

Attested:

Barbara Q. PhD

Superintendent

Judith L. Shore

Secretary

**ADDENDUM TO THE REGULAR TEACHER'S CONTRACT FOR ADMINISTRATORS EMPLOYED BY THE
FRANKLIN TOWNSHIP COMMUNITY SCHOOL CORPORATION**

The Board of Education of the Franklin Township Community School Corporation and ERIC T KELLISON have entered into a Regular Teacher's Contract dated July 1, 2020. The Board is hiring ERIC T KELLISON as ASSISTANT PRINCIPAL HIGH SCHOOL and shall supplement the provisions contained in the teacher's contract and agree to the addendum as follows:

1. The contract described in the title of this addendum shall be supplemented with the provisions in the FTCSC Administrative Retirement Program and the following provisions in the teacher's negotiated agreement between the Corporation and the Franklin Township Education Association:

Article VI, Article VII, Article VIII, Article IX, G (2), J, Article X

If there is any conflict between that teachers' negotiated agreement and either the FTCSC Administrative Retirement Program and this addendum the provisions of that Retirement Program and this addendum pay will prevail. If there is any conflict between the FTCSC Retirement Program and this addendum, the provisions of this addendum will prevail.

2. The term of this contract shall be July 1, 2020 through June 30, 2021.
3. Each grandfathered administrator employed in positions set forth prior to June 24, 2013 health benefit shall be frozen at the amount of \$26,469.00 established in 2014-2015. Each grandfathered administrator may, but need not, elect through a Section 125 to utilize these payments for health and dental premiums. This amount paid to each grandfathered administrator shall be included in "annual compensation" as defined in IC 5-10.2-3-29(a) and used to the "average of annual compensation" and reported to the Indiana Public Retirement System for purposes of calculating the administrator's retirement benefit.

Each administrator employed in positions set forth on or after June 24, 2013 shall be enrolled in the School Corporation's group health insurance plan and shall contribute the following:

- a. For administrators enrolled in any single tier of the various group health insurance plans offered by the School Corporation, FTCSC will contribute an amount equal to the entire premium minus \$250.00 of the Hoosier School Benefit Trust Plans 2-5 in which the administrator is enrolled.
 - b. For administrators enrolled in plans other than the single tier of the various group health insurance plans offered by the School Corporation, FTCSC will contribute an amount equal to the entire premium minus \$500.00 of the Hoosier School Benefit Trust Plans 2-5 in which the administrator is enrolled.
 - c. For administrators enrolled in the basic group dental and vision insurance plans, FTCSC will pay the entire premium of the dental and vision plans for which the administrator is enrolled.
4. The Corporation shall provide a cancer and critical care insurance program for the cost of \$1.00 per year.
 5. The Corporation shall provide a life insurance policy valued at \$100,000 for the cost of \$1.00 per year.
 6. The Corporation shall provide a Long Term Disability Insurance Program that provides 66.67% of compensation in accordance with the plan document for the cost of \$1.00 per year. With the maximum annual benefit amount of \$53,328.
 7. Administrators contracted for 260 days are granted 20 paid vacation days per year. These vacation days will be credited on July 1 and may be used during the period of July 1 through June 30. Should the administrator leave the district prior to the end of their contract these days will be prorated. Each July 1st any unused vacation days may be carried forward up to a maximum of ten (10) accumulated days for the following year that may be used in addition to the annual entitlement. Accumulated and prorated unused vacation days will be paid out upon employment separation.
 8. Administrators are granted 10 sick days per year plus an additional 2 days the first year of employment. Administrators may transfer all accumulated sick days from the previous public school employers.
 9. Administrators are granted general leave at a rate of 8 per year. Unused general leave days may be accumulated the following year as sick days.
 10. At the request/approval of the superintendent, the corporation shall pay membership dues to a national and/or a state professional organization.
 11. Administrators shall be reimbursed at the IRS mileage rate for business related use of an automobile.
 12. With superintendent approval, administrators shall be paid a \$40.00 month stipend for use of their personal phone for business related purposes or be provided with a corporation phone.



Administrator's Signature



Superintendent Signature



Board Secretary Signature

7/7/20

Date

REGULAR TEACHER CONTRACT

*Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract
for the employment of teacher pursuant to Ind. Code 20-28-6-4(b)*

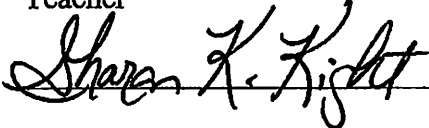
This regular teacher contract ("Contract") is by and between the governing body of the Franklin Township Community School Corporation ("Corporation") and **SHARON K KIGHT** ("Teacher"). **SHARON K KIGHT** is a teacher as defined in Ind. Code 20-18-2-22.

In exchange for the Teacher's services described below, the Corporation and the Teacher agree that:

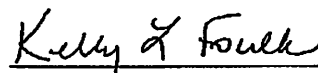
1. The Teacher shall teach in the schools of the Corporation for the school term, beginning July 1, 2020, and ending on June 30, 2021. Ind. Code 20-28-6-2(a)(3)(A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **260** days. Ind. Code 20-28-6-2(a)(3)(B)
3. The number of hours per day the Teacher is expected to work under this Contract is 8 hours 20 minutes one day a week and 7 hours 55 minutes 4 days a week. Ind. Code 20-28-6-2(a)(3)(E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **\$143,709.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in **26** installments on a biweekly basis. Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this 1st day of July, 2020.

Teacher




School Corporation by:

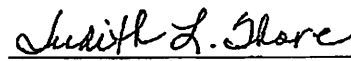


President

Attested:



Superintendent



Secretary

**ADDENDUM TO THE REGULAR TEACHER'S CONTRACT FOR ADMINISTRATORS EMPLOYED BY THE
FRANKLIN TOWNSHIP COMMUNITY SCHOOL CORPORATION**

The Board of Education of the Franklin Township Community School Corporation and SHARON K KIGHT have entered into a Regular Teacher's Contract dated July 1, 2020. The Board is hiring SHARON K KIGHT as CHIEF SPECIAL EDUCATION OFFICER and shall supplement the provisions contained in the teacher's contract and agree to the addendum as follows:

1. The contract described in the title of this addendum shall be supplemented with the provisions in the FTCSC Administrative Retirement Program and the following provisions in the teacher's negotiated agreement between the Corporation and the Franklin Township Education Association:

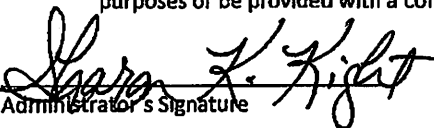
Article VI, Article VII, Article VIII, Article IX, G (2), J, Article X

If there is any conflict between that teachers' negotiated agreement and either the FTCSC Administrative Retirement Program and this addendum the provisions of that Retirement Program and this addendum pay will prevail. If there is any conflict between the FTCSC Retirement Program and this addendum, the provisions of this addendum will prevail.

2. The term of this contract shall be July 1, 2020 through June 30, 2021.
3. Each grandfathered administrator employed in positions set forth prior to June 24, 2013 health benefit shall be frozen at the amount of \$26,469.00 established in 2014-2015. Each grandfathered administrator may, but need not, elect through a Section 125 to utilize these payments for health and dental premiums. This amount paid to each grandfathered administrator shall be included in "annual compensation" as defined in IC 5-10.2-3-29(a) and used to the "average of annual compensation" and reported to the Indiana Public Retirement System for purposes of calculating the administrator's retirement benefit.

Each administrator employed in positions set forth on or after June 24, 2013 shall be enrolled in the School Corporation's group health insurance plan and shall contribute the following:

- a. For administrators enrolled in any single tier of the various group health insurance plans offered by the School Corporation, FTCSC will contribute an amount equal to the entire premium minus \$250.00 of the Hoosier School Benefit Trust Plans 2-5 in which the administrator is enrolled.
 - b. For administrators enrolled in plans other than the single tier of the various group health insurance plans offered by the School Corporation, FTCSC will contribute an amount equal to the entire premium minus \$500.00 of the Hoosier School Benefit Trust Plans 2-5 in which the administrator is enrolled.
 - c. For administrators enrolled in the basic group dental and vision insurance plans, FTCSC will pay the entire premium of the dental and vision plans for which the administrator is enrolled.
4. The Corporation shall provide a cancer and critical care insurance program for the cost of \$1.00 per year.
 5. The Corporation shall provide a life insurance policy valued at \$100,000 for the cost of \$1.00 per year.
 6. The Corporation shall provide a Long Term Disability Insurance Program that provides 66.67% of compensation in accordance with the plan document for the cost of \$1.00 per year. With the maximum annual benefit amount of \$53,328.
 7. Administrators contracted for 260 days are granted 20 paid vacation days per year. These vacation days will be credited on July 1 and may be used during the period of July 1 through June 30. Should the administrator leave the district prior to the end of their contract these days will be prorated. Each July 1st any unused vacation days may be carried forward up to a maximum of ten (10) accumulated days for the following year that may be used in addition to the annual entitlement. Accumulated and prorated unused vacation days will be paid out upon employment separation.
 8. Administrators are granted 10 sick days per year plus an additional 2 days the first year of employment. Administrators may transfer all accumulated sick days from the previous public school employers.
 9. Administrators are granted general leave at a rate of 8 per year. Unused general leave days may be accumulated the following year as sick days.
 10. At the request/approval of the superintendent, the corporation shall pay membership dues to a national and/or a state professional organization.
 11. Administrators shall be reimbursed at the IRS mileage rate for business related use of an automobile.
 12. With superintendent approval, administrators shall be paid a \$100.00 month stipend for use of their personal phone for business related purposes or be provided with a corporation phone.


Administrator's Signature


Superintendent Signature


Board Secretary Signature

070720
Date

REGULAR TEACHER CONTRACT

*Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract
for the employment of teacher pursuant to Ind. Code 20-28-6-4(b)*

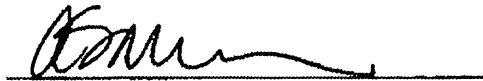
This regular teacher contract ("Contract") is by and between the governing body of the Franklin Township Community School Corporation ("Corporation") and **AMY S MCCABE** ("Teacher"). **AMY S MCCABE** is a teacher as defined in Ind. Code 20-18-2-22.

In exchange for the Teacher's services described below, the Corporation and the Teacher agree that:

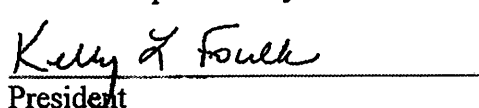
1. The Teacher shall teach in the schools of the Corporation for the school term, beginning July 1, 2020, and ending on June 30, 2021. Ind. Code 20-28-6-2(a)(3)(A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **260** days. Ind. Code 20-28-6-2(a)(3)(B)
3. The number of hours per day the Teacher is expected to work under this Contract is 8 hours 20 minutes one day a week and 7 hours 55 minutes 4 days a week. Ind. Code 20-28-6-2(a)(3)(E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **\$103,306.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in **26** installments on a biweekly basis. Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this 1st day of July, 2020.

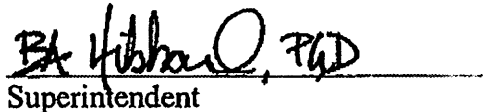
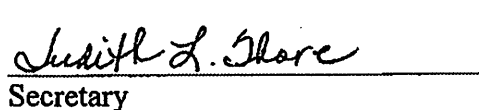
Teacher



School Corporation by:


President

Attested:


Superintendent
Secretary

**ADDENDUM TO THE REGULAR TEACHER'S CONTRACT FOR ADMINISTRATORS EMPLOYED BY THE
FRANKLIN TOWNSHIP COMMUNITY SCHOOL CORPORATION**

The Board of Education of the Franklin Township Community School Corporation and AMY S MCCABE have entered into a Regular Teacher's Contract dated July 1, 2020. The Board is hiring AMY S MCCABE as ASSISTANT PRINCIPAL HIGH SCHOOL and shall supplement the provisions contained in the teacher's contract and agree to the addendum as follows:

1. The contract described in the title of this addendum shall be supplemented with the provisions in the FTCSC Administrative Retirement Program and the following provisions in the teacher's negotiated agreement between the Corporation and the Franklin Township Education Association:

Article VI, Article VII, Article VIII, Article IX, G (2), J, Article X

If there is any conflict between that teachers' negotiated agreement and either the FTCSC Administrative Retirement Program and this addendum the provisions of that Retirement Program and this addendum pay will prevail. If there is any conflict between the FTCSC Retirement Program and this addendum, the provisions of this addendum will prevail.

