

## REGULAR TEACHING 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 **Plainfield Community School Corporation** ("Corporation") and **TRACY BALLINGER** ("Teacher"). **TRACY BALLINGER** 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, 2023**, and ending on **JUNE 30, 2025**. 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 **240.00** 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 **\$99,936** 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 ground 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 5<sup>th</sup> day of October, 2023.

Teacher



School Corporation by:



President

Attested:



Superintendent



Secretary

**ADDENDUM TO THE CONTRACT**  
**of**  
**Tracy Ballinger**

The Board of School Trustees of the Plainfield Community School Corporation offers the following provisions to become a part of the Regular Teacher's Contract of Tracy Ballinger. The assignment will be Administrator. This contract and all provisions shall be from July 1, 2023 through June 30, 2025.

Ms. Ballinger's 2023-2024 basic salary equals the sum of \$99,936 (which shall be used to determine matching annuity as per #4 below) **plus** the following amounts:

1. The School Corporation will pay the three per cent employee's share of retirement to the teacher retirement fund for the period of time covered by this addendum.
2. In addition to any other compensation payable to the Administrator, the School Corporation shall credit the Administrator with Additional Basic Salary (ABS) equal to the annual cost of family coverage of the School Corporation's group health (HDHP IV), maximum contribution to a Health Savings Account, and family dental insurance plans which can be used to offset the cost of health care coverage.

Ballinger, as well as Ballinger's spouse and family, if any, may participate in the School Corporation's group health, dental, and vision insurance plan(s) maintained from time to time by the School Corporation, but otherwise subject to the eligibility requirements of such plans. Ballinger will be responsible for the entire cost of participation in such group health plan(s).

3. She shall also receive, as offered to other employees in this position, an employer matching contribution to the employer's 401(a) plan as defined in the collective bargaining agreement between the School Corporation and the Plainfield Professional Educators Association.
4. ISTRF Compensation - It is intended that the Base Amount and the ABS Amount, as described above, shall be: (i) included in the administrator's "annual compensation" as defined in Indiana Code 5-10.2-4-3(c), (ii) used to determine the "average of annual compensation" as defined in Indiana Code 5-10.2-4-3(c), and (iii) otherwise reported to the Indiana State Teachers Retirement Fund as compensation for purposes of calculating administrator's retirement benefit.
5. A group term life and A. D. & D. insurance policy in an amount equal to twice the base amount, with a maximum of \$100,000, will be offered and premium paid by School Corporation, less \$0.96. Ballinger is responsible for all applicable taxes of this benefit.
6. A long-term disability program will be provided, less \$0.96.
7. Twelve (12) days sick leave per year will be allowed. Accumulation of unused sick leave shall be unlimited.
8. Three (3) personal leave days will be provided annually. Unused personal leave days will be accumulated as sick leave.

9. For the 2023-2024 school year, eleven (11) days of paid vacation will be allowed per year with no carry over. In addition to the eleven (11) days of paid vacation, Ballinger will not be required to work when in school is not in session for Fall Break and Spring Break. In addition, Ballinger is not required to work June 24-June 28, 2024.

For the 2024-2025 school year, eleven (11) days of paid vacation will be allowed per year with no carry over. In addition to the eleven (11) days of paid vacation, Ballinger will not be required to work when in school is not in session for Fall Break and Spring Break. In addition, Ballinger is not required to work June 23-June 27, 2025. These 2024-2025 dates are tentative and will be confirmed once the Board of School Trustees approves the 2025-2026 school calendar.

10. Attendance at state and national professional organization meetings is authorized upon approval by the Superintendent before arrangements are finalized.
11. Professional dues for active membership in the appropriate state and national professional associations will be paid by the school corporation.
12. Retirement provisions shall be in accordance with the terms by School Corporation for employees in Administrator's positions. (No waivers or exceptions to the established criteria will be approved.)
13. Mileage reimbursements for travel incurred as a result of official business outside of the school district will be paid at a rate equal to that established by the Internal Revenue Service. Other expenses will be allowed in accordance with current guidelines and Board policy.

This addendum supersedes any previously signed agreements.

Consistent with Indiana Code 20-26-5-32.2, the salary associated with this contract will be paid out on an annualized basis consisting of twenty-six (26) payments for the contract year beginning July 1 and ending the following June 30. Except as otherwise specifically provided in this section, the otherwise in accordance with section 409A of the Internal Revenue Code and the Treasury regulations thereto, the time or schedule of any payment of salary will not be accelerated.

Attested to by the members of the Board of School Trustees of the Plainfield Community School Corporation on this 5<sup>th</sup> day of October, 2023.

Approved: \_\_\_\_\_

Board President

Approved: \_\_\_\_\_

Superintendent

Signed: \_\_\_\_\_

Administrator

## REGULAR TEACHING 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 **Plainfield Community School Corporation** ("Corporation") and **DEVIN CARTER** ("Teacher"). **DEVIN CARTER** 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, 2023**, and ending on **JUNE 30, 2025**. 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 **205.00** 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 **\$103,000** 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 ground 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 5<sup>th</sup> day of October, 2023.


Teacher

  
\_\_\_\_\_

School Corporation by:

  
\_\_\_\_\_  
President

Attested:

  
\_\_\_\_\_  
Superintendent

  
\_\_\_\_\_  
Secretary

**ADDENDUM TO THE CONTRACT**  
**of**  
**Devin Carter**

The Board of School Trustees of the Plainfield Community School Corporation offers the following provisions to become a part of the Regular Teacher's Contract of Devin Carter. The assignment will be Administrator. This contract and all provisions shall be from July 1, 2023 through June 30, 2025.

Mr. Carter's 2023-2024 basic salary equals the sum of \$103,000 (which shall be used to determine matching annuity as per #4 below) **plus** the following amounts:

1. The School Corporation will pay the three per cent employee's share of retirement to the teacher retirement fund for the period of time covered by this addendum.
2. In addition to any other compensation payable to the Administrator, the School Corporation shall credit the Administrator with Additional Basic Salary (ABS) equal to the annual cost of family coverage of the School Corporation's group health (HDHP IV), maximum contribution to a Health Savings Account, and family dental insurance plans which can be used to offset the cost of health care coverage.

Carter, as well as Carter's spouse and family, if any, may participate in the School Corporation's group health, dental, and vision insurance plan(s) maintained from time to time by the School Corporation, but otherwise subject to the eligibility requirements of such plans. Carter will be responsible for the entire cost of participation in such group health plan(s).

3. He shall also receive, as offered to other employees in this position, an employer matching contribution to the employer's 401(a) plan as defined in the collective bargaining agreement between the School Corporation and the Plainfield Professional Educators Association.
4. ISTRF Compensation - It is intended that the Base Amount, the Elective Contributions, and the Additional Basic Salary, as described above, as well as the taxable portion of the automobile allowance, described below, shall be: (i) included in the administrator's "annual compensation" as defined in Indiana Code 5-10.2-4-3(c), (ii) used to determine the "average of annual compensation" as defined in Indiana Code 5-10.2-4-3(c), and (iii) otherwise reported to the Indiana State Teachers Retirement Fund as compensation for purposes of calculating the administrator's retirement benefit.
5. A group term life and A. D. & D. insurance policy in an amount equal to twice the base amount, with a maximum of \$100,000, will be offered and premium paid by School Corporation, less \$0.96. Carter is responsible for all applicable taxes of this benefit.
6. A long-term disability program will be provided, less \$0.96.
7. Nine (9) days sick leave per year will be allowed. Accumulation of unused sick leave shall be unlimited.
8. Three (3) personal leave days will be provided annually. Unused personal leave days will be accumulated as sick leave.
9. Attendance at state and national professional organization meetings is authorized upon approval by the Superintendent before arrangements are finalized.

10. Professional dues for active membership of the Administrator will be paid to the Indiana Association of School Business Officials and the International Association of School Business Officials annually.
11. Retirement provisions shall be in accordance with the terms by School Corporation for employees in Administrator's positions. (No waivers or exceptions to the established criteria will be approved.)

This addendum supersedes any previously signed agreements.

Consistent with Indiana Code 20-26-5-32.2, the salary associated with this contract will be paid out on an annualized basis consisting of twenty-six (26) payments for the contract year beginning July 1 and ending the following June 30. Except as otherwise specifically provided in this section, the otherwise in accordance with section 409A of the Internal Revenue Code and the Treasury regulations thereto, the time or schedule of any payment of salary will not be accelerated.

Attested to by the members of the Board of School Trustees of the Plainfield Community School Corporation on this 5<sup>th</sup> day of October, 2023.

Approved: \_\_\_\_\_

Board President

Approved: \_\_\_\_\_

Superintendent

Signed: \_\_\_\_\_

Administrator

## REGULAR TEACHING 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 **Plainfield Community School Corporation** ("Corporation") and **PATRICK COONEY** ("Teacher"). **PATRICK COONEY** 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, 2023**, and ending on **JUNE 30, 2025**. 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 **240.00** 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 **\$158,447** 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 ground 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 5<sup>th</sup> day of October, 2023.

Teacher

[Redacted Signature]

School Corporation by:

[Redacted Signature]

President

Attested:

[Redacted Signature]

Superintendent

[Redacted Signature]

Secretary

**ADDENDUM TO THE CONTRACT**  
**of**  
**Patrick Cooney**

The Board of School Trustees of the Plainfield Community School Corporation offers the following provisions to become a part of the Regular Teacher's Contract of Patrick Cooney. The assignment will be Administrator. This contract and all provisions shall be from July 1, 2023 through June 30, 2025.

Mr. Cooney's 2023-2024 basic salary equals the sum of \$158,447 (which shall be used to determine matching annuity as per #4 below) **plus** the following amounts:

1. The School Corporation will pay the three per cent employee's share of retirement to the teacher retirement fund for the period of time covered by this addendum.
2. In addition to any other compensation payable to the Administrator, the School Corporation shall credit the Administrator with Additional Basic Salary (ABS) equal to the annual cost of family coverage of the School Corporation's group health (HDHP IV), maximum contribution to a Health Savings Account, and family dental insurance plans which can be used to offset the cost of health care coverage.

Cooney, as well as Cooney's spouse and family, if any, may participate in the School Corporation's group health, dental, and vision insurance plan(s) maintained from time to time by the School Corporation, but otherwise subject to the eligibility requirements of such plans. Cooney will be responsible for the entire cost of participation in such group health plan(s).


