

REGULAR TEACHER CONTRACT

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

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

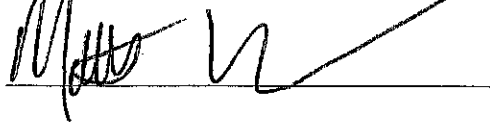
This regular teacher contract ("Contract") is by and between the governing body of the **SHELBYVILLE CENTRAL SCHOOLS** ("Corporation") and **Matthew B Vance** ("Teacher"). **Matthew B Vance** is a teacher as defined in Ind. Code 20-18-2-22.

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 01, 2023** and ending on **June 30, 2026**. 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 **260.00** 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 **8.00**. 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 **\$167,500.00** 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 **21st** day of **June, 2023**.

Teacher:



School Corporation by:



President

Attested:



Superintendent



Secretary

SUPERINTENDENT'S CONTRACT OF EMPLOYMENT

This contract (hereafter "this Contract") is a part of, but alters the basic teacher contract for the employment of Dr. Matthew B. Vance as Superintendent by the Board of Trustees of Shelbyville Central Schools, by consent of the parties in a manner permitted by Indiana Code 20-28-8-6.

1. Parties to this Contract and Definition of Terms.

The parties to this Contract are the:

"The Superintendent" meaning Dr. Matthew B. Vance; and the **"The Board"** meaning the Board of Trustees acting as the governing body of Shelbyville Central Schools, **"The School Corporation."**

The term **"school year"** as used in this Contract means a period beginning on July 1 of one calendar year and concluding on June 30 of the following calendar year.

2. Employment of Superintendent & Term of Employment.

The Board employs the Superintendent and the Superintendent agrees to be employed by the Board as the Chief Executive Officer of Shelbyville Central Schools for a period of three (3) years, beginning on July 1, 2023, and concluding on June 30, 2026, subject to the terms of this Contract.

The parties agree that the Superintendent shall provide services for twelve (12) months during each school year. The work-days of the Superintendent shall be provided in accordance with a schedule established by the Superintendent so as to

ensure the full and competent performance of his duties on behalf of the School Corporation.

The Superintendent shall have twenty (20) vacation days per year in addition to national holidays. He may accumulate up to 30 days. Any days not used by the Superintendent in excess of 30 days shall be lost.

The Superintendent shall have thirteen (13) paid leave days with pay each year. Any unused paid leave days at the end of the current school year shall be transferred to accumulated sick leave balance if applicable.

The Board agrees to review the Superintendent's performance at least once a school year prior to December 24. The Board may, at its option, review the Superintendent's performance a second time during the school year, prior to May 1.

The Superintendent's contract will automatically be extended at the end of the first year and each year thereafter so that it continues for a period of three (3) years. In other words, the Superintendent shall have a rolling three (3) year contract beginning July 1 of each year unless the Board provides him with a formal notice in writing, delivered in person or by certified mail on or before January 1, of the school year in which the Board wishes to terminate his contract. If notice is properly given, the Superintendent's contract will end on June 30 of that current school year. However, pursuant to I.C. 20-28-8-6(b)(1), this Contract may not be extended for more than five (5) years after the conclusion of the initial contract, which is to say that the current Contract cannot be automatically

renewed past July 1, 2031.

Should the Board provide formal notice of its intention to terminate the Superintendent's contract as provided above, the Superintendent shall be entitled to a private conference with the Board prior to any vote in open session to terminate his contract.

Should the Board determine that it is in the best interests of the School Corporation for the Superintendent's contract to be terminated prior to the expiration of its term, the Superintendent shall be paid a severance payment not to exceed six (6) months salary of the contract amount then in effect. The parties agree that this amount is a reasonable cap on the potential damages that either party may pursue in the event of any alleged breach by a party. In the event that the Superintendent is terminated for any reason set forth in IC 20-28-5 *et seq.* no severance payment shall be due and payable.

3. Salary

As consideration for the performance of the duties and meeting the qualifications required by law and under this Contract, the Board agrees that the Superintendent shall receive the following:

The Superintendent shall be paid One Hundred Sixty-Seven Thousand Five Hundred Dollars (\$167,500.00) for the first year of this Contract with any increase in salary to be determined by the Board each year by June 30 for the next school year. The Superintendent shall be paid in twenty-six (26) equal bi-weekly installments on a schedule fixed for all employees of Shelbyville Central Schools.

Yearly increases in the Superintendent's salary will be based on his annual evaluation. The Superintendent will receive an increase of 1.5% if he is evaluated as "Effective" or "Highly Effective." In addition, the Board, in its sole discretion, may consider an increase in the superintendent's annual salary equal to, or less than (including no increase) that percentage increase granted to the teachers in that same year. However, any year in which the teachers of the School Corporation do not receive an increase in their compensation, the Superintendent will not receive an increase for that year.

4. Moving Expense.

The Superintendent is not required to move to Shelbyville; however, should he decide to move to Shelbyville within the first 3 years of employment, the Board will reimburse up to \$5,000 of his moving expense. If he does not move to Shelbyville within the first 3 years of employment, no moving expense reimbursement shall be due or payable.