2. The term of this contract shall be July 1, 2020 through June 30, 2021.
3. Each grandfathered administrator employed in positions set forth prior to June 24, 2013 health benefit shall be frozen at the amount of \$26,469.00 established in 2014-2015. Each grandfathered administrator may, but need not, elect through a Section 125 to utilize these payments for health and dental premiums. This amount paid to each grandfathered administrator shall be included in "annual compensation" as defined in IC 5-10.2-3-29(a) and used to the "average of annual compensation" and reported to the Indiana Public Retirement System for purposes of calculating the administrator's retirement benefit.

Each administrator employed in positions set forth on or after June 24, 2013 shall be enrolled in the School Corporation's group health insurance plan and shall contribute the following:

- a. For administrators enrolled in any single tier of the various group health insurance plans offered by the School Corporation, FTCSC will contribute an amount equal to the entire premium minus \$250.00 of the Hoosier School Benefit Trust Plans 2-5 in which the administrator is enrolled.
 - b. For administrators enrolled in plans other than the single tier of the various group health insurance plans offered by the School Corporation, FTCSC will contribute an amount equal to the entire premium minus \$500.00 of the Hoosier School Benefit Trust Plans 2-5 in which the administrator is enrolled.
 - c. For administrators enrolled in the basic group dental and vision insurance plans, FTCSC will pay the entire premium of the dental and vision plans for which the administrator is enrolled.
4. The Corporation shall provide a cancer and critical care insurance program for the cost of \$1.00 per year.
 5. The Corporation shall provide a life insurance policy valued at \$100,000 for the cost of \$1.00 per year.
 6. The Corporation shall provide a Long Term Disability Insurance Program that provides 66.67% of compensation in accordance with the plan document for the cost of \$1.00 per year. With the maximum annual benefit amount of \$53,328.
 7. Administrators contracted for 260 days are granted 20 paid vacation days per year. These vacation days will be credited on July 1 and may be used during the period of July 1 through June 30. Should the administrator leave the district prior to the end of their contract these days will be prorated. Each July 1st any unused vacation days may be carried forward up to a maximum of ten (10) accumulated days for the following year that may be used in addition to the annual entitlement. Accumulated and prorated unused vacation days will be paid out upon employment separation.
 8. Administrators are granted 10 sick days per year plus an additional 2 days the first year of employment. Administrators may transfer all accumulated sick days from the previous public school employers.
 9. Administrators are granted general leave at a rate of 8 per year. Unused general leave days may be accumulated the following year as sick days.
 10. At the request/approval of the superintendent, the corporation shall pay membership dues to a national and/or a state professional organization.
 11. Administrators shall be reimbursed at the IRS mileage rate for business related use of an automobile.
 12. With superintendent approval, administrators shall be paid a \$40.00 month stipend for use of their personal phone for business related purposes or be provided with a corporation phone.



Administrator's Signature

July 20, 2020

Date



Superintendent Signature



Board Secretary Signature

**ADDENDUM TO THE REGULAR TEACHER'S CONTRACT FOR ADMINISTRATORS EMPLOYED BY THE
FRANKLIN TOWNSHIP COMMUNITY SCHOOL CORPORATION**

The Board of Education of the Franklin Township Community School Corporation and AMY M MILLER have entered into a Regular Teacher's Contract dated July 1, 2020. The Board is hiring AMY M MILLER as PRINCIPAL INTERMEDIATE and shall supplement the provisions contained in the teacher's contract and agree to the addendum as follows:

1. The contract described in the title of this addendum shall be supplemented with the provisions in the FTCSC Administrative Retirement Program and the following provisions in the teacher's negotiated agreement between the Corporation and the Franklin Township Education Association:

Article VI, Article VII, Article VIII, Article IX, G (2), J, Article X

If there is any conflict between that teachers' negotiated agreement and either the FTCSC Administrative Retirement Program and this addendum the provisions of that Retirement Program and this addendum pay will prevail. If there is any conflict between the FTCSC Retirement Program and this addendum, the provisions of this addendum will prevail.

2. The term of this contract shall be July 1, 2020 through June 30, 2021.
3. Each grandfathered administrator employed in positions set forth prior to June 24, 2013 health benefit shall be frozen at the amount of \$26,469.00 established in 2014-2015. Each grandfathered administrator may, but need not, elect through a Section 125 to utilize these payments for health and dental premiums. This amount paid to each grandfathered administrator shall be included in "annual compensation" as defined in IC 5-10.2-3-29(a) and used to the "average of annual compensation" and reported to the Indiana Public Retirement System for purposes of calculating the administrator's retirement benefit.

Each administrator employed in positions set forth on or after June 24, 2013 shall be enrolled in the School Corporation's group health insurance plan and shall contribute the following:

- a. For administrators enrolled in any single tier of the various group health insurance plans offered by the School Corporation, FTCSC will contribute an amount equal to the entire premium minus \$250.00 of the Hoosier School Benefit Trust Plans 2-5 in which the administrator is enrolled.
 - b. For administrators enrolled in plans other than the single tier of the various group health insurance plans offered by the School Corporation, FTCSC will contribute an amount equal to the entire premium minus \$500.00 of the Hoosier School Benefit Trust Plans 2-5 in which the administrator is enrolled.
 - c. For administrators enrolled in the basic group dental and vision insurance plans, FTCSC will pay the entire premium of the dental and vision plans for which the administrator is enrolled.
4. The Corporation shall provide a cancer and critical care insurance program for the cost of \$1.00 per year.
 5. The Corporation shall provide a life insurance policy valued at \$100,000 for the cost of \$1.00 per year.
 6. The Corporation shall provide a Long Term Disability Insurance Program that provides 66.67% of compensation in accordance with the plan document for the cost of \$1.00 per year. With the maximum annual benefit amount of \$53,328.
 7. Administrators contracted for 260 days are granted 20 paid vacation days per year. These vacation days will be credited on July 1 and may be used during the period of July 1 through June 30. Should the administrator leave the district prior to the end of their contract these days will be prorated. Each July 1st any unused vacation days may be carried forward up to a maximum of ten (10) accumulated days for the following year that may be used in addition to the annual entitlement. Accumulated and prorated unused vacation days will be paid out upon employment separation.
 8. Administrators are granted 10 sick days per year plus an additional 2 days the first year of employment. Administrators may transfer all accumulated sick days from the previous public school employers.
 9. Administrators are granted general leave at a rate of 8 per year. Unused general leave days may be accumulated the following year as sick days.
 10. At the request/approval of the superintendent, the corporation shall pay membership dues to a national and/or a state professional organization.
 11. Administrators shall be reimbursed at the IRS mileage rate for business related use of an automobile.
 12. With superintendent approval, administrators shall be paid a \$40.00 month stipend for use of their personal phone for business related purposes or be provided with a corporation phone.



Administrator's Signature

7-20-2020

Date



Superintendent Signature



Board Secretary Signature

REGULAR TEACHER CONTRACT

*Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract
for the employment of teacher pursuant to Ind. Code 20-28-6-4(b)*

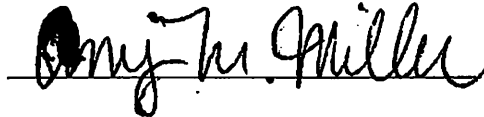
This regular teacher contract ("Contract") is by and between the governing body of the Franklin Township Community School Corporation ("Corporation") and AMY M MILLER ("Teacher"). AMY M MILLER is a teacher as defined in Ind. Code 20-18-2-22.

In exchange for the Teacher's services described below, the Corporation and the Teacher agree that:

1. The Teacher shall teach in the schools of the Corporation for the school term, beginning July 1, 2020, and ending on June 30, 2021. Ind. Code 20-28-6-2(a)(3)(A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **260** days. Ind. Code 20-28-6-2(a)(3)(B)
3. The number of hours per day the Teacher is expected to work under this Contract is 8 hours 20 minutes one day a week and 7 hours 55 minutes 4 days a week. Ind. Code 20-28-6-2(a)(3)(E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **\$131,052.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in **26** installments on a biweekly basis. Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this 1st day of July, 2020.

Teacher

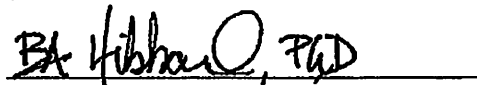


School Corporation by:

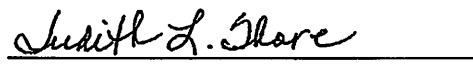


President

Attested:



Superintendent



Secretary

**ADDENDUM TO THE REGULAR TEACHER'S CONTRACT FOR ADMINISTRATORS EMPLOYED BY THE
FRANKLIN TOWNSHIP COMMUNITY SCHOOL CORPORATION**

The Board of Education of the Franklin Township Community School Corporation and MELISSA D MORRIS have entered into a Regular Teacher's Contract dated July 1, 2020. The Board is hiring MELISSA D MORRIS as PRINCIPAL ELEMENTARY and shall supplement the provisions contained in the teacher's contract and agree to the addendum as follows:

1. The contract described in the title of this addendum shall be supplemented with the provisions in the FTCSC Administrative Retirement Program and the following provisions in the teacher's negotiated agreement between the Corporation and the Franklin Township Education Association:

Article VI, Article VII, Article VIII, Article IX, G (2), J, Article X

If there is any conflict between that teachers' negotiated agreement and either the FTCSC Administrative Retirement Program and this addendum the provisions of that Retirement Program and this addendum pay will prevail. If there is any conflict between the FTCSC Retirement Program and this addendum, the provisions of this addendum will prevail.

2. The term of this contract shall be July 1, 2020 through June 30, 2021.
3. Each grandfathered administrator employed in positions set forth prior to June 24, 2013 health benefit shall be frozen at the amount of \$26,469.00 established in 2014-2015. Each grandfathered administrator may, but need not, elect through a Section 125 to utilize these payments for health and dental premiums. This amount paid to each grandfathered administrator shall be included in "annual compensation" as defined in IC 5-10.2-3-29(a) and used to the "average of annual compensation" and reported to the Indiana Public Retirement System for purposes of calculating the administrator's retirement benefit.

Each administrator employed in positions set forth on or after June 24, 2013 shall be enrolled in the School Corporation's group health insurance plan and shall contribute the following:

- a. For administrators enrolled in any single tier of the various group health insurance plans offered by the School Corporation, FTCSC will contribute an amount equal to the entire premium minus \$250.00 of the Hoosier School Benefit Trust Plans 2-5 in which the administrator is enrolled.
 - b. For administrators enrolled in plans other than the single tier of the various group health insurance plans offered by the School Corporation, FTCSC will contribute an amount equal to the entire premium minus \$500.00 of the Hoosier School Benefit Trust Plans 2-5 in which the administrator is enrolled.
 - c. For administrators enrolled in the basic group dental and vision insurance plans, FTCSC will pay the entire premium of the dental and vision plans for which the administrator is enrolled.
4. The Corporation shall provide a cancer and critical care insurance program for the cost of \$1.00 per year.
5. The Corporation shall provide a life insurance policy valued at \$100,000 for the cost of \$1.00 per year.
6. The Corporation shall provide a Long Term Disability Insurance Program that provides 66.67% of compensation in accordance with the plan document for the cost of \$1.00 per year. With the maximum annual benefit amount of \$53,328.
7. Administrators contracted for 260 days are granted 20 paid vacation days per year. These vacation days will be credited on July 1 and may be used during the period of July 1 through June 30. Should the administrator leave the district prior to the end of their contract these days will be prorated. Each July 1st any unused vacation days may be carried forward up to a maximum of ten (10) accumulated days for the following year that may be used in addition to the annual entitlement. Accumulated and prorated unused vacation days will be paid out upon employment separation.
8. Administrators are granted 10 sick days per year plus an additional 2 days the first year of employment. Administrators may transfer all accumulated sick days from the previous public school employers.
9. Administrators are granted general leave at a rate of 8 per year. Unused general leave days may be accumulated the following year as sick days.
10. At the request/approval of the superintendent, the corporation shall pay membership dues to a national and/or a state professional organization.
11. Administrators shall be reimbursed at the IRS mileage rate for business related use of an automobile.
12. With superintendent approval, administrators shall be paid a \$40.00 month stipend for use of their personal phone for business related purposes or be provided with a corporation phone.