3. On behalf of Cooney, the School Corporation shall contribute to a 403(b) tax-sheltered annuity a salary reduction contribution (without increase for any special catch-up elections) that Cooney could elect to contribute to an Internal Revenue Code 403(b) plan, with such amount equal to \$10,000. However, if Cooney fails to timely complete a salary reduction agreement directing this annual 403(b) plan contribution to be made, such amount for which no salary reduction agreement has been provided shall be paid in cash, less applicable withholdings, to Cooney at the end of applicable school year.
4. He shall also receive, as offered to other employees in this position, an employer matching contribution to the employer's 401(a) plan as defined in the collective bargaining agreement between the School Corporation and the Plainfield Professional Educators Association.
5. ISTRF Compensation - It is intended that the Base Amount, the Elective Contributions, and the Additional Basic Salary, as described above, as well as the taxable portion of the automobile allowance, described below, shall be: (i) included in the administrator's "annual compensation" as defined in Indiana Code 5-10.2-4-3(c), (ii) used to determine the "average of annual compensation" as defined in Indiana Code 5-10.2-4-3(c), and (iii) otherwise reported to the Indiana State Teachers Retirement Fund as compensation for purposes of calculating the administrator's retirement benefit.
6. A group term life and A. D. & D. insurance policy in an amount equal to twice the base amount, with a maximum of \$100,000, will be offered and premium paid by School Corporation, less \$0.96. Cooney is responsible for all applicable taxes of this benefit.
7. A long-term disability program will be provided, less \$0.96.
8. Nine (9) days sick leave per year will be allowed. Accumulation of unused sick leave shall be unlimited.

9. Three (3) personal leave days will be provided annually. Unused personal leave days will be accumulated as sick leave.
10. For the 2023-2024 school year, five (5) days of paid vacation will be allowed with no carry over. In addition to the paid vacation days, Cooney is not required to work when school is not in session for Fall Break, Thanksgiving Break, Christmas Break, Spring Break, Martin Luther King Day, and President's Day. In addition, Cooney is not required to work July 3-July 7, 2023 and June 24-June 28, 2024.  
  
For the 2024-2025 school year and in addition to the five (5) days of paid vacation, Cooney will not be required to work when school is not in session for Fall Break, Thanksgiving Break, Christmas Break, Martin Luther King Day, President's Day, and Spring Break. In addition, Cooney is not required to work July 1-5, 2024 and June 23-30, 2025. These 2024-2025 dates are tentative and will be confirmed once the Board of School Trustees approves the 2025-2026 school calendar.
11. Attendance at state and national professional organization meetings is authorized upon approval by the Superintendent before arrangements are finalized.
12. Professional dues for active membership of the Administrator will be paid to the Indiana Association of School Business Officials and the International Association of School Business Officials annually.
13. Retirement provisions shall be in accordance with the terms by School Corporation for employees in Administrator's positions. (No waivers or exceptions to the established criteria will be approved.)
14. For non-compensatory business reasons, the School Corporation shall provide Administrator with the use of a cellular phone. The cellular phone may be for personal and business use as long as (a) such the use is legal and (b) as long as the personal use is otherwise reasonable and does not add to the total cost to the School Corporation, other than for School Corporation's matching employment tax obligations, if any.
15. An additional amount of \$5,000 beyond the Administrator's base salary shall be paid by the school corporation to compensate him for his business use of his automobile. The Administrator's automobile shall otherwise be owned, maintained, and insured by the Administrator at his sole expense.

This addendum supersedes any previously signed agreements.

Consistent with Indiana Code 20-26-5-32.2, the salary associated with this contract will be paid out on an annualized basis consisting of twenty-six (26) payments for the contract year beginning July 1 and ending the following June 30. Except as otherwise specifically provided in this section, the otherwise in accordance with section 409A of the Internal Revenue Code and the Treasury regulations thereto, the time or schedule of any payment of salary will not be accelerated.

Attested to by the members of the Board of School Trustees of the Plainfield Community School Corporation on this 5<sup>th</sup> day of October, 2023.

Approved:   
Board President

Approved:   
Superintendent

Signed:   
Administrator

## REGULAR TEACHING 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 **Plainfield Community School Corporation** ("Corporation") and **LAURA DELVECCHIO** ("Teacher"). **LAURA DELVECCHIO** 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, 2023**, and ending on **JUNE 30, 2025**. 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 **240.00** 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 **\$159,601** 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 ground 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 5<sup>th</sup> day of October, 2023.


Teacher

  
\_\_\_\_\_

School Corporation by:

  
\_\_\_\_\_  
President

Attested:

  
\_\_\_\_\_  
Superintendent

  
\_\_\_\_\_  
Secretary

**ADDENDUM TO THE CONTRACT**  
**of**  
**Laura DelVecchio**

The Board of School Trustees of the Plainfield Community School Corporation offers the following provisions to become a part of the Regular Teacher's Contract of Laura DelVecchio. The assignment will be Administrator. This contract and all provisions shall be from July 1, 2023 through June 30, 2025.

Ms. DelVecchio's 2023-2024 basic salary equals the sum of \$159,601 (which shall be used to determine matching annuity as per #4 below) **plus** the following amounts:

1. The School Corporation will pay the three per cent employee's share of retirement to the teacher retirement fund for the period of time covered by this addendum.
2. In addition to any other compensation payable to the Administrator, the School Corporation shall credit the Administrator with Additional Basic Salary (ABS) equal to the annual cost of family coverage of the School Corporation's group health (HDHP IV), maximum contribution to a Health Savings Account, and family dental insurance plans which can be used to offset the cost of health care coverage.

DelVecchio, as well as DelVecchio's spouse and family, if any, may participate in the School Corporation's group health, dental, and vision insurance plan(s) maintained from time to time by the School Corporation, but otherwise subject to the eligibility requirements of such plans. DelVecchio will be responsible for the entire cost of participation in such group health plan(s).

3. On behalf of DelVecchio, the School Corporation shall contribute to a 403(b) tax-sheltered annuity a salary reduction contribution (without increase for any special catch-up elections) that DelVecchio could elect to contribute to an Internal Revenue Code 403(b) plan, with such amount equal to \$15,000. However, if DelVecchio fails to timely complete a salary reduction agreement directing this annual 403(b) plan contribution to be made, such amount for which no salary reduction agreement has been provided shall be paid in cash, less applicable withholdings, to DelVecchio at the end of applicable school year.
4. She shall also receive, as offered to other employees in this position, an employer matching contribution to the employer's 401(a) plan as defined in the collective bargaining agreement between the School Corporation and the Plainfield Professional Educators Association.
5. ISTRF Compensation - It is intended that the Base Amount, the Elective Contributions, and the Additional Basic Salary, as described above, as well as the taxable portion of the automobile allowance, described below, shall be: (i) included in the administrator's "annual compensation" as defined in Indiana Code 5-10.2-4-3(c), (ii) used to determine the "average of annual compensation" as defined in Indiana Code 5-10.2-4-3(c), and (iii) otherwise reported to the Indiana State Teachers Retirement Fund as compensation for purposes of calculating the administrator's retirement benefit.
6. A group term life and A. D. & D. insurance policy in an amount equal to twice the base amount, with a maximum of \$100,000, will be offered and premium paid by School Corporation, less \$0.96. DelVecchio is responsible for all applicable taxes of this benefit.
7. A long-term disability program will be provided, less \$0.96.
8. Twelve (12) days sick leave per year will be allowed. Accumulation of unused sick leave shall be unlimited.

9. Three (3) personal leave days will be provided annually. Unused personal leave days will be accumulated as sick leave.
10. Twenty (20) days of paid vacation will be allowed per year with no carry over permitted beyond December 1<sup>st</sup> of the immediately following school year. In addition to the twenty (20) days of paid vacation, Ms. DelVecchio is not required to work when school is not in session for Fall Break and Spring Break.
11. Attendance at state and national professional organization meetings is authorized upon approval by the Superintendent before arrangements are finalized.
12. Professional dues for active membership of the Administrator will be paid to the Indiana Association of School Business Officials and the International Association of School Business Officials annually.
13. Retirement provisions shall be in accordance with the terms by School Corporation for employees in Administrator's positions. (No waivers or exceptions to the established criteria will be approved.)
14. For non-compensatory business reasons, the School Corporation shall provide Administrator with the use of a cellular phone. The cellular phone may be for personal and business use as long as (a) such the use is legal and (b) as long as the personal use is otherwise reasonable and does not add to the total cost to the School Corporation, other than for School Corporation's matching employment tax obligations, if any.
15. An additional amount of \$7,500 beyond the Administrator's base salary shall be paid by the school corporation to compensate her for her business use of her automobile. The Administrator's automobile shall otherwise be owned, maintained, and insured by the Administrator at her sole expense.

This addendum supersedes any previously signed agreements.

Consistent with Indiana Code 20-26-5-32.2, the salary associated with this contract will be paid out on an annualized basis consisting of twenty-six (26) payments for the contract year beginning July 1 and ending the following June 30. Except as otherwise specifically provided in this section, the otherwise in accordance with section 409A of the Internal Revenue Code and the Treasury regulations thereto, the time or schedule of any payment of salary will not be accelerated.

Attested to by the members of the Board of School Trustees of the Plainfield Community School Corporation on this 5<sup>th</sup> day of October, 2023.

Approved: \_\_\_\_\_

Board President

Approved: \_\_\_\_\_

Superintendent

Signed: \_\_\_\_\_

Administrator

## REGULAR TEACHING 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 **Plainfield Community School Corporation** ("Corporation") and **DONALD DONES** ("Teacher"). **DONALD DONES** 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, 2023**, and ending on **JUNE 30, 2025**. 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 **205.00** 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 **\$116,014** 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 ground 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 5<sup>th</sup> day of October, 2023.

Teacher



School Corporation by:

  
President

Attested:



Superintendent

  
Secretary

**ADDENDUM TO THE CONTRACT**  
**of**  
**Donald Dones**

The Board of School Trustees of the Plainfield Community School Corporation offers the following provisions to become a part of the Regular Teacher's Contract of Donald Dones. The assignment will be Administrator. This contract and all provisions shall be from July 1, 2023 through June 30, 2025.

Mr. Dones's 2023-2024 basic salary equals the sum of \$116,014 (which shall be used to determine matching annuity as per #4 below) plus the following amounts:

1. The School Corporation will pay the three per cent employee's share of retirement to the teacher retirement fund for the period of time covered by this addendum.
2. In addition to any other compensation payable to the Administrator, the School Corporation shall credit the Administrator with Additional Basic Salary (ABS) equal to the annual cost of family coverage of the School Corporation's group health (HDHP IV), maximum contribution to a Health Savings Account, and family dental insurance plans which can be used to offset the cost of health care coverage.