5. School Business Mileage Expense.

The Superintendent shall be entitled to submit a claim, appropriately documented, each month for mileage driven on school business to be paid at the then current government reimbursement rate.

6. ISTRF Employee Contribution.

In addition to other considerations provided to the Superintendent by this Contract, the Board shall make a three percent (3%) contribution to the Indiana State Teachers' Retirement Fund that would otherwise be required to be paid by

the Superintendent. Retirement eligibility shall be as per ISTRF qualifications.

7. Other Benefits.

- a. Except as otherwise provided herein, the Superintendent shall be entitled to the same benefits provided to teachers of Shelbyville Central Schools.
- b. The Superintendent shall choose his tax-sheltered annuity plan and Shelbyville Central Schools shall pay the sum of five thousand (\$5,000) each contract year to that annuity.

8. Insurance.

a. **Health Insurance**

The Board will contribute funds in an amount not to exceed the total costs of the PPO3 insurance for the Superintendent, except that the Superintendent shall also contribute not less than one dollar (\$1.00) towards that cost each year.

b. **Life Insurance**

The Board shall pay all but one dollar (\$1.00) of the premium cost of One Hundred Thousand Dollars (\$100,000.00) term life insurance on the life of the Superintendent, with beneficiaries to be determined by the Superintendent. The Board agrees that it shall not have the right to decrease the amount or scope of coverage provided to the Superintendent pursuant to this sub-paragraph without the written approval of the Superintendent.

c. **Long Term Disability Insurance**

The Superintendent shall be covered by a long-term disability plan that provides for a minimum benefit of two-thirds (2/3) of his salary to age 65 years or as provided within the terms of the insurance plan. The plan shall be purchased from a mutually agreeable company. The Corporation shall pay all but one dollar (\$1.00) of the premium cost of such long-term disability insurance; and the Superintendent shall pay not less than one dollar (\$1.00). Such insurance shall go into effect on the ninety-first (91st) day of the Superintendent's illness or injury.

9. Business and Professional Expenses.

The Board shall pay or shall reimburse the Superintendent for appropriate business and professional expenses approved by the Board. Appropriate expenses shall include the cost of membership and participation in State and National professional associations of school superintendents as well as expenses related to the Superintendent's attendance at conferences and at activities approved by the Board.

10. Accumulated Sick Leave.

Accumulated sick leave, including any days transferred, shall accumulate from year to year if unused, but shall not accumulate to exceed one hundred eighty-five (185) accumulated sick leave days without the written approval of the Board. Accumulated sick leave days are not intended as deferred compensation and are to be used only for personal or family illness.

11. Termination of Employment Contract.

This Employment Contract may be terminated in accordance with the provisions of IC 20-28-8-7, subject to the notice and private conference rights provided by that statute for any Superintendent's contract. If the Superintendent chooses to be represented by legal counsel during any of the termination proceedings, all legal expenses incurred by the Superintendent shall be his sole responsibility. Any vote to terminate the Superintendent's contract without his agreement, shall require a minimum of a three-fourths (3/4) vote of the entire members of the Board.

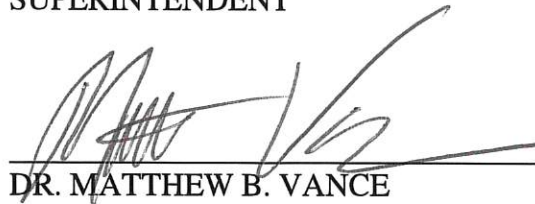
12. Entire Contract of Parties.

The parties agree that this Contract contains all the agreed upon terms of employment of the Superintendent by the Board and will not be modified except in a written document making specific reference to this Contract and specific provisions to be modified. Modifications to this Contract shall be approved by both parties in the same manner as this Contract was approved.

If required for purposes of compliance with a standard or request of the State Board of Accounts of the State of Indiana, the parties agree that they will execute one or more one-year or multi-year standard teacher contracts to implement the terms of this Contract. The parties further agree that to the extent that this Contract is inconsistent with the Superintendent's basic teacher contract, terms of this Contract shall control.

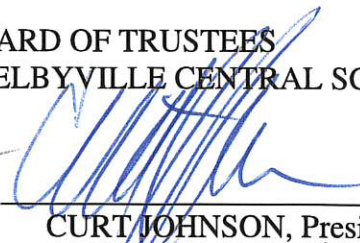
AGREED THIS 20th DAY OF December, 2023.

SUPERINTENDENT

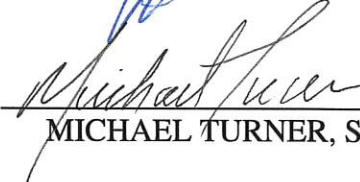


DR. MATTHEW B. VANCE

BOARD OF TRUSTEES
SHELBYVILLE CENTRAL SCHOOLS

By 

CURT JOHNSON, President

By 

MICHAEL TURNER, Secretary