Administrator's Signature


Superintendent Signature


Board Secretary Signature

7/15/20
Date

REGULAR TEACHER CONTRACT

*Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract
for the employment of teacher pursuant to Ind. Code 20-28-6-4(b)*

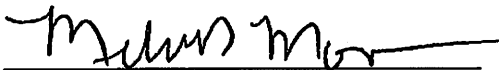
This regular teacher contract ("Contract") is by and between the governing body of the Franklin Township Community School Corporation ("Corporation") and **MELISSA D MORRIS** ("Teacher"). **MELISSA D MORRIS** is a teacher as defined in Ind. Code 20-18-2-22.

In exchange for the Teacher's services described below, the Corporation and the Teacher agree that:


1. The Teacher shall teach in the schools of the Corporation for the school term, beginning July 1, 2020, and ending on June 30, 2021. Ind. Code 20-28-6-2(a)(3)(A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **213** days. Ind. Code 20-28-6-2(a)(3)(B)
3. The number of hours per day the Teacher is expected to work under this Contract is 8 hours 20 minutes one day a week and 7 hours 55 minutes 4 days a week. Ind. Code 20-28-6-2(a)(3)(E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **\$106,151.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in **26** installments on a biweekly basis. Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this 1st day of July, 2020.

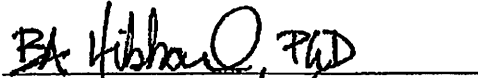
Teacher

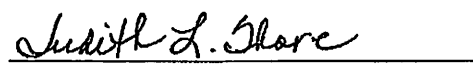


School Corporation by:


President

Attested:


Superintendent


Secretary

REGULAR TEACHER CONTRACT

*Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract
for the employment of teacher pursuant to Ind. Code 20-28-6-4(b)*

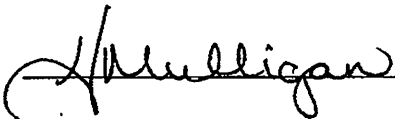
This regular teacher contract ("Contract") is by and between the governing body of the Franklin Township Community School Corporation ("Corporation") and **HALEY M MULLIGAN** ("Teacher"). **HALEY M MULLIGAN** is a teacher as defined in Ind. Code 20-18-2-22.

In exchange for the Teacher's services described below, the Corporation and the Teacher agree that:

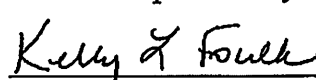
1. The Teacher shall teach in the schools of the Corporation for the school term, beginning July 1, 2020, and ending on June 30, 2021. Ind. Code 20-28-6-2(a)(3)(A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **260** days. Ind. Code 20-28-6-2(a)(3)(B)
3. The number of hours per day the Teacher is expected to work under this Contract is 8 hours 20 minutes one day a week and 7 hours 55 minutes 4 days a week. Ind. Code 20-28-6-2(a)(3)(E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **\$89,694.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in **26** installments on a biweekly basis. Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this 1st day of July, 2020.

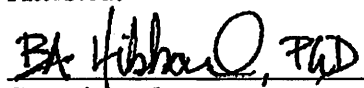
Teacher


_____

School Corporation by:

_____
President

Attested:

_____
Superintendent

_____
Secretary

**ADDENDUM TO THE REGULAR TEACHER'S CONTRACT FOR ADMINISTRATORS EMPLOYED BY THE
FRANKLIN TOWNSHIP COMMUNITY SCHOOL CORPORATION**

The Board of Education of the Franklin Township Community School Corporation and HALEY M MULLIGAN have entered into a Regular Teacher's Contract dated July 1, 2020. The Board is hiring HALEY M MULLIGAN as ANALYTIC & ASSESSMENT SUPERVISOR and shall supplement the provisions contained in the teacher's contract and agree to the addendum as follows:

1. The contract described in the title of this addendum shall be supplemented with the provisions in the FTCSC Administrative Retirement Program and the following provisions in the teacher's negotiated agreement between the Corporation and the Franklin Township Education Association:

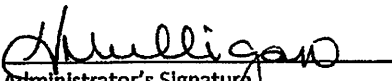
Article VI, Article VII, Article VIII, Article IX, G (2), J, Article X

If there is any conflict between that teachers' negotiated agreement and either the FTCSC Administrative Retirement Program and this addendum the provisions of that Retirement Program and this addendum pay will prevail. If there is any conflict between the FTCSC Retirement Program and this addendum, the provisions of this addendum will prevail.

2. The term of this contract shall be July 1, 2020 through June 30, 2021.
3. Each grandfathered administrator employed in positions set forth prior to June 24, 2013 health benefit shall be frozen at the amount of \$26,469.00 established in 2014-2015. Each grandfathered administrator may, but need not, elect through a Section 125 to utilize these payments for health and dental premiums. This amount paid to each grandfathered administrator shall be included in "annual compensation" as defined in IC 5-10.2-3-29(a) and used to the "average of annual compensation" and reported to the Indiana Public Retirement System for purposes of calculating the administrator's retirement benefit.

Each administrator employed in positions set forth on or after June 24, 2013 shall be enrolled in the School Corporation's group health insurance plan and shall contribute the following:

- a. For administrators enrolled in any single tier of the various group health insurance plans offered by the School Corporation, FTCSC will contribute an amount equal to the entire premium minus \$250.00 of the Hoosier School Benefit Trust Plans 2-5 in which the administrator is enrolled.
 - b. For administrators enrolled in plans other than the single tier of the various group health insurance plans offered by the School Corporation, FTCSC will contribute an amount equal to the entire premium minus \$500.00 of the Hoosier School Benefit Trust Plans 2-5 in which the administrator is enrolled.
 - c. For administrators enrolled in the basic group dental and vision insurance plans, FTCSC will pay the entire premium of the dental and vision plans for which the administrator is enrolled.
4. The Corporation shall provide a cancer and critical care insurance program for the cost of \$1.00 per year.
 5. The Corporation shall provide a life insurance policy valued at \$100,000 for the cost of \$1.00 per year.
 6. The Corporation shall provide a Long Term Disability Insurance Program that provides 66.67% of compensation in accordance with the plan document for the cost of \$1.00 per year. With the maximum annual benefit amount of \$53,328.
 7. Administrators contracted for 260 days are granted 20 paid vacation days per year. These vacation days will be credited on July 1 and may be used during the period of July 1 through June 30. Should the administrator leave the district prior to the end of their contract these days will be prorated. Each July 1st any unused vacation days may be carried forward up to a maximum of ten (10) accumulated days for the following year that may be used in addition to the annual entitlement. Accumulated and prorated unused vacation days will be paid out upon employment separation.
 8. Administrators are granted 10 sick days per year plus an additional 2 days the first year of employment. Administrators may transfer all accumulated sick days from the previous public school employers.
 9. Administrators are granted general leave at a rate of 8 per year. Unused general leave days may be accumulated the following year as sick days.
 10. At the request/approval of the superintendent, the corporation shall pay membership dues to a national and/or a state professional organization.
 11. Administrators shall be reimbursed at the IRS mileage rate for business related use of an automobile.
 12. With superintendent approval, administrators shall be paid a \$40.00 month stipend for use of their personal phone for business related purposes or be provided with a corporation phone.


Administrator's Signature

6/24/2020
Date


Superintendent Signature


Board Secretary Signature

**ADDENDUM TO THE REGULAR TEACHER'S CONTRACT FOR ADMINISTRATORS EMPLOYED BY THE
FRANKLIN TOWNSHIP COMMUNITY SCHOOL CORPORATION**

The Board of Education of the Franklin Township Community School Corporation and JEFFREY J MURPHY have entered into a Regular Teacher's Contract dated July 1, 2020. The Board is hiring JEFFREY J MURPHY as PRINCIPAL ELEMENTARY and shall supplement the provisions contained in the teacher's contract and agree to the addendum as follows:

1. The contract described in the title of this addendum shall be supplemented with the provisions in the FTCSC Administrative Retirement Program and the following provisions in the teacher's negotiated agreement between the Corporation and the Franklin Township Education Association:

Article VI, Article VII, Article VIII, Article IX, G (2), J, Article X

If there is any conflict between that teachers' negotiated agreement and either the FTCSC Administrative Retirement Program and this addendum the provisions of that Retirement Program and this addendum pay will prevail. If there is any conflict between the FTCSC Retirement Program and this addendum, the provisions of this addendum will prevail.

2. The term of this contract shall be July 1, 2020 through June 30, 2021.
3. Each grandfathered administrator employed in positions set forth prior to June 24, 2013 health benefit shall be frozen at the amount of \$26,469.00 established in 2014-2015. Each grandfathered administrator may, but need not, elect through a Section 125 to utilize these payments for health and dental premiums. This amount paid to each grandfathered administrator shall be included in "annual compensation" as defined in IC 5-10.2-3-29(a) and used to the "average of annual compensation" and reported to the Indiana Public Retirement System for purposes of calculating the administrator's retirement benefit.


Each administrator employed in positions set forth on or after June 24, 2013 shall be enrolled in the School Corporation's group health insurance plan and shall contribute the following:

- a. For administrators enrolled in any single tier of the various group health insurance plans offered by the School Corporation, FTCSC will contribute an amount equal to the entire premium minus \$250.00 of the Hoosier School Benefit Trust Plans 2-5 in which the administrator is enrolled.
 - b. For administrators enrolled in plans other than the single tier of the various group health insurance plans offered by the School Corporation, FTCSC will contribute an amount equal to the entire premium minus \$500.00 of the Hoosier School Benefit Trust Plans 2-5 in which the administrator is enrolled.
 - c. For administrators enrolled in the basic group dental and vision insurance plans, FTCSC will pay the entire premium of the dental and vision plans for which the administrator is enrolled.
4. The Corporation shall provide a cancer and critical care insurance program for the cost of \$1.00 per year.
 5. The Corporation shall provide a life insurance policy valued at \$100,000 for the cost of \$1.00 per year.
 6. The Corporation shall provide a Long Term Disability Insurance Program that provides 66.67% of compensation in accordance with the plan document for the cost of \$1.00 per year. With the maximum annual benefit amount of \$53,328.
 7. Administrators contracted for 260 days are granted 20 paid vacation days per year. These vacation days will be credited on July 1 and may be used during the period of July 1 through June 30. Should the administrator leave the district prior to the end of their contract these days will be prorated. Each July 1st any unused vacation days may be carried forward up to a maximum of ten (10) accumulated days for the following year that may be used in addition to the annual entitlement. Accumulated and prorated unused vacation days will be paid out upon employment separation.
 8. Administrators are granted 10 sick days per year plus an additional 2 days the first year of employment. Administrators may transfer all accumulated sick days from the previous public school employers.
 9. Administrators are granted general leave at a rate of 8 per year. Unused general leave days may be accumulated the following year as sick days.
 10. At the request/approval of the superintendent, the corporation shall pay membership dues to a national and/or a state professional organization.
 11. Administrators shall be reimbursed at the IRS mileage rate for business related use of an automobile.
 12. With superintendent approval, administrators shall be paid a \$40.00 month stipend for use of their personal phone for business related purposes or be provided with a corporation phone.


Administrator's Signature

7/15/2020
Date


Superintendent Signature


Board Secretary Signature

REGULAR TEACHER CONTRACT

*Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract
for the employment of teacher pursuant to Ind. Code 20-28-6-4(b)*

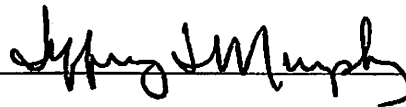
This regular teacher contract ("Contract") is by and between the governing body of the Franklin Township Community School Corporation ("Corporation") and **JEFFREY J MURPHY** ("Teacher"). **JEFFREY J MURPHY** is a teacher as defined in Ind. Code 20-18-2-22.