Dones, as well as Dones's spouse and family, if any, may participate in the School Corporation's group health, dental, and vision insurance plan(s) maintained from time to time by the School Corporation, but otherwise subject to the eligibility requirements of such plans. Dones will be responsible for the entire cost of participation in such group health plan(s).
3. He shall also receive, as offered to other employees in this position, an employer matching contribution to the employer's 401(a) plan as defined in the collective bargaining agreement between the School Corporation and the Plainfield Professional Educators Association.
4. ISTRF Compensation - It is intended that the Base Amount, the Elective Contributions, and the Additional Basic Salary, as described above, as well as the taxable portion of the automobile allowance, described below, shall be: (i) included in the administrator's "annual compensation" as defined in Indiana Code 5-10.2-4-3(c), (ii) used to determine the "average of annual compensation" as defined in Indiana Code 5-10.2-4-3(c), and (iii) otherwise reported to the Indiana State Teachers Retirement Fund as compensation for purposes of calculating the administrator's retirement benefit.
5. A group term life and A. D. & D. insurance policy in an amount equal to twice the base amount, with a maximum of \$100,000, will be offered and premium paid by School Corporation, less \$0.96. Dones is responsible for all applicable taxes of this benefit.
6. A long-term disability program will be provided, less \$0.96.
7. Nine (9) days sick leave per year will be allowed. Accumulation of unused sick leave shall be unlimited.
8. Three (3) personal leave days will be provided annually. Unused personal leave days will be accumulated as sick leave.
9. Attendance at state and national professional organization meetings is authorized upon approval by the Superintendent before arrangements are finalized.

10. Professional dues for active membership of the Administrator will be paid to the Indiana Association of School Business Officials and the International Association of School Business Officials annually.
11. Retirement provisions shall be in accordance with the terms by School Corporation for employees in Administrator's positions. (No waivers or exceptions to the established criteria will be approved.)
12. For non-compensatory business reasons, the School Corporation shall provide Administrator with the use of a cellular phone. The cellular phone may be for personal and business use as long as (a) such the use is legal and (b) as long as the personal use is otherwise reasonable and does not add to the total cost to the School Corporation, other than for School Corporation's matching employment tax obligations, if any.
13. An additional amount of \$1,000 beyond the Administrator's base salary shall be paid by the school corporation to compensate him for his business use of his automobile. The Administrator's automobile shall otherwise be owned, maintained, and insured by the Administrator at his sole expense.

This addendum supersedes any previously signed agreements.

Consistent with Indiana Code 20-26-5-32.2, the salary associated with this contract will be paid out on an annualized basis consisting of twenty-six (26) payments for the contract year beginning July 1 and ending the following June 30. Except as otherwise specifically provided in this section, the otherwise in accordance with section 409A of the Internal Revenue Code and the Treasury regulations thereto, the time or schedule of any payment of salary will not be accelerated.

Attested to by the members of the Board of School Trustees of the Plainfield Community School Corporation on this 5<sup>th</sup> day of October, 2023.

Approved: \_\_\_\_\_

Board President

Approved: \_\_\_\_\_

Superintendent

Signed: \_\_\_\_\_

Administrator

## REGULAR TEACHING 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)*

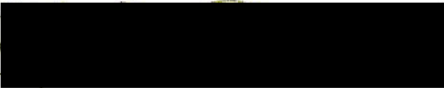
This regular teacher contract ("Contract") is by and between the governing body of the **Plainfield Community School Corporation** ("Corporation") and **MARISA DONOVAN** ("Teacher"). **MARISA DONOVAN** is a teacher as defined in Ind. Code 20-18-2-22.

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, 2023**, and ending on **JUNE 30, 2025**. 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 **240.00** 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 **\$143,468** 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 ground 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 5<sup>th</sup> day of October, 2023.

Teacher



School Corporation by:



President

Attested:



Superintendent



Secretary

**ADDENDUM TO THE CONTRACT**  
**of**  
**Marisa Donovan**

The Board of School Trustees of the Plainfield Community School Corporation offers the following provisions to become a part of the Regular Teacher's Contract of Marisa Donovan. The assignment will be Administrator. This contract and all provisions shall be from July 1, 2023 through June 30, 2025.

Ms. Donovan's 2023-2024 basic salary equals the sum of \$143,468 (which shall be used to determine matching annuity as per #4 below) plus the following amounts:

1. The School Corporation will pay the three per cent employee's share of retirement to the teacher retirement fund for the period of time covered by this addendum.
2. In addition to any other compensation payable to the Administrator, the School Corporation shall credit the Administrator with Additional Basic Salary (ABS) equal to the annual cost of family coverage of the School Corporation's group health (HDHP IV), maximum contribution to a Health Savings Account, and family dental insurance plans which can be used to offset the cost of health care coverage.

Donovan, as well as Donovan's spouse and family, if any, may participate in the School Corporation's group health, dental, and vision insurance plan(s) maintained from time to time by the School Corporation, but otherwise subject to the eligibility requirements of such plans. Donovan will be responsible for the entire cost of participation in such group health plan(s).

3. She shall also receive, as offered to other employees in this position, an employer matching contribution to the employer's 401(a) plan as defined in the collective bargaining agreement between the School Corporation and the Plainfield Professional Educators Association.
4. ISTRF Compensation - It is intended that the Base Amount and the ABS Amount, as described above, shall be: (i) included in the administrator's "annual compensation" as defined in Indiana Code 5-10.2-4-3(c), (ii) used to determine the "average of annual compensation" as defined in Indiana Code 5-10.2-4-3(c), and (iii) otherwise reported to the Indiana State Teachers Retirement Fund as compensation for purposes of calculating administrator's retirement benefit.
5. A group term life and A. D. & D. insurance policy in an amount equal to twice the base amount, with a maximum of \$100,000, will be offered and premium paid by School Corporation, less \$0.96. Donovan is responsible for all applicable taxes of this benefit.
6. A long-term disability program will be provided, less \$0.96.
7. Nine (9) days sick leave per year will be allowed. Accumulation of unused sick leave shall be unlimited.
8. Three (3) personal leave days will be provided annually. Unused personal leave days will be accumulated as sick leave.

9. For the 2023-2024 school year and in addition to the three (3) personal leave days, Donvoan will not be required to work when school is not in session for Fall Break, Thanksgiving Break, Christmas Break, Martin Luther King Day, President's Day, and Spring Break. In addition, Donovan is not required to work July 3-July 7, 2023 and June 24-June 28, 2024.

For the 2024-2025 school year and in addition to the three (3) personal leave days, Donovan will not be required to work when school is not in session for Fall Break, Thanksgiving Break, Christmas Break, Martin Luther King Day, President's Day, and Spring Break. In addition, Donovan is not required to work three (3) consecutive weeks over the summer break. These weeks will be determined by the first teacher contract day of the 2025-2026 school year as approved by the Board of School Trustees. These three (3) weeks will end with Donovan returning to work three (3) weeks prior to the first teacher contract day of the 2025-2026 school year.

10. Attendance at state and national professional organization meetings is authorized upon approval by the Superintendent before arrangements are finalized.
11. Professional dues for active membership in the respective state and national principals' association (i.e., NAESP or NASSP) will be paid by the school corporation.
12. Retirement provisions shall be in accordance with the terms by School Corporation for employees in Administrator's positions. (No waivers or exceptions to the established criteria will be approved.)
13. Mileage reimbursements for travel incurred as a result of official business outside of the school district will be paid at a rate equal to that established by the Internal Revenue Service. Other expenses will be allowed in accordance with current guidelines and Board policy.

This addendum supersedes any previously signed agreements.

Consistent with Indiana Code 20-26-5-32.2, the salary associated with this contract will be paid out on an annualized basis consisting of twenty-six (26) payments for the contract year beginning July 1 and ending the following June 30. Except as otherwise specifically provided in this section, the otherwise in accordance with section 409A of the Internal Revenue Code and the Treasury regulations thereto, the time or schedule of any payment of salary will not be accelerated.

Attested to by the members of the Board of School Trustees of the Plainfield Community School Corporation on this 5<sup>th</sup> day of October, 2023.

Approved: [Redacted]  
Board President

Approved: [Redacted]  
Superintendent

Signed: [Redacted]  
Administrator

## REGULAR TEACHING 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 **Plainfield Community School Corporation** ("Corporation") and **JEFFREY HANSEL** ("Teacher"). **JEFFREY HANSEL** 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:

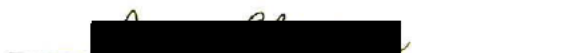
1. The Teacher shall teach in the schools of the Corporation for the school term, beginning **JULY 1, 2023**, and ending on **JUNE 30, 2025**. Ind Code 20-28-6-2(a)(3)(A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **240.00** days. Ind. Code 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 **\$108,150** 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 ground 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 5<sup>th</sup> day of October, 2023.

Teacher



School Corporation by:

  
President

Attested:



Superintendent

  
Secretary

**ADDENDUM TO THE CONTRACT**  
**of**  
**Jeffrey Hansel**

The Board of School Trustees of the Plainfield Community School Corporation offers the following provisions to become a part of the Regular Teacher's Contract of Jeffrey Hansel. The assignment will be Administrator. This contract and all provisions shall be from July 1, 2023 through June 30, 2025.

Mr. Hansel's 2023-2024 basic salary equals the sum of \$108,150 (which shall be used to determine matching annuity as per #4 below) plus the following amounts:

1. The School Corporation will pay the three per cent employee's share of retirement to the teacher retirement fund for the period of time covered by this addendum.
2. In addition to any other compensation payable to the Administrator, the School Corporation shall credit the Administrator with Additional Basic Salary (ABS) equal to the annual cost of family coverage of the School Corporation's group health (HDHP IV), maximum contribution to a Health Savings Account, and family dental insurance plans which can be used to offset the cost of health care coverage.

Hansel, as well as Hansel's spouse and family, if any, may participate in the School Corporation's group health, dental, and vision insurance plan(s) maintained from time to time by the School Corporation, but otherwise subject to the eligibility requirements of such plans. Hansel will be responsible for the entire cost of participation in such group health plan(s).
3. He shall also receive, as offered to other employees in this position, an employer matching contribution to the employer's 401(a) plan as defined in the collective bargaining agreement between the School Corporation and the Plainfield Professional Educators Association.
4. ISTRF Compensation - It is intended that the Base Amount and the ABS Amount, as described above, shall be: (i) included in the administrator's "annual compensation" as defined in Indiana Code 5-10.2-4-3(c), (ii) used to determine the "average of annual compensation" as defined in Indiana Code 5-10.2-4-3(c), and (iii) otherwise reported to the Indiana State Teachers Retirement Fund as compensation for purposes of calculating administrator's retirement benefit.
5. A group term life and A. D. & D. insurance policy in an amount equal to twice the base amount, with a maximum of \$100,000, will be offered and premium paid by School Corporation, less \$0.96. Hansel is responsible for all applicable taxes of this benefit.
6. A long-term disability program will be provided, less \$0.96.
7. Nine (9) days sick leave per year will be allowed. Accumulation of unused sick leave shall be unlimited.
8. Three (3) personal leave days will be provided annually. Unused personal leave days will be accumulated as sick leave.