In exchange for the Teacher's services described below, the Corporation and the Teacher agree that:

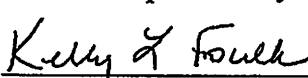
1. The Teacher shall teach in the schools of the Corporation for the school term, beginning July 1, 2020, and ending on June 30, 2021. Ind. Code 20-28-6-2(a)(3)(A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **213** days. Ind. Code 20-28-6-2(a)(3)(B)
3. The number of hours per day the Teacher is expected to work under this Contract is 8 hours 20 minutes one day a week and 7 hours 55 minutes 4 days a week. Ind. Code 20-28-6-2(a)(3)(E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **\$109,361.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in **26** installments on a biweekly basis. Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this 1st day of July, 2020.

Teacher

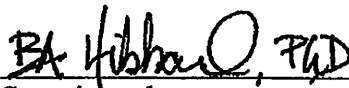


School Corporation by:




President

Attested:



Superintendent



Secretary

**ADDENDUM TO THE REGULAR TEACHER'S CONTRACT FOR ADMINISTRATORS EMPLOYED BY THE
FRANKLIN TOWNSHIP COMMUNITY SCHOOL CORPORATION**

The Board of Education of the Franklin Township Community School Corporation and WENDY M MYERS have entered into a Regular Teacher's Contract dated July 1, 2020. The Board is hiring WENDY M MYERS as PRINCIPAL ELEMENTARY and shall supplement the provisions contained in the teacher's contract and agree to the addendum as follows:

1. The contract described in the title of this addendum shall be supplemented with the provisions in the FTCSC Administrative Retirement Program and the following provisions in the teacher's negotiated agreement between the Corporation and the Franklin Township Education Association:

Article VI, Article VII, Article VIII, Article IX, G (2), J, Article X

If there is any conflict between that teachers' negotiated agreement and either the FTCSC Administrative Retirement Program and this addendum the provisions of that Retirement Program and this addendum pay will prevail. If there is any conflict between the FTCSC Retirement Program and this addendum, the provisions of this addendum will prevail.

2. The term of this contract shall be July 1, 2020 through June 30, 2021.
3. Each grandfathered administrator employed in positions set forth prior to June 24, 2013 health benefit shall be frozen at the amount of \$26,469.00 established in 2014-2015. Each grandfathered administrator may, but need not, elect through a Section 125 to utilize these payments for health and dental premiums. This amount paid to each grandfathered administrator shall be included in "annual compensation" as defined in IC 5-10.2-3-29(a) and used to the "average of annual compensation" and reported to the Indiana Public Retirement System for purposes of calculating the administrator's retirement benefit.

Each administrator employed in positions set forth on or after June 24, 2013 shall be enrolled in the School Corporation's group health insurance plan and shall contribute the following:

- a. For administrators enrolled in any single tier of the various group health insurance plans offered by the School Corporation, FTCSC will contribute an amount equal to the entire premium minus \$250.00 of the Hoosier School Benefit Trust Plans 2-5 in which the administrator is enrolled.
 - b. For administrators enrolled in plans other than the single tier of the various group health insurance plans offered by the School Corporation, FTCSC will contribute an amount equal to the entire premium minus \$500.00 of the Hoosier School Benefit Trust Plans 2-5 in which the administrator is enrolled.
 - c. For administrators enrolled in the basic group dental and vision insurance plans, FTCSC will pay the entire premium of the dental and vision plans for which the administrator is enrolled.
4. The Corporation shall provide a cancer and critical care insurance program for the cost of \$1.00 per year.
 5. The Corporation shall provide a life insurance policy valued at \$100,000 for the cost of \$1.00 per year.
 6. The Corporation shall provide a Long Term Disability Insurance Program that provides 66.67% of compensation in accordance with the plan document for the cost of \$1.00 per year. With the maximum annual benefit amount of \$53,328.
 7. Administrators contracted for 260 days are granted 20 paid vacation days per year. These vacation days will be credited on July 1 and may be used during the period of July 1 through June 30. Should the administrator leave the district prior to the end of their contract these days will be prorated. Each July 1st any unused vacation days may be carried forward up to a maximum of ten (10) accumulated days for the following year that may be used in addition to the annual entitlement. Accumulated and prorated unused vacation days will be paid out upon employment separation.
 8. Administrators are granted 10 sick days per year plus an additional 2 days the first year of employment. Administrators may transfer all accumulated sick days from the previous public school employers.
 9. Administrators are granted general leave at a rate of 8 per year. Unused general leave days may be accumulated the following year as sick days.
 10. At the request/approval of the superintendent, the corporation shall pay membership dues to a national and/or a state professional organization.
 11. Administrators shall be reimbursed at the IRS mileage rate for business related use of an automobile.
 12. With superintendent approval, administrators shall be paid a \$40.00 month stipend for use of their personal phone for business related purposes or be provided with a corporation phone.


Administrator's Signature

7/14/2020

Date


Superintendent Signature


Board Secretary Signature

REGULAR TEACHER CONTRACT

Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract

for the employment of teacher pursuant to Ind. Code 20-28-6-4(b)

This regular teacher contract ("Contract") is by and between the governing body of the Franklin Township Community School Corporation ("Corporation") and **WENDY M MYERS** ("Teacher"). **WENDY M MYERS** is a teacher as defined in Ind. Code 20-18-2-22.

In exchange for the Teacher's services described below, the Corporation and the Teacher agree that:

1. The Teacher shall teach in the schools of the Corporation for the school term, beginning July 1, 2020, and ending on June 30, 2021. Ind. Code 20-28-6-2(a)(3)(A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **213** days. Ind. Code 20-28-6-2(a)(3)(B)
3. The number of hours per day the Teacher is expected to work under this Contract is 8 hours 20 minutes one day a week and 7 hours 55 minutes 4 days a week. Ind. Code 20-28-6-2(a)(3)(E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **\$104,327.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in **26** installments on a biweekly basis. Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this 1st day of July, 2020.

Teacher

Wendy Myers

School Corporation by:

Kelly L. Foulk
President

Attested:

Barbara O. PhD
Superintendent

Judith L. Shore
Secretary

**ADDENDUM TO THE REGULAR TEACHER'S CONTRACT FOR ADMINISTRATORS EMPLOYED BY THE
FRANKLIN TOWNSHIP COMMUNITY SCHOOL CORPORATION**

The Board of Education of the Franklin Township Community School Corporation and MATTHEW P NYSEWANDER have entered into a Regular Teacher's Contract dated July 1, 2020. The Board is hiring MATTHEW P NYSEWANDER as ASSISTANT PRINCIPAL INTERMEDIATE and shall supplement the provisions contained in the teacher's contract and agree to the addendum as follows:

1. The contract described in the title of this addendum shall be supplemented with the provisions in the FTCSC Administrative Retirement Program and the following provisions in the teacher's negotiated agreement between the Corporation and the Franklin Township Education Association:

Article VI, Article VII, Article VIII, Article IX, G (2), J, Article X

If there is any conflict between that teachers' negotiated agreement and either the FTCSC Administrative Retirement Program and this addendum the provisions of that Retirement Program and this addendum pay will prevail. If there is any conflict between the FTCSC Retirement Program and this addendum, the provisions of this addendum will prevail.

2. The term of this contract shall be July 1, 2020 through June 30, 2021.
3. Each grandfathered administrator employed in positions set forth prior to June 24, 2013 health benefit shall be frozen at the amount of \$26,469.00 established in 2014-2015. Each grandfathered administrator may, but need not, elect through a Section 125 to utilize these payments for health and dental premiums. This amount paid to each grandfathered administrator shall be included in "annual compensation" as defined in IC 5-10.2-3-29(a) and used to the "average of annual compensation" and reported to the Indiana Public Retirement System for purposes of calculating the administrator's retirement benefit.

Each administrator employed in positions set forth on or after June 24, 2013 shall be enrolled in the School Corporation's group health insurance plan and shall contribute the following:

- a. For administrators enrolled in any single tier of the various group health insurance plans offered by the School Corporation, FTCSC will contribute an amount equal to the entire premium minus \$250.00 of the Hoosier School Benefit Trust Plans 2-5 in which the administrator is enrolled.
 - b. For administrators enrolled in plans other than the single tier of the various group health insurance plans offered by the School Corporation, FTCSC will contribute an amount equal to the entire premium minus \$500.00 of the Hoosier School Benefit Trust Plans 2-5 in which the administrator is enrolled.
 - c. For administrators enrolled in the basic group dental and vision insurance plans, FTCSC will pay the entire premium of the dental and vision plans for which the administrator is enrolled.
4. The Corporation shall provide a cancer and critical care insurance program for the cost of \$1.00 per year.
 5. The Corporation shall provide a life insurance policy valued at \$100,000 for the cost of \$1.00 per year.
 6. The Corporation shall provide a Long Term Disability Insurance Program that provides 66.67% of compensation in accordance with the plan document for the cost of \$1.00 per year. With the maximum annual benefit amount of \$53,328.
 7. Administrators contracted for 260 days are granted 20 paid vacation days per year. These vacation days will be credited on July 1 and may be used during the period of July 1 through June 30. Should the administrator leave the district prior to the end of their contract these days will be prorated. Each July 1st any unused vacation days may be carried forward up to a maximum of ten (10) accumulated days for the following year that may be used in addition to the annual entitlement. Accumulated and prorated unused vacation days will be paid out upon employment separation.
 8. Administrators are granted 10 sick days per year plus an additional 2 days the first year of employment. Administrators may transfer all accumulated sick days from the previous public school employers.
 9. Administrators are granted general leave at a rate of 8 per year. Unused general leave days may be accumulated the following year as sick days.
 10. At the request/approval of the superintendent, the corporation shall pay membership dues to a national and/or a state professional organization.
 11. Administrators shall be reimbursed at the IRS mileage rate for business related use of an automobile.
 12. With superintendent approval, administrators shall be paid a \$40.00 month stipend for use of their personal phone for business related purposes or be provided with a corporation phone.

Administrator's Signature

Superintendent Signature

Date

Board Secretary Signature

REGULAR TEACHER CONTRACT

*Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract
for the employment of teacher pursuant to Ind. Code 20-28-6-4(b)*

This regular teacher contract ("Contract") is by and between the governing body of the Franklin Township Community School Corporation ("Corporation") and **MATTHEW P NYSEWANDER** ("Teacher"). **MATTHEW P NYSEWANDER** is a teacher as defined in Ind. Code 20-18-2-22.

In exchange for the Teacher's services described below, the Corporation and the Teacher agree that:


1. The Teacher shall teach in the schools of the Corporation for the school term, beginning July 1, 2020, and ending on June 30, 2021. Ind. Code 20-28-6-2(a)(3)(A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **213** days. Ind. Code 20-28-6-2(a)(3)(B)
3. The number of hours per day the Teacher is expected to work under this Contract is 8 hours 20 minutes one day a week and 7 hours 55 minutes 4 days a week. Ind. Code 20-28-6-2(a)(3)(E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **\$94,131.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in **26** installments on a biweekly basis. Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this 1st day of July, 2020.

Teacher

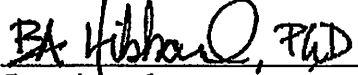


School Corporation by:

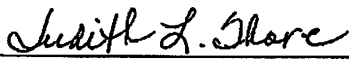


President

Attested:



Superintendent



Secretary

REGULAR TEACHER CONTRACT

Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract

for the employment of teacher pursuant to Ind. Code 20-28-6-4(b)

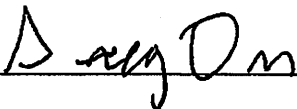
This regular teacher contract ("Contract") is by and between the governing body of the Franklin Township Community School Corporation ("Corporation") and **GREG S ORR** ("Teacher"). **GREG S ORR** is a teacher as defined in Ind. Code 20-18-2-22.