9. For the 2023-2024 school year and in addition to the three (3) personal leave days, Hansel will not be required to work when school is not in session for Fall Break, Thanksgiving Break, Christmas Break, Martin Luther King Day, President's Day, and Spring Break. In addition, Hansel is not required to work July 3-July 7, 2023 and June 24-June 28, 2024.

For the 2024-2025 school year and in addition to the three (3) personal leave days, Hansel will not be required to work when school is not in session for Fall Break, Thanksgiving Break, Christmas Break, Martin Luther King Day, President's Day, and Spring Break. In addition, Hansel is not required to work three (3) consecutive weeks over the summer break. These weeks will be determined by the first teacher contract day of the 2025-2026 school year as approved by the Board of School Trustees. These three (3) weeks will end with Hansel returning to work three (3) weeks prior to the first teacher contract day of the 2025-2026 school year.

10. Attendance at state and national professional organization meetings is authorized upon approval by the Superintendent before arrangements are finalized.
11. Professional dues for active membership in the respective state and national principals' association (i.e., NAESP or NASSP) will be paid by the school corporation.
12. Retirement provisions shall be in accordance with the terms by School Corporation for employees in Administrator's positions. (No waivers or exceptions to the established criteria will be approved.)
13. Mileage reimbursements for travel incurred as a result of official business outside of the school district will be paid at a rate equal to that established by the Internal Revenue Service. Other expenses will be allowed in accordance with current guidelines and Board policy.

This addendum supersedes any previously signed agreements.

Consistent with Indiana Code 20-26-5-32.2, the salary associated with this contract will be paid out on an annualized basis consisting of twenty-six (26) payments for the contract year beginning July 1 and ending the following June 30. Except as otherwise specifically provided in this section, the otherwise in accordance with section 409A of the Internal Revenue Code and the Treasury regulations thereto, the time or schedule of any payment of salary will not be accelerated.

Attested to by the members of the Board of School Trustees of the Plainfield Community School Corporation on this 5<sup>th</sup> day of October, 2023.

Approved: \_\_\_\_\_

Board President

Approved: \_\_\_\_\_

Superintendent

Signed: \_\_\_\_\_

Administrator

## REGULAR TEACHING 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 **Plainfield Community School Corporation** ("Corporation") and **RYAN KING** ("Teacher"). **RYAN KING** 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, 2023**, and ending on **JUNE 30, 2025**. 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 **240.00** 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 **\$123,600** 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 ground 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 5<sup>th</sup> day of October, 2023.


Teacher

  
\_\_\_\_\_

School Corporation by:

  
\_\_\_\_\_  
President

Attested:

  
\_\_\_\_\_  
Superintendent

  
\_\_\_\_\_  
Secretary

**ADDENDUM TO THE CONTRACT**  
**of**  
**Ryan King**

The Board of School Trustees of the Plainfield Community School Corporation offers the following provisions to become a part of the Regular Teacher's Contract of Ryan King. The assignment will be Administrator. This contract and all provisions shall be from July 1, 2023 through June 30, 2025.

Mr. King's 2023-2024 basic salary equals the sum of \$123,600 (which shall be used to determine matching annuity as per #4 below) plus the following amounts:

1. The School Corporation will pay the three per cent employee's share of retirement to the teacher retirement fund for the period of time covered by this addendum.
2. In addition to any other compensation payable to the Administrator, the School Corporation shall credit the Administrator with Additional Basic Salary (ABS) equal to the annual cost of family coverage of the School Corporation's group health (HDHP IV), maximum contribution to a Health Savings Account, and family dental insurance plans which can be used to offset the cost of health care coverage.

King, as well as King's spouse and family, if any, may participate in the School Corporation's group health, dental, and vision insurance plan(s) maintained from time to time by the School Corporation, but otherwise subject to the eligibility requirements of such plans. King will be responsible for the entire cost of participation in such group health plan(s).

3. He shall also receive, as offered to other employees in this position, an employer matching contribution to the employer's 401(a) plan as defined in the collective bargaining agreement between the School Corporation and the Plainfield Professional Educators Association.
4. ISTRF Compensation - It is intended that the Base Amount and the ABS Amount, as described above, shall be: (i) included in the administrator's "annual compensation" as defined in Indiana Code 5-10.2-4-3(c), (ii) used to determine the "average of annual compensation" as defined in Indiana Code 5-10.2-4-3(c), and (iii) otherwise reported to the Indiana State Teachers Retirement Fund as compensation for purposes of calculating administrator's retirement benefit.
5. A group term life and A. D. & D. insurance policy in an amount equal to twice the base amount, with a maximum of \$100,000, will be offered and premium paid by School Corporation, less \$0.96. King is responsible for all applicable taxes of this benefit.
6. A long-term disability program will be provided, less \$0.96.
7. Nine (9) days sick leave per year will be allowed. Accumulation of unused sick leave shall be unlimited.
8. Three (3) personal leave days will be provided annually. Unused personal leave days will be accumulated as sick leave.

9. For the 2023-2024 school year and in addition to the three (3) personal leave days, King will not be required to work when school is not in session for Fall Break, Thanksgiving Break, Christmas Break, Martin Luther King Day, President's Day, and Spring Break. In addition, King is not required to work July 3-July 7, 2023 and June 24-June 28, 2024.


For the 2024-2025 school year and in addition to the three (3) personal leave days, King will not be required to work when school is not in session for Fall Break, Thanksgiving Break, Christmas Break, Martin Luther King Day, President's Day, and Spring Break. In addition, King is not required to work three (3) consecutive weeks over the summer break. These weeks will be determined by the first teacher contract day of the 2025-2026 school year as approved by the Board of School Trustees. These three (3) weeks will end with King returning to work three (3) weeks prior to the first teacher contract day of the 2025-2026 school year.

10. Attendance at state and national professional organization meetings is authorized upon approval by the Superintendent before arrangements are finalized.
11. Professional dues for active membership in the respective state and national principals' association (i.e., NAESP or NASSP) will be paid by the school corporation.
12. Retirement provisions shall be in accordance with the terms by School Corporation for employees in Administrator's positions. (No waivers or exceptions to the established criteria will be approved.)
13. Mileage reimbursements for travel incurred as a result of official business outside of the school district will be paid at a rate equal to that established by the Internal Revenue Service. Other expenses will be allowed in accordance with current guidelines and Board policy.

This addendum supersedes any previously signed agreements.

Consistent with Indiana Code 20-26-5-32.2, the salary associated with this contract will be paid out on an annualized basis consisting of twenty-six (26) payments for the contract year beginning July 1 and ending the following June 30. Except as otherwise specifically provided in this section, the otherwise in accordance with section 409A of the Internal Revenue Code and the Treasury regulations thereto, the time or schedule of any payment of salary will not be accelerated.

Attested to by the members of the Board of School Trustees of the Plainfield Community School Corporation on this 5<sup>th</sup> day of October, 2023.

Approved:   
Board President

Approved:   
Superintendent

Signed:   
Administrator

## REGULAR TEACHING 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 **Plainfield Community School Corporation** ("Corporation") and **MICHAEL MENSER** ("Teacher"). **MICHAEL MENSER** 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, 2023**, and ending on **JUNE 30, 2025**. 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 **240.00** 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 **\$120,831** 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 ground 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 5<sup>th</sup> day of October, 2023.

Teacher



School Corporation by:

  
President

Attested:



Superintendent

  
Secretary

**ADDENDUM TO THE CONTRACT**  
**of**  
**Michael Menser**

The Board of School Trustees of the Plainfield Community School Corporation offers the following provisions to become a part of the Regular Teacher's Contract of Michael Menser. The assignment will be Administrator. This contract and all provisions shall be from July 1, 2023 through June 30, 2025.

Mr. Menser's 2023-2024 basic salary equals the sum of \$120,831 (which shall be used to determine matching annuity as per #4 below) **plus** the following amounts:

1. The School Corporation will pay the three per cent employee's share of retirement to the teacher retirement fund for the period of time covered by this addendum.
2. In addition to any other compensation payable to the Administrator, the School Corporation shall credit the Administrator with Additional Basic Salary (ABS) equal to the annual cost of family coverage of the School Corporation's group health (HDHP IV), maximum contribution to a Health Savings Account, and family dental insurance plans which can be used to offset the cost of health care coverage.

Menser, as well as Menser's spouse and family, if any, may participate in the School Corporation's group health, dental, and vision insurance plan(s) maintained from time to time by the School Corporation, but otherwise subject to the eligibility requirements of such plans. Menser will be responsible for the entire cost of participation in such group health plan(s).

3. He shall also receive, as offered to other employees in this position, an employer matching contribution to the employer's 401(a) plan as defined in the collective bargaining agreement between the School Corporation and the Plainfield Professional Educators Association.
4. ISTRF Compensation - It is intended that the Base Amount and the ABS Amount, as described above, shall be: (i) included in the administrator's "annual compensation" as defined in Indiana Code 5-10.2-4-3(c), (ii) used to determine the "average of annual compensation" as defined in Indiana Code 5-10.2-4-3(c), and (iii) otherwise reported to the Indiana State Teachers Retirement Fund as compensation for purposes of calculating administrator's retirement benefit.
5. A group term life and A. D. & D. insurance policy in an amount equal to twice the base amount, with a maximum of \$100,000, will be offered and premium paid by School Corporation, less \$0.96. Menser is responsible for all applicable taxes of this benefit.
6. A long-term disability program will be provided, less \$0.96.
7. Nine (9) days sick leave per year will be allowed. Accumulation of unused sick leave shall be unlimited.
8. Three (3) personal leave days will be provided annually. Unused personal leave days will be accumulated as sick leave.

9. For the 2023-2024 school year and in addition to the three (3) personal leave days, Menser will not be required to work when school is not in session for Fall Break, Thanksgiving Break, Christmas Break, Martin Luther King Day, President's Day, and Spring Break. In addition, Menser is not required to work July 3-July 7, 2023 and June 24-June 28, 2024.