In exchange for the Teacher's services described below, the Corporation and the Teacher agree that:

1. The Teacher shall teach in the schools of the Corporation for the school term, beginning July 1, 2020, and ending on June 30, 2021. Ind. Code 20-28-6-2(a)(3)(A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **260** days. Ind. Code 20-28-6-2(a)(3)(B)
3. The number of hours per day the Teacher is expected to work under this Contract is 8 hours 20 minutes one day a week and 7 hours 55 minutes 4 days a week. Ind. Code 20-28-6-2(a)(3)(E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **\$109,361.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in **26** installments on a biweekly basis. Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this 1st day of July, 2020.


Teacher

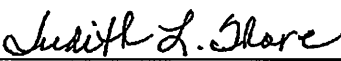


School Corporation by:


President

Attested:


Superintendent


Secretary

**ADDENDUM TO THE REGULAR TEACHER'S CONTRACT FOR ADMINISTRATORS EMPLOYED BY THE
FRANKLIN TOWNSHIP COMMUNITY SCHOOL CORPORATION**

The Board of Education of the Franklin Township Community School Corporation and GREG S ORR have entered into a Regular Teacher's Contract dated July 1, 2020. The Board is hiring GREG S ORR as ATHLETIC DIRECTOR HIGH SCHOOL and shall supplement the provisions contained in the teacher's contract and agree to the addendum as follows:

1. The contract described in the title of this addendum shall be supplemented with the provisions in the FTCSC Administrative Retirement Program and the following provisions in the teacher's negotiated agreement between the Corporation and the Franklin Township Education Association:

Article VI, Article VII, Article VIII, Article IX, G (2), J, Article X

If there is any conflict between that teachers' negotiated agreement and either the FTCSC Administrative Retirement Program and this addendum the provisions of that Retirement Program and this addendum pay will prevail. If there is any conflict between the FTCSC Retirement Program and this addendum, the provisions of this addendum will prevail.

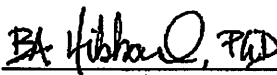
2. The term of this contract shall be July 1, 2020 through June 30, 2021.
3. Each grandfathered administrator employed in positions set forth prior to June 24, 2013 health benefit shall be frozen at the amount of \$26,469.00 established in 2014-2015. Each grandfathered administrator may, but need not, elect through a Section 125 to utilize these payments for health and dental premiums. This amount paid to each grandfathered administrator shall be included in "annual compensation" as defined in IC 5-10.2-3-29(a) and used to the "average of annual compensation" and reported to the Indiana Public Retirement System for purposes of calculating the administrator's retirement benefit.

Each administrator employed in positions set forth on or after June 24, 2013 shall be enrolled in the School Corporation's group health insurance plan and shall contribute the following:

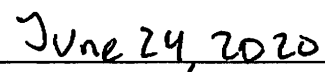
- a. For administrators enrolled in any single tier of the various group health insurance plans offered by the School Corporation, FTCSC will contribute an amount equal to the entire premium minus \$250.00 of the Hoosier School Benefit Trust Plans 2-5 in which the administrator is enrolled.
 - b. For administrators enrolled in plans other than the single tier of the various group health insurance plans offered by the School Corporation, FTCSC will contribute an amount equal to the entire premium minus \$500.00 of the Hoosier School Benefit Trust Plans 2-5 in which the administrator is enrolled.
 - c. For administrators enrolled in the basic group dental and vision insurance plans, FTCSC will pay the entire premium of the dental and vision plans for which the administrator is enrolled.
4. The Corporation shall provide a cancer and critical care insurance program for the cost of \$1.00 per year.
 5. The Corporation shall provide a life insurance policy valued at \$100,000 for the cost of \$1.00 per year.
 6. The Corporation shall provide a Long Term Disability Insurance Program that provides 66.67% of compensation in accordance with the plan document for the cost of \$1.00 per year. With the maximum annual benefit amount of \$53,328.
 7. Administrators contracted for 260 days are granted 20 paid vacation days per year. These vacation days will be credited on July 1 and may be used during the period of July 1 through June 30. Should the administrator leave the district prior to the end of their contract these days will be prorated. Each July 1st any unused vacation days may be carried forward up to a maximum of ten (10) accumulated days for the following year that may be used in addition to the annual entitlement. Accumulated and prorated unused vacation days will be paid out upon employment separation.
 8. Administrators are granted 10 sick days per year plus an additional 2 days the first year of employment. Administrators may transfer all accumulated sick days from the previous public school employers.
 9. Administrators are granted general leave at a rate of 8 per year. Unused general leave days may be accumulated the following year as sick days.
 10. At the request/approval of the superintendent, the corporation shall pay membership dues to a national and/or a state professional organization.
 11. Administrators shall be reimbursed at the IRS mileage rate for business related use of an automobile.
 12. With superintendent approval, administrators shall be paid a \$40.00 month stipend for use of their personal phone for business related purposes or be provided with a corporation phone.



Administrator's Signature



Superintendent Signature



Date



Board Secretary Signature

REGULAR TEACHER CONTRACT

*Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract
for the employment of teacher pursuant to Ind. Code 20-28-6-4(b)*

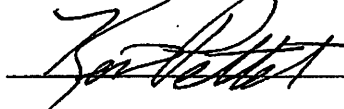
This regular teacher contract ("Contract") is by and between the governing body of the Franklin Township Community School Corporation ("Corporation") and **KENT L PETTET** ("Teacher"). **KENT L PETTET** is a teacher as defined in Ind. Code 20-18-2-22.

In exchange for the Teacher's services described below, the Corporation and the Teacher agree that:

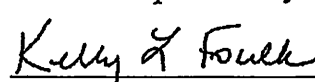
1. The Teacher shall teach in the schools of the Corporation for the school term, beginning July 1, 2020, and ending on June 30, 2021. Ind. Code 20-28-6-2(a)(3)(A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **260** days. Ind. Code 20-28-6-2(a)(3)(B)
3. The number of hours per day the Teacher is expected to work under this Contract is 8 hours 20 minutes one day a week and 7 hours 55 minutes 4 days a week. Ind. Code 20-28-6-2(a)(3)(E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **\$117,240.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in **26** installments on a biweekly basis. Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this 1st day of July, 2020.

Teacher

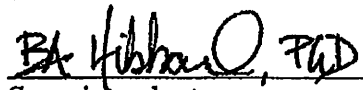


School Corporation by:

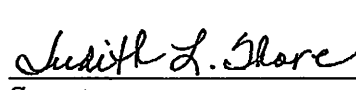


President

Attested:



Superintendent



Secretary

**ADDENDUM TO THE REGULAR TEACHER'S CONTRACT FOR ADMINISTRATORS EMPLOYED BY THE
FRANKLIN TOWNSHIP COMMUNITY SCHOOL CORPORATION**

The Board of Education of the Franklin Township Community School Corporation and KENT L PETTET have entered into a Regular Teacher's Contract dated July 1, 2020. The Board is hiring KENT L PETTET as CHIEF PEOPLE OFFICER and shall supplement the provisions contained in the teacher's contract and agree to the addendum as follows:

1. The contract described in the title of this addendum shall be supplemented with the provisions in the FTCSC Administrative Retirement Program and the following provisions in the teacher's negotiated agreement between the Corporation and the Franklin Township Education Association:

Article VI, Article VII, Article VIII, Article IX, G (2), J, Article X

If there is any conflict between that teachers' negotiated agreement and either the FTCSC Administrative Retirement Program and this addendum the provisions of that Retirement Program and this addendum pay will prevail. If there is any conflict between the FTCSC Retirement Program and this addendum, the provisions of this addendum will prevail.

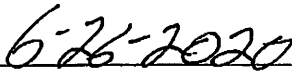
2. The term of this contract shall be July 1, 2020 through June 30, 2021.
3. Each grandfathered administrator employed in positions set forth prior to June 24, 2013 health benefit shall be frozen at the amount of \$26,469.00 established in 2014-2015. Each grandfathered administrator may, but need not, elect through a Section 125 to utilize these payments for health and dental premiums. This amount paid to each grandfathered administrator shall be included in "annual compensation" as defined in IC 5-10.2-3-29(a) and used to the "average of annual compensation" and reported to the Indiana Public Retirement System for purposes of calculating the administrator's retirement benefit.

Each administrator employed in positions set forth on or after June 24, 2013 shall be enrolled in the School Corporation's group health insurance plan and shall contribute the following:

- a. For administrators enrolled in any single tier of the various group health insurance plans offered by the School Corporation, FTCSC will contribute an amount equal to the entire premium minus \$250.00 of the Hoosier School Benefit Trust Plans 2-5 in which the administrator is enrolled.
 - b. For administrators enrolled in plans other than the single tier of the various group health insurance plans offered by the School Corporation, FTCSC will contribute an amount equal to the entire premium minus \$500.00 of the Hoosier School Benefit Trust Plans 2-5 in which the administrator is enrolled.
 - c. For administrators enrolled in the basic group dental and vision insurance plans, FTCSC will pay the entire premium of the dental and vision plans for which the administrator is enrolled.
4. The Corporation shall provide a cancer and critical care insurance program for the cost of \$1.00 per year.
 5. The Corporation shall provide a life insurance policy valued at \$100,000 for the cost of \$1.00 per year.
 6. The Corporation shall provide a Long Term Disability Insurance Program that provides 66.67% of compensation in accordance with the plan document for the cost of \$1.00 per year. With the maximum annual benefit amount of \$53,328.
 7. Administrators contracted for 260 days are granted 20 paid vacation days per year. These vacation days will be credited on July 1 and may be used during the period of July 1 through June 30. Should the administrator leave the district prior to the end of their contract these days will be prorated. Each July 1st any unused vacation days may be carried forward up to a maximum of ten (10) accumulated days for the following year that may be used in addition to the annual entitlement. Accumulated and prorated unused vacation days will be paid out upon employment separation.
 8. Administrators are granted 10 sick days per year plus an additional 2 days the first year of employment. Administrators may transfer all accumulated sick days from the previous public school employers.
 9. Administrators are granted general leave at a rate of 8 per year. Unused general leave days may be accumulated the following year as sick days.
 10. At the request/approval of the superintendent, the corporation shall pay membership dues to a national and/or a state professional organization.
 11. Administrators shall be reimbursed at the IRS mileage rate for business related use of an automobile.
 12. With superintendent approval, administrators shall be paid a \$100.00 month stipend for use of their personal phone for business related purposes or be provided with a corporation phone.


Administrator's Signature


Superintendent Signature


Date


Board Secretary Signature

REGULAR TEACHER CONTRACT

Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract

for the employment of teacher pursuant to Ind. Code 20-28-6-4(b)

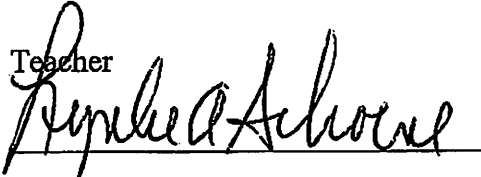
This regular teacher contract ("Contract") is by and between the governing body of the Franklin Township Community School Corporation ("Corporation") and **LYNLIE A SCHOENE** ("Teacher"). **LYNLIE A SCHOENE** is a teacher as defined in Ind. Code 20-18-2-22.

In exchange for the Teacher's services described below, the Corporation and the Teacher agree that:

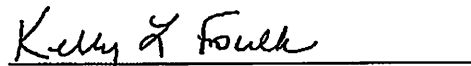
1. The Teacher shall teach in the schools of the Corporation for the school term, beginning July 1, 2020, and ending on June 30, 2021. Ind. Code 20-28-6-2(a)(3)(A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **260** days. Ind. Code 20-28-6-2(a)(3)(B)
3. The number of hours per day the Teacher is expected to work under this Contract is 8 hours 20 minutes one day a week and 7 hours 55 minutes 4 days a week. Ind. Code 20-28-6-2(a)(3)(E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **\$137,472.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in **26** installments on a biweekly basis. Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this 1st day of July, 2020.