For the 2024-2025 school year and in addition to the three (3) personal leave days, Menser will not be required to work when school is not in session for Fall Break, Thanksgiving Break, Christmas Break, Martin Luther King Day, President's Day, and Spring Break. In addition, Menser is not required to work three (3) consecutive weeks over the summer break. These weeks will be determined by the first teacher contract day of the 2025-2026 school year as approved by the Board of School Trustees. These three (3) weeks will end with Menser returning to work three (3) weeks prior to the first teacher contract day of the 2025-2026 school year.

10. Attendance at state and national professional organization meetings is authorized upon approval by the Superintendent before arrangements are finalized.
11. Professional dues for active membership in the respective state and national principals' association (i.e., NAESP or NASSP) will be paid by the school corporation.
12. Retirement provisions shall be in accordance with the terms by School Corporation for employees in Administrator's positions. (No waivers or exceptions to the established criteria will be approved.)
13. Mileage reimbursements for travel incurred as a result of official business outside of the school district will be paid at a rate equal to that established by the Internal Revenue Service. Other expenses will be allowed in accordance with current guidelines and Board policy.

This addendum supersedes any previously signed agreements.

Consistent with Indiana Code 20-26-5-32.2, the salary associated with this contract will be paid out on an annualized basis consisting of twenty-six (26) payments for the contract year beginning July 1 and ending the following June 30. Except as otherwise specifically provided in this section, the otherwise in accordance with section 409A of the Internal Revenue Code and the Treasury regulations thereto, the time or schedule of any payment of salary will not be accelerated.

Attested to by the members of the Board of School Trustees of the Plainfield Community School Corporation on this 5<sup>th</sup> day of October, 2023.

Approved:   
Board President

Approved:   
Superintendent

Signed:   
Administrator

## REGULAR TEACHING 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 **Plainfield Community School Corporation** ("Corporation") and **JACKI O'BRADOVICH** ("Teacher"). **JACKI O'BRADOVICH** 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, 2023**, and ending on **JUNE 30, 2025**. 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 **240.00** 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 **\$106,399** 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 ground 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 5<sup>th</sup> day of October, 2023.


Teacher



School Corporation by:

  
\_\_\_\_\_  
President

Attested:

  
\_\_\_\_\_  
Superintendent

  
\_\_\_\_\_  
Secretary

**ADDENDUM TO THE CONTRACT**  
**of**  
**Jacki O'Bradovich**

The Board of School Trustees of the Plainfield Community School Corporation offers the following provisions to become a part of the Regular Teacher's Contract of Jacki O'Bradovich. The assignment will be Administrator. This contract and all provisions shall be from July 1, 2023 through June 30, 2025.

Ms. O'Bradovich's 2023-2024 basic salary equals the sum of \$106,399 (which shall be used to determine matching annuity as per #4 below) plus the following amounts:

1. The School Corporation will pay the three per cent employee's share of retirement to the teacher retirement fund for the period of time covered by this addendum.
2. In addition to any other compensation payable to the Administrator, the School Corporation shall credit the Administrator with Additional Basic Salary (ABS) equal to the annual cost of family coverage of the School Corporation's group health (HDHP IV), maximum contribution to a Health Savings Account, and family dental insurance plans which can be used to offset the cost of health care coverage.

O'Bradovich, as well as O'Bradovich's spouse and family, if any, may participate in the School Corporation's group health, dental, and vision insurance plan(s) maintained from time to time by the School Corporation, but otherwise subject to the eligibility requirements of such plans. O'Bradovich will be responsible for the entire cost of participation in such group health plan(s).

3. She shall also receive, as offered to other employees in this position, an employer matching contribution to the employer's 401(a) plan as defined in the collective bargaining agreement between the School Corporation and the Plainfield Professional Educators Association.
4. ISTRF Compensation - It is intended that the Base Amount and the ABS Amount, as described above, shall be: (i) included in the administrator's "annual compensation" as defined in Indiana Code 5-10.2-4-3(c), (ii) used to determine the "average of annual compensation" as defined in Indiana Code 5-10.2-4-3(c), and (iii) otherwise reported to the Indiana State Teachers Retirement Fund as compensation for purposes of calculating administrator's retirement benefit.
5. A group term life and A. D. & D. insurance policy in an amount equal to twice the base amount, with a maximum of \$100,000, will be offered and premium paid by School Corporation, less \$0.96. O'Bradovich is responsible for all applicable taxes of this benefit.
6. A long-term disability program will be provided, less \$0.96.
7. Nine (9) days sick leave per year will be allowed. Accumulation of unused sick leave shall be unlimited.
8. Three (3) personal leave days will be provided annually. Unused personal leave days will be accumulated as sick leave.

9. For the 2023-2024 school year and in addition to the three (3) personal leave days, O'Bradovich will not be required to work when school is not in session for Fall Break, Thanksgiving Break, Christmas Break, Martin Luther King Day, President's Day, and Spring Break. In addition, O'Bradovich is not required to work July 3-July 7, 2023 and June 24-June 28, 2024.

For the 2024-2025 school year and in addition to the three (3) personal leave days, O'Bradovich will not be required to work when school is not in session for Fall Break, Thanksgiving Break, Christmas Break, Martin Luther King Day, President's Day, and Spring Break. In addition, O'Bradovich is not required to work three (3) consecutive weeks over the summer break. These weeks will be determined by the first teacher contract day of the 2025-2026 school year as approved by the Board of School Trustees. These three (3) weeks will end with O'Bradovich returning to work three (3) weeks prior to the first teacher contract day of the 2025-2026 school year.

10. Attendance at state and national professional organization meetings is authorized upon approval by the Superintendent before arrangements are finalized.
11. Professional dues for active membership in the respective state and national principals' association (i.e., NAESP or NASSP) will be paid by the school corporation.
12. Retirement provisions shall be in accordance with the terms by School Corporation for employees in Administrator's positions. (No waivers or exceptions to the established criteria will be approved.)
13. Mileage reimbursements for travel incurred as a result of official business outside of the school district will be paid at a rate equal to that established by the Internal Revenue Service. Other expenses will be allowed in accordance with current guidelines and Board policy.

This addendum supersedes any previously signed agreements.

Consistent with Indiana Code 20-26-5-32.2, the salary associated with this contract will be paid out on an annualized basis consisting of twenty-six (26) payments for the contract year beginning July 1 and ending the following June 30. Except as otherwise specifically provided in this section, the otherwise in accordance with section 409A of the Internal Revenue Code and the Treasury regulations thereto, the time or schedule of any payment of salary will not be accelerated.

Attested to by the members of the Board of School Trustees of the Plainfield Community School Corporation on this 5<sup>th</sup> day of October, 2023.

Approved:

Board President

Approved:

Superintendent

Signed:

Administrator

## REGULAR TEACHING 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 **Plainfield Community School Corporation** ("Corporation") and **SCOTT OLINGER** ("Teacher"). **SCOTT OLINGER** 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, 2023**, and ending on **JUNE 30, 2025**. 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 **240.00** 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 **\$220,525** 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 ground 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 5<sup>th</sup> day of October, 2023.

Teacher



School Corporation by:



President

Attested:



Superintendent



Secretary


ADDENDUM TO REGULAR CONTRACT  
BETWEEN  
PLAINFIELD COMMUNITY SCHOOL CORPORATION  
AND  
SCOTT OLINGER

WHEREAS, Plainfield Community School Corporation Board of School Trustees (the "Board") has entered into a regular contract for employment with Scott Olinger ("Superintendent"), as Superintendent of the Plainfield Community School Corporation (the "School Corporation"), effective July 1, 2022 (the "Contract"); and

WHEREAS, the Board and Superintendent desire to supplement the provisions contained in the Contract in a manner consistent with Indiana Code 20-28-8-6 by the adoption and execution of this Addendum to Regular Contract (the "Addendum").

NOW, THEREFORE, the Board and Superintendent agree as follows:

1. Employment/Contract Length. The Board currently employs Superintendent and Superintendent agrees to continue to be employed by the Board as the chief executive officer of the School Corporation for a period beginning July 1, 2022 and concluding June 30, 2025, unless extended as provided in section 5 and otherwise subject to the terms of the Contract and the Addendum (collectively, the "Comprehensive Contract"), as well as applicable law. The Comprehensive Contract is a new agreement between the parties and is not an amendment or continuation of any prior agreement of employment between the parties.
2. Duties. The parties agree that the duties of the position of Superintendent to be performed pursuant to this Comprehensive Contract are those set forth in the Board's D125-R policy entitled "Qualifications and Duties of Superintendent", which document may be unilaterally amended in a reasonable manner from time to time by the Board, ("D125-R"). (A copy of the current D125-R is attached as Exhibit A.)
  - A. Periodic Review. The Board agrees to periodically meet with Superintendent to review the performance of his duties during the school year and to establish goals for the future.
  - B. Division of Responsibilities. The parties agree that the duties as stated in D125-R represent a reasonable division of responsibilities between the policy making responsibility of the Board, and the policy implementation and management responsibilities of Superintendent as the chief executive officer of the School Corporation. The parties further agree that the division of responsibilities between the Board and Superintendent shall be interpreted and implemented consistent with the Indiana School Boards' Association's Code of Ethics for School Board Members.
  - C. No Reassignment. The parties to this Comprehensive Contract further agree that the duties performed by Superintendent pursuant to this Comprehensive Contract make the position of Superintendent a unique position in the School Corporation, and Superintendent will therefore not be transferred or reassigned by the Board to another position without his written consent.
  - D. Professional Standards. Superintendent agrees that at all times while he is employed pursuant to this Comprehensive Contract he will fully meet the minimum qualifications for the position of

  
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Superintendent which include maintaining a license from the Division of Professional Standards of the Indiana Department of Education for the position of Superintendent.

3. Basic Salary. In exchange for Superintendent's performance of the duties of the position of superintendent and meeting the qualification standards for the position of superintendent, Superintendent shall receive a basic salary equal to the sum of the: (i) Base Amount, (ii) additional amounts hereinafter described in section 3, and (iii) the taxable portion of the automobile allowance in subsection 4H.
  - A. Base Amount. Subject to adjustment as hereinafter provided, Superintendent shall be paid a Base Amount for each 12-month period of the Comprehensive Contract beginning July 1 and ending June 30 (the "Contract Year") completed by Superintendent in the following amounts:
    - i. For the 2022-2023 Contract Year, Superintendent shall be paid Two Hundred Twelve Thousand Five Hundred Fifty-Four Dollars (\$212,554.00) as the Base Amount. However, if Superintendent does not meet the following requirements (the "Base Amount Requirements"), his Base Amount for the 2022-2023 Contract Year shall be the same as his Base Amount for the 2021-2022 Contract Year:
      - a. Superintendent does not have an evaluation ranking of either "needs improvement" nor "ineffective"; and
      - b. Superintendent has met the qualifying requirements of the performance based compensation plan applicable to Superintendent's position, if any.
    - ii. Future Increases. For each Contract Year commencing after the 2022-2023 Contract Year, Superintendent's Base Amount shall be increased by the same percentage increase as the percentage increase in raises generally provided other Administrators by the School Corporation for the applicable Contract Year. However, for any future Contract Year in which Superintendent does not meet the Base Amount Requirements for the particular Contract Year (the "non-performing Contract Year"), Superintendent's Base Amount for the non-performing Contract Year shall be the same as the Base Amount for the immediately succeeding Contract Year. In addition, upon the occurrence of any of the following, Superintendent's Base Amount shall not be increased for the particular post 2022-2023 Contract Year:
      - a. Other Administrators do not receive any raise for the Contract Year;
      - b. Within 30 days of the Board establishing raises of Administrators for a Contract Year, Superintendent submits a written document to the Board waiving any increase in his Base Amount for the particular Contract Year; or
      - c. On or before the date the Board establishes raises for the Administrators, the Board provides written notice to Superintendent that it will no longer agree to any increases in the Base Amount for Superintendent for all future Contract Years or any increase in his Base Amount for a particular Contract Year.
    - iii. Payment. The total Base Amount for a Contract Year, increased as provided above, shall be paid to Superintendent evenly throughout the applicable Contract Year.

B. Elective Contributions.

- i. Amount. The Internal Revenue Code (the "Code") allows the School Corporation to establish retirement plan arrangements described in Code sections 403(b) and 457(b) to which its employees may make salary reduction contributions. For each Contract Year, the School Corporation shall contribute \$27,000 to a 403(b) plan or 457(b) plan at the written direction of Superintendent ("Elective Contributions"). However, if Superintendent fails to timely complete a salary reduction agreement directing that the Elective Contributions be paid on his behalf to the School Corporation's 403(b) plan and/or 457(b) plan, such amount for which no salary reduction agreement has been provided shall be paid to Superintendent as additional wages, less applicable income and employment tax withholdings.
- ii. Timing. The total Elective Contributions for a Contract Year shall be made available to Superintendent evenly throughout the applicable Contract Year over the same pay periods and in the same manner that Superintendent's Base Amount is paid to him.
- iii. Limitation. Notwithstanding any contrary provisions contained herein, following the expiration or other termination of the Comprehensive Contract, Elective Contributions shall no longer be made available to Superintendent. Accordingly, if the term of the Comprehensive Contract ends any time before the end of a Contract Year, the Elective Contributions will be prospectively discontinued.


C. Additional Basic Salary (ABS).

- i. Amount. In addition to any other compensation payable to Superintendent, the School Corporation shall credit Superintendent with Additional Basic Salary (ABS) equal to the annual cost of family coverage of the School Corporation's group health (PPO IV), maximum contribution to a Health Savings Account, and dental insurance plans which can be used to offset the cost of health care coverage.
- ii. Timing and Payment Elections. The ABS shall be made available to Superintendent over the same pay periods and in the same manner that Superintendent's Base Amount is made payable to him. At Superintendent's election, the ABS can be used to: (a) fund and pay through salary reduction contributions for any of the qualified benefits selected under a Code section 125 plan maintained by the School Corporation, (b) make salary reduction contributions to Code-section 403(b) and/or 457(b) plans offered by the School Corporation, and/or (c) paid as additional wages to Superintendent. However, unless and until Superintendent completes an applicable salary reduction agreement, the ABS shall be paid throughout the Contract Year directly to Superintendent less applicable income and employment tax withholdings.

- D. Continuation Pay. Beginning with the 2022-2023 Contract Year and ending no later than the 2024-2025 Contract Year, additional, annual compensation (basic salary) of Twenty Thousand Dollars (\$20,000.00) per Contract Year shall be paid to Superintendent, less applicable withholdings, for his services performed for the School Corporation during the completed Contract Year ("Continuation Pay"). Subsequent to the termination of the Comprehensive Contract and/or Superintendent's

employment with the Corporation, Superintendent shall only be entitled to receive annual Continuation Pay for the Contract Year ending before such termination.

- i. Payments. Superintendent shall not be paid Continuation Pay beyond the 2024-2025 Contract Year. The annual Continuation Pay earned by Superintendent shall be paid to him as part of his next paycheck due from the School Corporation immediately following, but not coincident with, the end of the applicable Contract Year.
    - ii. Matching Contributions. Notwithstanding any contrary provisions contained in the School Corporation's 401(a) matching annuity plan, as referenced in subsection 4D below, Continuation Pay will be recognized as compensation for purpose of determining the matching contributions made available to Superintendent under such 401(a) plan.
  - E. Stipend. For the 2022-2023 Contract Year and any subsequent Contract Year in which other administrators of the School Corporation ("Administrators") are provided a one-time stipend by the Board, Superintendent shall also be entitled to a one-time stipend for the particular Contract Year provided: (i) Superintendent is employed at the time of payment of the one-time stipend to the other Administrators, (ii) Superintendent meets the Base Amount Requirements for the particular Contract Year, and (iii) the Board separately approves the amount of the one-time stipend to be paid to Superintendent, which amount may be different than that provided the other Administrators for the particular Contract Year.
  - F. ISTRF Compensation. It is intended that the Base Amount, Elective Contributions, ABS Amount, Continuation Pay, and Stipend, all as described above, as well as the taxable portion of the automobile allowance, described below, shall be: (i) included in Superintendent's "annual compensation" as defined in Indiana Code 5-10.2-4-3(c), (ii) used to determine the "average of annual compensation" as defined in Indiana Code 5-10.2-4-3(c), and (iii) otherwise reported to the Indiana State Teachers Retirement Fund as compensation for purposes of calculating Superintendent's retirement benefit.
4. Fringe Benefits.
- A. Teachers' Master Contract and Board Policy. In addition to those benefits described herein, Superintendent is entitled to those fringe benefits included in the collectively bargained contract between the Plainfield Community School Corporation Board of School Trustees and the Plainfield Professional Educators Association (the "Teachers' Master Contract"), as amended from time to time, as well as any additional benefits, if any, established by the Board for a group of certified administrative employees of the School Corporation. Notwithstanding the foregoing, to the extent that benefits provided in the Teachers' Master Contract or for certified administrative employees duplicate a benefit provided pursuant to this Comprehensive Contract, the benefit provided by this Comprehensive Contract shall be the benefit provided to the Superintendent.
  - B. Group Health and Dental Plans.
    - i. Superintendent Coverage. Superintendent, as well as Superintendent's spouse and dependents, if any, may participate in the School Corporation's group hospital, surgical, major medical and dental plan(s), but otherwise subject to the eligibility requirements of such plans.

  
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Except as otherwise specifically provided herein, Superintendent will be responsible for the entire cost of their participation in such group hospital, surgical, major medical and dental plan(s).

- ii. Retiree Coverage. Following retirement or severance of employment, Superintendent and Superintendent's spouse are entitled to continue coverage in the group hospital, surgical, major medical and dental plan(s) of the School Corporation in accordance with the terms of the Teachers' Master Contract and applicable law, but only until Superintendent has qualified for Medicare coverage. All applicable premiums and costs for continued participation of Superintendent and his spouse in such plans of the School Corporation following retirement or Severance of Employment shall be paid by the School Corporation.

C. Other Insurance.

- i. Life Insurance. Provided Superintendent is otherwise insurable, Superintendent may participate in the group term life insurance plan offered by the School Corporation. The face amount of coverage for Superintendent shall be One Hundred Thousand Dollars (\$100,000.00). The School Corporation shall pay all, but One Dollar (\$1.00) of the premium cost for such coverage, with Superintendent responsible for the remaining cost.
- ii. Long Term Disability. Superintendent may participate in the long term disability insurance plan offered by the School Corporation from time to time, with coverage and benefits similar to those offered to other certified administrative employees of the School Corporation. The School Corporation shall pay all, but One Dollar (\$1.00) of the premium cost for such coverage, with Superintendent responsible for the remaining cost.

D. Employee Benefit Plans.

- i. Salary Reduction Contributions. Superintendent may elect to make tax deferred contributions, i.e., salary reduction contributions, to plans described in Code sections 125, 403(b) and/or 457(b) up to the maximum limits allowed by the Code and the applicable plan. At Superintendent's written election, his Base Amount, Elective Contributions, ABS Amount, Continuation Pay, Stipend, and other basic salary may be used to make these salary reduction contributions. Such contributions shall be 100% vested at all times. (The School Corporation shall maintain a list of approved investment vendors for the plans.)
- ii. Matching Contributions. Superintendent shall be entitled to participate in the matching contribution program included in the Teachers' Master Contract or in any separate matching contribution program established for a group of certified administrative employees. Accordingly, Superintendent shall be eligible for an allocation under the School Corporation's 401(a) matching annuity plan in an amount similar to that made available to the teachers of the School Corporation (currently 4.50% of plan compensation), but otherwise subject to the terms and conditions described in such 401(a) plan.

- E. Vacation. Superintendent shall be entitled to twenty (20) days of paid vacation per Contract Year, with no carry over permitted beyond January 15th of the immediately following school year. In addition to the twenty (20) days of paid vacation, Superintendent is not required to work when school is not in session for Fall Break or Spring Break.

- F. General Leave. At the beginning of each Contract Year, Superintendent shall be entitled to three (3) personal leave days and twelve (12) sick leave days. Superintendent shall be permitted to accumulate unused personal leave days as sick leave days for use in future Contract Years, and there shall be no limit on the number of sick leave days that may be accumulated. However, unused sick leave days and unused personal leave days accumulated as sick leave days, are lost, without further compensation to Superintendent, as of the date of termination of the Comprehensive Contract.
- G. ISTRF Contribution. The School Corporation will pay the three percent (3%) employee's share of retirement to the Indiana State Teachers' Retirement Fund for the period of time covered by the Addendum.
- H. Business and Professional Expenses.
- i. Auto Allowance. An additional amount of \$7,500 beyond the Superintendent's base salary shall be paid by the school corporation to compensate him for his business use of his automobile. The Superintendent's automobile shall otherwise be owned, maintained, and insured by the Superintendent at his sole expense.
  - ii. Cell Phone. For non-compensatory business reasons, the School Corporation shall provide Superintendent with the use of a cellular telephone. The cellular telephone may be used for personal and business use as long as: (a) such use is legal and (b) Superintendent's personal use is otherwise reasonable and does not add to the total cost to the School Corporation, other than for School Corporation's matching employment tax obligations, if any.
  - iii. General. The Board shall reimburse the Superintendent for other business and professional expenses approved by the Board and for which Superintendent provides adequate substantiation. Appropriate expenses shall include, but not be limited to:
    - a. Professional dues for Superintendent's active membership in the Indiana Association of Public School Superintendents and the American Association of School Administrators;
    - b. Reasonable costs for Superintendent's membership (business dues) in community service organizations; and
    - c. All reasonable costs for attendance at one (1) national professional organization meeting per Contract Year.
5. Extension and Non-Renewal of Contract. Beginning as of January 1, 2023, and as of each January 1 thereafter, the term of this agreement shall automatically extend for an additional one (1) year period, up to five (5) one-year extensions as allowed by IC 20-28-8-6(c), if the Board or Superintendent fails to notify the other party before January 1 of a given year that the contract extension shall not occur. By way of example, should the Board or Superintendent fail to notify the other party by December 31, 2022, that it does not intend to extend the term of this Comprehensive Contract, then in that event, the Comprehensive Contract shall be automatically extended for an additional one (1) year term ending June 30, 2024. Nothing contained herein shall impair the right of the Board to terminate this Addendum and



the Contract for cause pursuant to the terms, conditions and procedures set forth at IC 20-28-8 et seq., as applicable and from time to time amended.