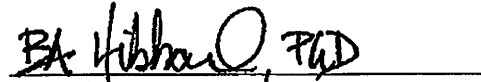
Teacher

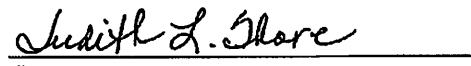


School Corporation by:


President

Attested:


Superintendent


Secretary

**ADDENDUM TO THE REGULAR TEACHER'S CONTRACT FOR ADMINISTRATORS EMPLOYED BY THE
FRANKLIN TOWNSHIP COMMUNITY SCHOOL CORPORATION**

The Board of Education of the Franklin Township Community School Corporation and LYNLIE A SCHOENE have entered into a Regular Teacher's Contract dated July 1, 2020. The Board is hiring LYNLIE A SCHOENE as CHIEF INNOVATION OFFICER and shall supplement the provisions contained in the teacher's contract and agree to the addendum as follows:

1. The contract described in the title of this addendum shall be supplemented with the provisions in the FTCSC Administrative Retirement Program and the following provisions in the teacher's negotiated agreement between the Corporation and the Franklin Township Education Association:

Article VI, Article VII, Article VIII, Article IX, G (2), J, Article X

If there is any conflict between that teachers' negotiated agreement and either the FTCSC Administrative Retirement Program and this addendum the provisions of that Retirement Program and this addendum pay will prevail. If there is any conflict between the FTCSC Retirement Program and this addendum, the provisions of this addendum will prevail.

2. The term of this contract shall be July 1, 2020 through June 30, 2021.
3. Each grandfathered administrator employed in positions set forth prior to June 24, 2013 health benefit shall be frozen at the amount of \$26,469.00 established in 2014-2015. Each grandfathered administrator may, but need not, elect through a Section 125 to utilize these payments for health and dental premiums. This amount paid to each grandfathered administrator shall be included in "annual compensation" as defined in IC 5-10.2-3-29(a) and used to the "average of annual compensation" and reported to the Indiana Public Retirement System for purposes of calculating the administrator's retirement benefit.

Each administrator employed in positions set forth on or after June 24, 2013 shall be enrolled in the School Corporation's group health insurance plan and shall contribute the following:

- a. For administrators enrolled in any single tier of the various group health insurance plans offered by the School Corporation, FTCSC will contribute an amount equal to the entire premium minus \$250.00 of the Hoosier School Benefit Trust Plans 2-5 in which the administrator is enrolled.
 - b. For administrators enrolled in plans other than the single tier of the various group health insurance plans offered by the School Corporation, FTCSC will contribute an amount equal to the entire premium minus \$500.00 of the Hoosier School Benefit Trust Plans 2-5 in which the administrator is enrolled.
 - c. For administrators enrolled in the basic group dental and vision insurance plans, FTCSC will pay the entire premium of the dental and vision plans for which the administrator is enrolled.
4. The Corporation shall provide a cancer and critical care insurance program for the cost of \$1.00 per year.
 5. The Corporation shall provide a life insurance policy valued at \$100,000 for the cost of \$1.00 per year.
 6. The Corporation shall provide a Long Term Disability Insurance Program that provides 66.67% of compensation in accordance with the plan document for the cost of \$1.00 per year. With the maximum annual benefit amount of \$53,328.
 7. Administrators contracted for 260 days are granted 20 paid vacation days per year. These vacation days will be credited on July 1 and may be used during the period of July 1 through June 30. Should the administrator leave the district prior to the end of their contract these days will be prorated. Each July 1st any unused vacation days may be carried forward up to a maximum of ten (10) accumulated days for the following year that may be used in addition to the annual entitlement. Accumulated and prorated unused vacation days will be paid out upon employment separation.
 8. Administrators are granted 10 sick days per year plus an additional 2 days the first year of employment. Administrators may transfer all accumulated sick days from the previous public school employers.
 9. Administrators are granted general leave at a rate of 8 per year. Unused general leave days may be accumulated the following year as sick days.
 10. At the request/approval of the superintendent, the corporation shall pay membership dues to a national and/or a state professional organization.
 11. Administrators shall be reimbursed at the IRS mileage rate for business related use of an automobile.
 12. With superintendent approval, administrators shall be paid a \$100.00 month stipend for use of their personal phone for business related purposes or be provided with a corporation phone.


Administrator's Signature

Date

6/24/20


Superintendent Signature


Board Secretary Signature

**ADDENDUM TO THE REGULAR TEACHER'S CONTRACT FOR ADMINISTRATORS EMPLOYED BY THE
FRANKLIN TOWNSHIP COMMUNITY SCHOOL CORPORATION**

The Board of Education of the Franklin Township Community School Corporation and COURTNEY A SCOTT have entered into a Regular Teacher's Contract dated July 1, 2020. The Board is hiring COURTNEY A SCOTT as ASSISTANT PRINCIPAL JUNIOR HIGH and shall supplement the provisions contained in the teacher's contract and agree to the addendum as follows:

1. The contract described in the title of this addendum shall be supplemented with the provisions in the FTCSC Administrative Retirement Program and the following provisions in the teacher's negotiated agreement between the Corporation and the Franklin Township Education Association:


Article VI, Article VII, Article VIII, Article IX, G (2), J, Article X

If there is any conflict between that teachers' negotiated agreement and either the FTCSC Administrative Retirement Program and this addendum the provisions of that Retirement Program and this addendum pay will prevail. If there is any conflict between the FTCSC Retirement Program and this addendum, the provisions of this addendum will prevail.

2. The term of this contract shall be July 1, 2020 through June 30, 2021.
3. Each grandfathered administrator employed in positions set forth prior to June 24, 2013 health benefit shall be frozen at the amount of \$26,469.00 established in 2014-2015. Each grandfathered administrator may, but need not, elect through a Section 125 to utilize these payments for health and dental premiums. This amount paid to each grandfathered administrator shall be included in "annual compensation" as defined in IC 5-10.2-3-29(a) and used to the "average of annual compensation" and reported to the Indiana Public Retirement System for purposes of calculating the administrator's retirement benefit.

Each administrator employed in positions set forth on or after June 24, 2013 shall be enrolled in the School Corporation's group health insurance plan and shall contribute the following:

- a. For administrators enrolled in any single tier of the various group health insurance plans offered by the School Corporation, FTCSC will contribute an amount equal to the entire premium minus \$250.00 of the Hoosier School Benefit Trust Plans 2-5 in which the administrator is enrolled.
 - b. For administrators enrolled in plans other than the single tier of the various group health insurance plans offered by the School Corporation, FTCSC will contribute an amount equal to the entire premium minus \$500.00 of the Hoosier School Benefit Trust Plans 2-5 in which the administrator is enrolled.
 - c. For administrators enrolled in the basic group dental and vision insurance plans, FTCSC will pay the entire premium of the dental and vision plans for which the administrator is enrolled.
4. The Corporation shall provide a cancer and critical care insurance program for the cost of \$1.00 per year.
 5. The Corporation shall provide a life insurance policy valued at \$100,000 for the cost of \$1.00 per year.
 6. The Corporation shall provide a Long Term Disability Insurance Program that provides 66.67% of compensation in accordance with the plan document for the cost of \$1.00 per year. With the maximum annual benefit amount of \$53,328.
 7. Administrators contracted for 260 days are granted 20 paid vacation days per year. These vacation days will be credited on July 1 and may be used during the period of July 1 through June 30. Should the administrator leave the district prior to the end of their contract these days will be prorated. Each July 1st any unused vacation days may be carried forward up to a maximum of ten (10) accumulated days for the following year that may be used in addition to the annual entitlement. Accumulated and prorated unused vacation days will be paid out upon employment separation.
 8. Administrators are granted 10 sick days per year plus an additional 2 days the first year of employment. Administrators may transfer all accumulated sick days from the previous public school employers.
 9. Administrators are granted general leave at a rate of 8 per year. Unused general leave days may be accumulated the following year as sick days.
 10. At the request/approval of the superintendent, the corporation shall pay membership dues to a national and/or a state professional organization.
 11. Administrators shall be reimbursed at the IRS mileage rate for business related use of an automobile.
 12. With superintendent approval, administrators shall be paid a \$40.00 month stipend for use of their personal phone for business related purposes or be provided with a corporation phone.


Administrator's Signature


Superintendent Signature

8/12/2020
Date


Board Secretary Signature

REGULAR TEACHER CONTRACT

*Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract
for the employment of teacher pursuant to Ind. Code 20-28-6-4(b)*

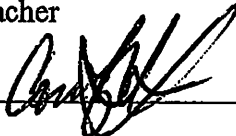
This regular teacher contract ("Contract") is by and between the governing body of the Franklin Township Community School Corporation ("Corporation") and **COURTNEY A SCOTT** ("Teacher"). **COURTNEY A SCOTT** is a teacher as defined in Ind. Code 20-18-2-22.

In exchange for the Teacher's services described below, the Corporation and the Teacher agree that:


1. The Teacher shall teach in the schools of the Corporation for the school term, beginning July 1, 2020, and ending on June 30, 2021. Ind. Code 20-28-6-2(a)(3)(A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **213** days. Ind. Code 20-28-6-2(a)(3)(B)
3. The number of hours per day the Teacher is expected to work under this Contract is 8 hours 20 minutes one day a week and 7 hours 55 minutes 4 days a week. Ind. Code 20-28-6-2(a)(3)(E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **\$119,826.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in **26** installments on a biweekly basis. Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this 1st day of July, 2020.

Teacher

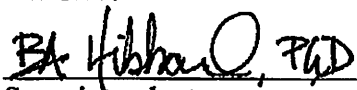


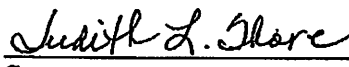
School Corporation by:



President

Attested:



Superintendent

Secretary

**ADDENDUM TO THE REGULAR TEACHER'S CONTRACT FOR ADMINISTRATORS EMPLOYED BY THE
FRANKLIN TOWNSHIP COMMUNITY SCHOOL CORPORATION**

The Board of Education of the Franklin Township Community School Corporation and ROBERT ALLEN SMITH have entered into a Regular Teacher's Contract dated July 1, 2020. The Board is hiring ROBERT ALLEN SMITH as ASSISTANT PRINCIPAL INTERMEDIATE and shall supplement the provisions contained in the teacher's contract and agree to the addendum as follows:

1. The contract described in the title of this addendum shall be supplemented with the provisions in the FTCSC Administrative Retirement Program and the following provisions in the teacher's negotiated agreement between the Corporation and the Franklin Township Education Association:

Article VI, Article VII, Article VIII, Article IX, G (2), J, Article X

If there is any conflict between that teachers' negotiated agreement and either the FTCSC Administrative Retirement Program and this addendum the provisions of that Retirement Program and this addendum pay will prevail. If there is any conflict between the FTCSC Retirement Program and this addendum, the provisions of this addendum will prevail.

2. The term of this contract shall be July 1, 2020 through June 30, 2021.
3. Each grandfathered administrator employed in positions set forth prior to June 24, 2013 health benefit shall be frozen at the amount of \$26,469.00 established in 2014-2015. Each grandfathered administrator may, but need not, elect through a Section 125 to utilize these payments for health and dental premiums. This amount paid to each grandfathered administrator shall be included in "annual compensation" as defined in IC 5-10.2-3-29(a) and used to the "average of annual compensation" and reported to the Indiana Public Retirement System for purposes of calculating the administrator's retirement benefit.