6. Termination/Cancellation of this Contract.

- A. Failure to Maintain a Superintendent's License. The parties agree that at the time of the execution of this Addendum, the Superintendent is properly licensed by the State of Indiana to be a superintendent of an Indiana public school corporation, and that if this licensure expires or is revoked or canceled for any reason, the Comprehensive Contract shall terminate immediately upon written certification of the status of the Superintendent's license from the Division of Professional Standards of the Indiana Department of Education, or a successor agency with the responsibility to license public school superintendents in the State of Indiana.
- B. Cancellation for Other Reasons. In addition to termination of this Comprehensive Contract by the Board for failure of the Superintendent to maintain proper licensure from the State of Indiana, the parties agree that this Comprehensive Contract may be terminated/canceled in the following ways:
- i. The parties jointly agree, in writing, to cancel;
  - ii. The Superintendent is disabled and is receiving benefits from the long-term disability policy provided by the Board;
  - iii. The Superintendent is convicted of a felony under state or federal law;
  - iv. The Superintendent notifies the Board of his resignation in writing at least ninety (90) days prior to its proposed effective date and presents a written resignation certification in which, in exchange for the Board's acceptance of his resignation, he promises to:
    - a. Continue to devote the necessary attention and time to his duties pursuant to this Comprehensive Contract until the effective date of his resignation; and
    - b. Cooperate, as requested by the Board, in the selection and orientation of a new superintendent until the effective date of his resignation;
  - v. The Board provides Superintendent with a written notice that it is canceling this Comprehensive Contract as of the date of the written notice, unless a later date is specifically provided for in the written notice, and subject to any limitations set forth in IC 20-28-8-6, as from time to time amended:
    - a. On June 30 of the Contract Year in which the Comprehensive Contract is canceled, pays the Superintendent an amount equal to the Base Amount, then in effect and assuming no future increases; and
    - b. Promptly purchases for the Superintendent the additional years of service credit in the Indiana State Teachers' Retirement Fund the Superintendent is entitled to purchase pursuant to Ind. Code 5-10.2-3-1.2 at the time of the Board's written notice.



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- C. Waiver of Claims Following Cancellation. Except as necessary to enforce this section (section 6) of this Addendum, the parties agree that the provisions of section 5 and subsections 6A and 6B of this Addendum shall be the sole and exclusive means of canceling, terminating, or non-renewing the Comprehensive Contract (this Contract and Addendum). In exchange for the waiver and release of all claims related to this Comprehensive Contract by the other party and the waiver and release of all claims relating to the employment of the Superintendent by the Board, including due process, civil rights, common law, and contractual claims by the other party, the Board and Superintendent each waive their right to bring those same claims against the other. The parties agree that the waiver of claims contained in this subsection includes the waiver of the application of the contract cancellation provisions in Indiana Code 20-28-8-7 applicable to superintendent contracts, the provisions of Indiana Code 20-28-7.5-1 et. seq. applicable to the Superintendent's underlying statutory and form contracts as a permanent teacher, as well as the application of all other procedural and substantive requirements, standards, and remedies available under state or federal law, and any claims or actions for damages or equitable relief under any theory of recovery including, but not limited to, a recovery for breach of contract, tortious conduct, or violation of a statutory or constitutional right.
7. Defense and Indemnification. The Board agrees to provide the Superintendent with legal counsel selected and paid for by the Board, and to defend, indemnify, and hold the Superintendent harmless for all claims, demands and judgments arising out of the performance of his duties as Superintendent, to the fullest extent permitted by law.
8. Miscellaneous.
- A. Modifications. The parties further agree that the Comprehensive Contract contains all the agreed terms of employment of the Superintendent by the Board and may not be modified except in a written document making specific reference to provisions of the Comprehensive Contract to be modified. Modifications shall be effective when approved by both parties in the same manner that the Comprehensive Contract was approved, unless a later date is specifically provided for in the modification.
- B. Regular Teachers' Contract. If required for purposes of compliance with a standard or request from the State Board of Accounts of the State of Indiana, or another agency of Indiana or federal government, the parties agree that they will execute one or more one-year or multi-year teacher contracts on the form promulgated by the Superintendent of Public Instruction pursuant to Ind. Code 20-28-6-3 to implement the terms of the Comprehensive Contract. The parties further agree that to the extent that this Addendum is inconsistent with the standard teacher contract form promulgated by the Superintendent of Public Instruction, the terms of this Addendum shall take priority.
- C. Public Record. The parties agree that the Contract and this Addendum are public records pursuant to the Indiana Public Records Act, Indiana Code 5-14-3, and Indiana Code 20-28-6-2(d) pertaining to teacher contracts generally.
- D. Effective Date. Irrespective of the date upon which this Addendum is signed, the terms and conditions contained herein shall first be effective July 1, 2022.
- E. Miscellaneous. This Addendum supersedes any previously signed addendums. If, during the term of the Comprehensive Contract, it is found that a specific clause of the Contract or this Addendum is

illegal in either federal or state court, the remainder of the Contract and Addendum shall not be affected by such a ruling and shall remain in full force and effect.


Consistent with Indiana Code 20-26-5-32.2, the salary associated with this contract will be paid out on an annualized basis consisting of twenty-six (26) payments for the contract year beginning July 1 and ending the following June 30. Except as otherwise specifically provided in this section and unless otherwise in accordance with section 409A of the Internal Revenue Code and the Treasury regulations thereto, the time or schedule of any payment of salary will not be accelerated.


This Addendum is entered into and signed this 8 day of June, 2023.


Superintendent

  
\_\_\_\_\_  
Scott Olinger, Superintendent


Board of School Trustees  
Plainfield Community School Corporation

  
\_\_\_\_\_  
Jessica Elston, Board President


  
\_\_\_\_\_  
Travis Smith, Secretary

  
\_\_\_\_\_  
Danielle Bell, 1st Vice President

  
\_\_\_\_\_  
Brad Dubois, 2nd Vice President

  
\_\_\_\_\_  
Scott Flood, Parliamentarian

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## Exhibit A

### Plainfield Community School Corporation

#### D125-R QUALIFICATIONS AND DUTIES OF SUPERINTENDENT

The Superintendent of Schools is the chief executive officer of the Board of School Trustees. It is his or her responsibility to act as the professional advisor to the Board and to furnish creative leadership to the school administration. As chief executive officer, he or she shall have general oversight of the school system and shall be responsible for the efficient operation of the school system.

##### QUALIFICATIONS

1. Hold a valid Indiana administrative license required to serve as Superintendent of Schools.
2. Have completed a Specialist in Education Degree (Ed.S.), an equivalent degree, or a higher degree from an institution regionally accredited to offer such degree.
3. Such alternatives to the above as the Board may find appropriate and acceptable.

##### REPORTS TO

Board of School Trustees

##### SUPERVISES

Directly or indirectly, all employees of the district.

##### JOB GOAL

The superintendent shall see that the school system operates in such a manner that the educational philosophy and objectives adopted by the Board of School Trustees are carried out in an efficient and effective manner so as to achieve maximum results. The superintendent shall execute all policies and programs approved by the Board and provide leadership, direction and administration.

##### PERFORMANCE RESPONSIBILITIES

1. Serve as the chief executive officer of the Board.
2. Insure the operation of the school system is in accordance with School Board policies, special School Board agreements, and applicable state and federal laws and/or rules and that consideration is given to the recommendations of accrediting agencies and review authorities.
3. Conduct a continuous study of the development, progress, needs, and conditions of the schools and keep the Board informed concerning the findings.
4. Continuously evaluate and measure the degree to which results meet established standards and objectives and take corrective action where indicated.
5. Maintain a basic plan of central administrative structure in terms of clarity of reporting relationships and the delegation of authority and responsibility throughout the school system.
6. Exercise leadership necessary to insure attainment of educational objectives.
7. Prepare and distribute a written agenda with supporting information prior to each regular meeting of the Board.
8. Prepare and submit according to established deadlines all required and requested local, regional, state, and national forms and reports.

## INSTRUCTION AND CURRICULUM

1. Establish and maintain effective and efficient procedures, in cooperation with the professional staff, for the purpose of annually evaluating and appraising the instructional program in grades K-12.
2. Supervise procedures and criteria for the study, evaluation, and rejection or development and implementation of instructional materials, instructional equipment, physical facilities, teaching methodologies, techniques, and organizational groupings which would facilitate and maximize the educational program.
3. Supervise the committee selection and review, selection, and adoption of textbooks and other instructional materials on a regular basis.
4. Maintain a comprehensive curriculum, balanced in terms of state regulations, the needs of the local community, and the fiscal resources available.
5. Insure that curriculum committees are created and operated with the cooperation of and assistance of appropriate staff personnel in the areas of study.
6. Establish and maintain criteria and procedures for an efficient and effective on-going district-wide in-service training program for the improvement of all instructional personnel.
7. Initiate and direct procedures for the identification of all desirable and qualified federal programs and the implementation of all federal programs to include originating the proposal, designing the program, coordinating the application, supervising, and monitoring operationalized programs, and evaluating completed projects with all federal and state rules, regulations, and codes.
8. Direct the development, preparation and annual review of objectives, curriculum guides, and courses of study.
9. Insure integration of grade levels, subject area curricula content, related materials, and schools in the school district.
10. Initiate and direct efficient and effective criteria and procedures in cooperation with and assistance from appropriate staff personnel, for the planning, development, evaluation, and revision of specialized curricula in the areas of special education in accordance with federal and state rules and regulations.
11. Direct the referral, examination, and evaluation of all pupils referred for special education and whenever necessary make additional referrals for pupils requiring professional services by appropriate outside agencies.