Each administrator employed in positions set forth on or after June 24, 2013 shall be enrolled in the School Corporation's group health insurance plan and shall contribute the following:

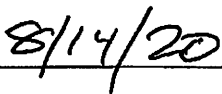
- a. For administrators enrolled in any single tier of the various group health insurance plans offered by the School Corporation, FTCSC will contribute an amount equal to the entire premium minus \$250.00 of the Hoosier School Benefit Trust Plans 2-5 in which the administrator is enrolled.
 - b. For administrators enrolled in plans other than the single tier of the various group health insurance plans offered by the School Corporation, FTCSC will contribute an amount equal to the entire premium minus \$500.00 of the Hoosier School Benefit Trust Plans 2-5 in which the administrator is enrolled.
 - c. For administrators enrolled in the basic group dental and vision insurance plans, FTCSC will pay the entire premium of the dental and vision plans for which the administrator is enrolled.
4. The Corporation shall provide a cancer and critical care insurance program for the cost of \$1.00 per year.
 5. The Corporation shall provide a life insurance policy valued at \$100,000 for the cost of \$1.00 per year.
 6. The Corporation shall provide a Long Term Disability Insurance Program that provides 66.67% of compensation in accordance with the plan document for the cost of \$1.00 per year. With the maximum annual benefit amount of \$53,328.
 7. Administrators contracted for 260 days are granted 20 paid vacation days per year. These vacation days will be credited on July 1 and may be used during the period of July 1 through June 30. Should the administrator leave the district prior to the end of their contract these days will be prorated. Each July 1st any unused vacation days may be carried forward up to a maximum of ten (10) accumulated days for the following year that may be used in addition to the annual entitlement. Accumulated and prorated unused vacation days will be paid out upon employment separation.
 8. Administrators are granted 10 sick days per year plus an additional 2 days the first year of employment. Administrators may transfer all accumulated sick days from the previous public school employers.
 9. Administrators are granted general leave at a rate of 8 per year. Unused general leave days may be accumulated the following year as sick days.
 10. At the request/approval of the superintendent, the corporation shall pay membership dues to a national and/or a state professional organization.
 11. Administrators shall be reimbursed at the IRS mileage rate for business related use of an automobile.
 12. With superintendent approval, administrators shall be paid a \$40.00 month stipend for use of their personal phone for business related purposes or be provided with a corporation phone.



Administrator's Signature



Superintendent Signature



Date



Board Secretary Signature

REGULAR TEACHER CONTRACT

*Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract
for the employment of teacher pursuant to Ind. Code 20-28-6-4(b)*

This regular teacher contract ("Contract") is by and between the governing body of the Franklin Township Community School Corporation ("Corporation") and **ROBERT ALLEN SMITH** ("Teacher"). **ROBERT ALLEN SMITH** is a teacher as defined in Ind. Code 20-18-2-22.

In exchange for the Teacher's services described below, the Corporation and the Teacher agree that:

1. The Teacher shall teach in the schools of the Corporation for the school term, beginning July 1, 2020, and ending on June 30, 2021. Ind. Code 20-28-6-2(a)(3)(A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **213** days. Ind. Code 20-28-6-2(a)(3)(B)
3. The number of hours per day the Teacher is expected to work under this Contract is 8 hours 20 minutes one day a week and 7 hours 55 minutes 4 days a week. Ind. Code 20-28-6-2(a)(3)(E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **\$119,826.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in **26** installments on a biweekly basis. Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this 1st day of July, 2020.

Teacher

Robert A. Smith

School Corporation by:

Kelly A. Fouch
President

Attested:

BA Hibbard, PhD
Superintendent

Judith L. Shore
Secretary

REGULAR TEACHER CONTRACT

*Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract
for the employment of teacher pursuant to Ind. Code 20-28-6-4(b)*

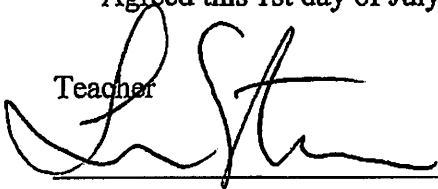
This regular teacher contract ("Contract") is by and between the governing body of the Franklin Township Community School Corporation ("Corporation") and **TONI S STEVENSON** ("Teacher"). **TONI S STEVENSON** is a teacher as defined in Ind. Code 20-18-2-22.

In exchange for the Teacher's services described below, the Corporation and the Teacher agree that:


1. The Teacher shall teach in the schools of the Corporation for the school term, beginning July 1, 2020, and ending on June 30, 2021. Ind. Code 20-28-6-2(a)(3)(A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **260** days. Ind. Code 20-28-6-2(a)(3)(B)
3. The number of hours per day the Teacher is expected to work under this Contract is 8 hours 20 minutes one day a week and 7 hours 55 minutes 4 days a week. Ind. Code 20-28-6-2(a)(3)(E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **\$148,709.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in **26** installments on a biweekly basis. Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this 1st day of July, 2020.

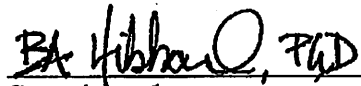
Teacher

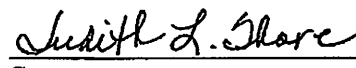


School Corporation by:


President

Attested:


Superintendent


Secretary

**ADDENDUM TO THE REGULAR TEACHER'S CONTRACT FOR ADMINISTRATORS EMPLOYED BY THE
FRANKLIN TOWNSHIP COMMUNITY SCHOOL CORPORATION**

The Board of Education of the Franklin Township Community School Corporation and TONI S STEVENSON have entered into a Regular Teacher's Contract dated July 1, 2020. The Board is hiring TONI S STEVENSON as CHIEF ACADEMIC OFFICER, ELEMENTARY and shall supplement the provisions contained in the teacher's contract and agree to the addendum as follows:

1. The contract described in the title of this addendum shall be supplemented with the provisions in the FTCSC Administrative Retirement Program and the following provisions in the teacher's negotiated agreement between the Corporation and the Franklin Township Education Association:

Article VI, Article VII, Article VIII, Article IX, G (2), J, Article X

If there is any conflict between that teachers' negotiated agreement and either the FTCSC Administrative Retirement Program and this addendum the provisions of that Retirement Program and this addendum pay will prevail. If there is any conflict between the FTCSC Retirement Program and this addendum, the provisions of this addendum will prevail.

2. The term of this contract shall be July 1, 2020 through June 30, 2021.
3. Each grandfathered administrator employed in positions set forth prior to June 24, 2013 health benefit shall be frozen at the amount of \$26,469.00 established in 2014-2015. Each grandfathered administrator may, but need not, elect through a Section 125 to utilize these payments for health and dental premiums. This amount paid to each grandfathered administrator shall be included in "annual compensation" as defined in IC 5-10.2-3-29(a) and used to the "average of annual compensation" and reported to the Indiana Public Retirement System for purposes of calculating the administrator's retirement benefit.

Each administrator employed in positions set forth on or after June 24, 2013 shall be enrolled in the School Corporation's group health insurance plan and shall contribute the following:

- a. For administrators enrolled in any single tier of the various group health insurance plans offered by the School Corporation, FTCSC will contribute an amount equal to the entire premium minus \$250.00 of the Hoosier School Benefit Trust Plans 2-5 in which the administrator is enrolled.
 - b. For administrators enrolled in plans other than the single tier of the various group health insurance plans offered by the School Corporation, FTCSC will contribute an amount equal to the entire premium minus \$500.00 of the Hoosier School Benefit Trust Plans 2-5 in which the administrator is enrolled.
 - c. For administrators enrolled in the basic group dental and vision insurance plans, FTCSC will pay the entire premium of the dental and vision plans for which the administrator is enrolled.
4. The Corporation shall provide a cancer and critical care insurance program for the cost of \$1.00 per year.
 5. The Corporation shall provide a life insurance policy valued at \$100,000 for the cost of \$1.00 per year.
 6. The Corporation shall provide a Long Term Disability Insurance Program that provides 66.67% of compensation in accordance with the plan document for the cost of \$1.00 per year. With the maximum annual benefit amount of \$53,328.
 7. Administrators contracted for 260 days are granted 20 paid vacation days per year. These vacation days will be credited on July 1 and may be used during the period of July 1 through June 30. Should the administrator leave the district prior to the end of their contract these days will be prorated. Each July 1st any unused vacation days may be carried forward up to a maximum of ten (10) accumulated days for the following year that may be used in addition to the annual entitlement. Accumulated and prorated unused vacation days will be paid out upon employment separation.
 8. Administrators are granted 10 sick days per year plus an additional 2 days the first year of employment. Administrators may transfer all accumulated sick days from the previous public school employers.
 9. Administrators are granted general leave at a rate of 8 per year. Unused general leave days may be accumulated the following year as sick days.
 10. At the request/approval of the superintendent, the corporation shall pay membership dues to a national and/or a state professional organization.
 11. Administrators shall be reimbursed at the IRS mileage rate for business related use of an automobile.
 12. With superintendent approval, administrators shall be paid a \$100.00 month stipend for use of their personal phone for business related purposes or be provided with a corporation phone.

Administrator's Signature

Date

Superintendent Signature

Board Secretary Signature

REGULAR TEACHER CONTRACT

*Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract
for the employment of teacher pursuant to Ind. Code 20-28-6-4(b)*


This regular teacher contract ("Contract") is by and between the governing body of the Franklin Township Community School Corporation ("Corporation") and **MATTHEW VANDERMARK** ("Teacher"). **MATTHEW VANDERMARK** is a teacher as defined in Ind. Code 20-18-2-22.

In exchange for the Teacher's services described below, the Corporation and the Teacher agree that:


1. The Teacher shall teach in the schools of the Corporation for the school term, beginning July 1, 2020, and ending on June 30, 2021. Ind. Code 20-28-6-2(a)(3)(A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **260** days. Ind. Code 20-28-6-2(a)(3)(B)
3. The number of hours per day the Teacher is expected to work under this Contract is 8 hours 20 minutes one day a week and 7 hours 55 minutes 4 days a week. Ind. Code 20-28-6-2(a)(3)(E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **\$119,000.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in **26** installments on a biweekly basis. Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this 1st day of July, 2020.

Teacher

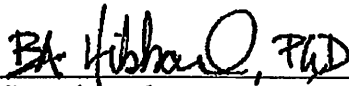


School Corporation by:

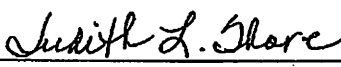


President

Attested:



Superintendent



Secretary

**ADDENDUM TO THE REGULAR TEACHER'S CONTRACT FOR ADMINISTRATORS EMPLOYED BY THE
FRANKLIN TOWNSHIP COMMUNITY SCHOOL CORPORATION**

The Board of Education of the Franklin Township Community School Corporation and MATTHEW VANDERMARK have entered into a Regular Teacher's Contract dated July 1, 2020. The Board is hiring MATTHEW VANDERMARK as PRINCIPAL INTERMEDIATE and shall supplement the provisions contained in the teacher's contract and agree to the addendum as follows:

1. The contract described in the title of this addendum shall be supplemented with the provisions in the FTCSC Administrative Retirement Program and the following provisions in the teacher's negotiated agreement between the Corporation and the Franklin Township Education Association:

Article VI, Article VII, Article VIII, Article IX, G (2), J, Article X

If there is any conflict between that teachers' negotiated agreement and either the FTCSC Administrative Retirement Program and this addendum the provisions of that Retirement Program and this addendum pay will prevail. If there is any conflict between the FTCSC Retirement Program and this addendum, the provisions of this addendum will prevail.

2. The term of this contract shall be July 1, 2020 through June 30, 2021.
3. Each grandfathered administrator employed in positions set forth prior to June 24, 2013 health benefit shall be frozen at the amount of \$26,469.00 established in 2014-2015. Each grandfathered administrator may, but need not, elect through a Section 125 to utilize these payments for health and dental premiums. This amount paid to each grandfathered administrator shall be included in "annual compensation" as defined in IC 5-10.2-3-29(a) and used to the "average of annual compensation" and reported to the Indiana Public Retirement System for purposes of calculating the administrator's retirement benefit.

Each administrator employed in positions set forth on or after June 24, 2013 shall be enrolled in the School Corporation's group health insurance plan and shall contribute the following:

- a. For administrators enrolled in any single tier of the various group health insurance plans offered by the School Corporation, FTCSC will contribute an amount equal to the entire premium minus \$250.00 of the Hoosier School Benefit Trust Plans 2-5 in which the administrator is enrolled.
 - b. For administrators enrolled in plans other than the single tier of the various group health insurance plans offered by the School Corporation, FTCSC will contribute an amount equal to the entire premium minus \$500.00 of the Hoosier School Benefit Trust Plans 2-5 in which the administrator is enrolled.
 - c. For administrators enrolled in the basic group dental and vision insurance plans, FTCSC will pay the entire premium of the dental and vision plans for which the administrator is enrolled.
4. The Corporation shall provide a cancer and critical care insurance program for the cost of \$1.00 per year.
 5. The Corporation shall provide a life insurance policy valued at \$100,000 for the cost of \$1.00 per year.
 6. The Corporation shall provide a Long Term Disability Insurance Program that provides 66.67% of compensation in accordance with the plan document for the cost of \$1.00 per year. With the maximum annual benefit amount of \$53,328.
 7. Administrators contracted for 260 days are granted 20 paid vacation days per year. These vacation days will be credited on July 1 and may be used during the period of July 1 through June 30. Should the administrator leave the district prior to the end of their contract these days will be prorated. Each July 1st any unused vacation days may be carried forward up to a maximum of ten (10) accumulated days for the following year that may be used in addition to the annual entitlement. Accumulated and prorated unused vacation days will be paid out upon employment separation.
 8. Administrators are granted 10 sick days per year plus an additional 2 days the first year of employment. Administrators may transfer all accumulated sick days from the previous public school employers.
 9. Administrators are granted general leave at a rate of 8 per year. Unused general leave days may be accumulated the following year as sick days.
 10. At the request/approval of the superintendent, the corporation shall pay membership dues to a national and/or a state professional organization.
 11. Administrators shall be reimbursed at the IRS mileage rate for business related use of an automobile.
 12. With superintendent approval, administrators shall be paid a \$40.00 month stipend for use of their personal phone for business related purposes or be provided with a corporation phone.



Administrator's Signature

6-24-20

Date



Superintendent Signature



Board Secretary Signature

**ADDENDUM TO THE REGULAR TEACHER'S CONTRACT FOR ADMINISTRATORS EMPLOYED BY THE
FRANKLIN TOWNSHIP COMMUNITY SCHOOL CORPORATION**

The Board of Education of the Franklin Township Community School Corporation and BROOK R WESSEL-BURKE have entered into a Regular Teacher's Contract dated July 1, 2020. The Board is hiring BROOK R WESSEL-BURKE as PRINCIPAL ELEMENTARY and shall supplement the provisions contained in the teacher's contract and agree to the addendum as follows:

1. The contract described in the title of this addendum shall be supplemented with the provisions in the FTCSC Administrative Retirement Program and the following provisions in the teacher's negotiated agreement between the Corporation and the Franklin Township Education Association:

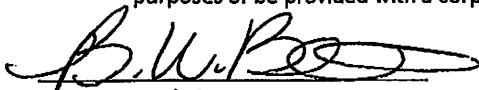
Article VI, Article VII, Article VIII, Article IX, G (2), J, Article X

If there is any conflict between that teachers' negotiated agreement and either the FTCSC Administrative Retirement Program and this addendum the provisions of that Retirement Program and this addendum pay will prevail. If there is any conflict between the FTCSC Retirement Program and this addendum, the provisions of this addendum will prevail.

2. The term of this contract shall be July 1, 2020 through June 30, 2021.
3. Each grandfathered administrator employed in positions set forth prior to June 24, 2013 health benefit shall be frozen at the amount of \$26,469.00 established in 2014-2015. Each grandfathered administrator may, but need not, elect through a Section 125 to utilize these payments for health and dental premiums. This amount paid to each grandfathered administrator shall be included in "annual compensation" as defined in IC 5-10.2-3-29(a) and used to the "average of annual compensation" and reported to the Indiana Public Retirement System for purposes of calculating the administrator's retirement benefit.

Each administrator employed in positions set forth on or after June 24, 2013 shall be enrolled in the School Corporation's group health insurance plan and shall contribute the following:

- a. For administrators enrolled in any single tier of the various group health insurance plans offered by the School Corporation, FTCSC will contribute an amount equal to the entire premium minus \$250.00 of the Hoosier School Benefit Trust Plans 2-5 in which the administrator is enrolled.
 - b. For administrators enrolled in plans other than the single tier of the various group health insurance plans offered by the School Corporation, FTCSC will contribute an amount equal to the entire premium minus \$500.00 of the Hoosier School Benefit Trust Plans 2-5 in which the administrator is enrolled.
 - c. For administrators enrolled in the basic group dental and vision insurance plans, FTCSC will pay the entire premium of the dental and vision plans for which the administrator is enrolled.
4. The Corporation shall provide a cancer and critical care insurance program for the cost of \$1.00 per year.
 5. The Corporation shall provide a life insurance policy valued at \$100,000 for the cost of \$1.00 per year.
 6. The Corporation shall provide a Long Term Disability Insurance Program that provides 66.67% of compensation in accordance with the plan document for the cost of \$1.00 per year. With the maximum annual benefit amount of \$53,328.
 7. Administrators contracted for 260 days are granted 20 paid vacation days per year. These vacation days will be credited on July 1 and may be used during the period of July 1 through June 30. Should the administrator leave the district prior to the end of their contract these days will be prorated. Each July 1st any unused vacation days may be carried forward up to a maximum of ten (10) accumulated days for the following year that may be used in addition to the annual entitlement. Accumulated and prorated unused vacation days will be paid out upon employment separation.
 8. Administrators are granted 10 sick days per year plus an additional 2 days the first year of employment. Administrators may transfer all accumulated sick days from the previous public school employers.
 9. Administrators are granted general leave at a rate of 8 per year. Unused general leave days may be accumulated the following year as sick days.
 10. At the request/approval of the superintendent, the corporation shall pay membership dues to a national and/or a state professional organization.
 11. Administrators shall be reimbursed at the IRS mileage rate for business related use of an automobile.
 12. With superintendent approval, administrators shall be paid a \$40.00 month stipend for use of their personal phone for business related purposes or be provided with a corporation phone.


Administrator's Signature

7-15-2020
Date


Superintendent Signature


Board Secretary Signature

REGULAR TEACHER CONTRACT

Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract

for the employment of teacher pursuant to Ind. Code 20-28-6-4(b)

This regular teacher contract ("Contract") is by and between the governing body of the Franklin Township Community School Corporation ("Corporation") and **BROOK R WESSEL-BURKE** ("Teacher"). **BROOK R WESSEL-BURKE** is a teacher as defined in Ind. Code 20-18-2-22.

In exchange for the Teacher's services described below, the Corporation and the Teacher agree that:


1. The Teacher shall teach in the schools of the Corporation for the school term, beginning July 1, 2020, and ending on June 30, 2021. Ind. Code 20-28-6-2(a)(3)(A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **213** days. Ind. Code 20-28-6-2(a)(3)(B)
3. The number of hours per day the Teacher is expected to work under this Contract is 8 hours 20 minutes one day a week and 7 hours 55 minutes 4 days a week. Ind. Code 20-28-6-2(a)(3)(E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **\$125,785.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in **26** installments on a biweekly basis. Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this 1st day of July, 2020.

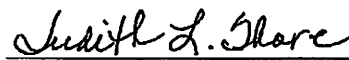
Teacher



School Corporation by:


President

Attested:


Superintendent
Secretary

REGULAR TEACHER CONTRACT

*Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract
for the employment of teacher pursuant to Ind. Code 20-28-6-4(b)*

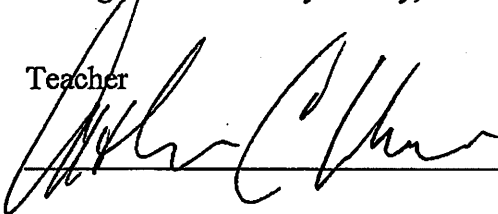
This regular teacher contract ("Contract") is by and between the governing body of the Franklin Township Community School Corporation ("Corporation") and **CATHERINE C WHITSON** ("Teacher"). **CATHERINE C WHITSON** is a teacher as defined in Ind. Code 20-18-2-22.

In exchange for the Teacher's services described below, the Corporation and the Teacher agree that:

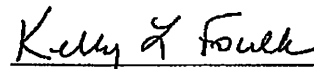
1. The Teacher shall teach in the schools of the Corporation for the school term, beginning July 1, 2020, and ending on June 30, 2021. Ind. Code 20-28-6-2(a)(3)(A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **260** days. Ind. Code 20-28-6-2(a)(3)(B)
3. The number of hours per day the Teacher is expected to work under this Contract is 8 hours 20 minutes one day a week and 7 hours 55 minutes 4 days a week. Ind. Code 20-28-6-2(a)(3)(E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **\$140,268.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in **26** installments on a biweekly basis. Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this 1st day of July, 2020.

Teacher




School Corporation by:


President

Attested:


Superintendent


Secretary

**ADDENDUM TO THE REGULAR TEACHER'S CONTRACT FOR ADMINISTRATORS EMPLOYED BY THE
FRANKLIN TOWNSHIP COMMUNITY SCHOOL CORPORATION**

The Board of Education of the Franklin Township Community School Corporation and CATHERINE C WHITSON have entered into a Regular Teacher's Contract dated July 1, 2020. The Board is hiring CATHERINE C WHITSON as PRINCIPAL JUNIOR HIGH and shall supplement the provisions contained in the teacher's contract and agree to the addendum as follows:

1. The contract described in the title of this addendum shall be supplemented with the provisions in the FTCSC Administrative Retirement Program and the following provisions in the teacher's negotiated agreement between the Corporation and the Franklin Township Education Association:

Article VI, Article VII, Article VIII, Article IX, G (2), J, Article X

If there is any conflict between that teachers' negotiated agreement and either the FTCSC Administrative Retirement Program and this addendum the provisions of that Retirement Program and this addendum pay will prevail. If there is any conflict between the FTCSC Retirement Program and this addendum, the provisions of this addendum will prevail.

2. The term of this contract shall be July 1, 2020 through June 30, 2021.
3. Each grandfathered administrator employed in positions set forth prior to June 24, 2013 health benefit shall be frozen at the amount of \$26,469.00 established in 2014-2015. Each grandfathered administrator may, but need not, elect through a Section 125 to utilize these payments for health and dental premiums. This amount paid to each grandfathered administrator shall be included in "annual compensation" as defined in IC 5-10.2-3-29(a) and used to the "average of annual compensation" and reported to the Indiana Public Retirement System for purposes of calculating the administrator's retirement benefit.

Each administrator employed in positions set forth on or after June 24, 2013 shall be enrolled in the School Corporation's group health insurance plan and shall contribute the following:

- a. For administrators enrolled in any single tier of the various group health insurance plans offered by the School Corporation, FTCSC will contribute an amount equal to the entire premium minus \$250.00 of the Hoosier School Benefit Trust Plans 2-5 in which the administrator is enrolled.
 - b. For administrators enrolled in plans other than the single tier of the various group health insurance plans offered by the School Corporation, FTCSC will contribute an amount equal to the entire premium minus \$500.00 of the Hoosier School Benefit Trust Plans 2-5 in which the administrator is enrolled.
 - c. For administrators enrolled in the basic group dental and vision insurance plans, FTCSC will pay the entire premium of the dental and vision plans for which the administrator is enrolled.
4. The Corporation shall provide a cancer and critical care insurance program for the cost of \$1.00 per year.
 5. The Corporation shall provide a life insurance policy valued at \$100,000 for the cost of \$1.00 per year.
 6. The Corporation shall provide a Long Term Disability Insurance Program that provides 66.67% of compensation in accordance with the plan document for the cost of \$1.00 per year. With the maximum annual benefit amount of \$53,328.
 7. Administrators contracted for 260 days are granted 20 paid vacation days per year. These vacation days will be credited on July 1 and may be used during the period of July 1 through June 30. Should the administrator leave the district prior to the end of their contract these days will be prorated. Each July 1st any unused vacation days may be carried forward up to a maximum of ten (10) accumulated days for the following year that may be used in addition to the annual entitlement. Accumulated and prorated unused vacation days will be paid out upon employment separation.
 8. Administrators are granted 10 sick days per year plus an additional 2 days the first year of employment. Administrators may transfer all accumulated sick days from the previous public school employers.
 9. Administrators are granted general leave at a rate of 8 per year. Unused general leave days may be accumulated the following year as sick days.
 10. At the request/approval of the superintendent, the corporation shall pay membership dues to a national and/or a state professional organization.
 11. Administrators shall be reimbursed at the IRS mileage rate for business related use of an automobile.
 12. With superintendent approval administrators shall be paid a \$40.00 month stipend for use of their personal phone for business related purposes or be provided with a corporation phone.


Administrator's Signature

Date


Superintendent Signature


Board Secretary Signature