## PERSONNEL MANAGEMENT

1. Make recommendations to the Board of School Trustees concerning the employment, promotion, transfer, dismissal, and the retirement of school employees. The superintendent shall have the authority to make assignments and establish job descriptions for all school employees. The Board has the authority to reject specific candidates recommended, but personnel finally accepted should be employed only upon the recommendation of the superintendent.
2. All individuals employed by the Board are responsible directly or indirectly to the Superintendent of Schools. He may delegate responsibilities and assign duties, but this does not relieve the superintendent of responsibility for actions of subordinates.
3. Enter into collective bargaining, negotiations, and/or discussions, as directed by the Board of School Trustees, with all employees and employee groups in accordance with established procedures, and provide reports of the status and progress of such discussions to the Board.
4. Establish and maintain a program of written performance appraisal of all personnel requiring the periodic assessment of performance and communication of results with counseling to improve effectiveness and correct deficiencies.



4. Prepare salary studies and other welfare matters for the various employees and employee groups with recommendations for compensation which are commensurate with the responsibility of the positions, equitable with comparable responsibilities in other area school corporations, and fair to the taxpayer.

#### PROFESSIONAL GROWTH AND DEVELOPMENT

1. Establish objectives that will result in a continuing program of professional growth and development for all the professional personnel.
2. Encourage professional renewal through readings, visitations, conference and workshop attendance, seminars, university programs, and professional organizations at the local, regional, and national levels.

#### FINANCIAL AND BUSINESS MANAGEMENT

1. Initiate and direct efficient and effective criteria and procedures for establishing and maintaining accurate accounting, auditing, and reporting policies and regulations of all financial objectives in accordance with state codes and regulations and the objectives and philosophy of the school corporation in a manner which will maximize the use of such information by the Board of School Trustees.
2. Prepare an annual operating and capital budget which meets the needs of the corporation for the submission to and approval by the Board of School Trustees and other legally designated agencies of the state of Indiana.
3. The superintendent has the authority, within the limits of the major appropriations approved by the Board of School Trustees, to authorize and direct all purchases and expenditures.
4. Establish and maintain procedures for requisitioning, purchasing, receiving, inspecting, storing, recording, distributing, maintaining, and operating of all equipment and supplies at a minimum cost to the corporation and in accordance with bid or quotation requirements of Indiana law.
5. Prepare and submit monthly to the Board of School Trustees an accurately detailed current report of the financial operations of the school district.
6. Supervise as directed by the Board of School Trustees the investment of inactive funds in such a manner as to yield the greatest return within the codes and regulations of the state of Indiana.
7. Make appropriate recommendations on the appraisal and annual review of insurance needs of all buildings, grounds, facilities, and equipment.

#### TRANSPORTATION

1. Initiate and direct efficient procedures for determining if and when buses should be delayed or not run in the event of inclement weather conditions and establish and maintain a communications network for notifying all appropriate personnel.
2. Initiate and direct efficient and effective procedures which will yield:
  - a. maximum utilization of all buses in accordance with state codes and regulations
  - b. transportation routes and time schedules
  - c. repair and maintenance of vehicles and equipment
  - d. procedures for analyzing optimum cost of the operation and maintenance of all vehicles and equipment
3. Prepare and submit in written form all specifications for purchasing of new equipment and/or vehicles and fuels.
4. Organize and coordinate with state and local officials the annual safety meetings for the bus drivers and the annual safety inspections of the buses.

### MANAGEMENT OF FACILITIES

1. Establish and maintain effective and efficient procedures for the cleaning, servicing, repair, and maintenance of all school district buildings, grounds, and related equipment in a manner to maximize utilization and serviceability at all times and in accordance with all local, state, and national codes and regulations and the adopted objectives and philosophy of the school corporation.
2. Establish and maintain procedures for the requisitioning, purchasing, receiving, inspecting, storing, recording, operation, maintaining and distributing of all supplies and equipment necessary to meet the established and ongoing activities and programs of the school district.
3. Maintain procedures for the periodic inspection and evaluation of all plant facilities and grounds in order to maximize the quality and workmanship of all cleaning, servicing, and maintenance within the school corporation.

### SCHOOL AND COMMUNITY RELATIONS

1. Develop and maintain criteria and procedure for effectively assessing the attitudes and reactions of the community and school personnel toward the district's educational programs, objectives, performance, and philosophy.
2. Consult with and advise district personnel, upon request, in the preparation and dissemination of accurate information as required to keep school personnel and the community apprised of the corporation's programs, problems, and progress.
3. Furnish information and assist in the interpretation and dissemination of the Board of School Trustees' activities and actions to the news media, school personnel, and community at large.
4. Meet with students, staff, parents, and community publicly and privately to discuss and interpret school and community relations.

### TERMS OF EMPLOYMENT

Three-year contract, twelve months per year, four weeks' vacation, with salary and fringe benefits to be established annually by the Board.

### EVALUATION

Performance of this job will be evaluated in December and in June of each year in accordance with provisions of Board policy AFB, "Evaluation of the Superintendent."

SOURCE: Plainfield Community School Corporation  
Plainfield, IN

ADOPTED: Prior to 08/10/66

REVISED: 08/01/72, 06/12/79, 10/12/89, 10/14/10

## REGULAR TEACHING 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 **Plainfield Community School Corporation** ("Corporation") and **ROBERT OWENS** ("Teacher"). **ROBERT OWENS** 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, 2023**, and ending on **JUNE 30, 2024**. 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 **240.00** 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 **\$100,489** 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 ground 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 5<sup>th</sup> day of October, 2023.


Teacher



School Corporation by:

  
President

Attested:

  
Superintendent

  
Secretary

## REGULAR TEACHING 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 **Plainfield Community School Corporation** ("Corporation") and **COLLEEN PERRY** ("Teacher"). **COLLEEN PERRY** 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, 2023**, and ending on **JUNE 30, 2025**. 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 **240.00** 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 **\$133,993** 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 ground 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 5<sup>th</sup> day of October, 2023.

Teacher



School Corporation by:

  
President

Attested:

  
Superintendent

  
Secretary

**ADDENDUM TO THE CONTRACT**  
**of**  
**Colleen Perry**

The Board of School Trustees of the Plainfield Community School Corporation offers the following provisions to become a part of the Regular Teacher's Contract of Colleen Perry. The assignment will be Administrator. This contract and all provisions shall be from July 1, 2023 through June 30, 2025.

Ms. Perry's 2023-2024 basic salary equals the sum of \$133,993 (which shall be used to determine matching annuity as per #4 below) **plus** the following amounts:

1. The School Corporation will pay the three per cent employee's share of retirement to the teacher retirement fund for the period of time covered by this addendum.
2. In addition to any other compensation payable to the Administrator, the School Corporation shall credit the Administrator with Additional Basic Salary (ABS) equal to the annual cost of family coverage of the School Corporation's group health (HDHP IV), maximum contribution to a Health Savings Account, and family dental insurance plans which can be used to offset the cost of health care coverage.

Perry, as well as Perry's spouse and family, if any, may participate in the School Corporation's group health, dental, and vision insurance plan(s) maintained from time to time by the School Corporation, but otherwise subject to the eligibility requirements of such plans. Perry will be responsible for the entire cost of participation in such group health plan(s).

3. She shall also receive, as offered to other employees in this position, an employer matching contribution to the employer's 401(a) plan as defined in the collective bargaining agreement between the School Corporation and the Plainfield Professional Educators Association.
4. ISTRF Compensation - It is intended that the Base Amount and the ABS Amount, as described above, shall be: (i) included in the administrator's "annual compensation" as defined in Indiana Code 5-10.2-4-3(c), (ii) used to determine the "average of annual compensation" as defined in Indiana Code 5-10.2-4-3(c), and (iii) otherwise reported to the Indiana State Teachers Retirement Fund as compensation for purposes of calculating administrator's retirement benefit.
5. A group term life and A. D. & D. insurance policy in an amount equal to twice the base amount, with a maximum of \$100,000, will be offered and premium paid by School Corporation, less \$0.96. Perry is responsible for all applicable taxes of this benefit.
6. A long-term disability program will be provided, less \$0.96.
7. Nine (9) days sick leave per year will be allowed. Accumulation of unused sick leave shall be unlimited.
8. Three (3) personal leave days will be provided annually. Unused personal leave days will be accumulated as sick leave.

9. For the 2023-2024 school year and in addition to the three (3) personal leave days, Perry will not be required to work when school is not in session for Fall Break, Thanksgiving Break, Christmas Break, Martin Luther King Day, President's Day, and Spring Break. In addition, Perry is not required to work July 3-July 7, 2023 and June 24-June 28, 2024.

For the 2024-2025 school year and in addition to the three (3) personal leave days, Perry will not be required to work when school is not in session for Fall Break, Thanksgiving Break, Christmas Break, Martin Luther King Day, President's Day, and Spring Break. In addition, Perry is not required to work three (3) consecutive weeks over the summer break. These weeks will be determined by the first teacher contract day of the 2025-2026 school year as approved by the Board of School Trustees. These three (3) weeks will end with Perry returning to work three (3) weeks prior to the first teacher contract day of the 2025-2026 school year.

10. Attendance at state and national professional organization meetings is authorized upon approval by the Superintendent before arrangements are finalized.
11. Professional dues for active membership in the respective state and national principals' association (i.e., NAESP or NASSP) will be paid by the school corporation.
12. Retirement provisions shall be in accordance with the terms by School Corporation for employees in Administrator's positions. (No waivers or exceptions to the established criteria will be approved.)
13. Mileage reimbursements for travel incurred as a result of official business outside of the school district will be paid at a rate equal to that established by the Internal Revenue Service. Other expenses will be allowed in accordance with current guidelines and Board policy.

This addendum supersedes any previously signed agreements.

Consistent with Indiana Code 20-26-5-32.2, the salary associated with this contract will be paid out on an annualized basis consisting of twenty-six (26) payments for the contract year beginning July 1 and ending the following June 30. Except as otherwise specifically provided in this section, the otherwise in accordance with section 409A of the Internal Revenue Code and the Treasury regulations thereto, the time or schedule of any payment of salary will not be accelerated.

Attested to by the members of the Board of School Trustees of the Plainfield Community School Corporation on this 5<sup>th</sup> day of October, 2023

Approved:   
Board President

Approved:   
Superintendent

Signed:   
Administrator

## REGULAR TEACHING 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 **Plainfield Community School Corporation** ("Corporation") and **TORREY RODKEY** ("Teacher"). **TORREY RODKEY** 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, 2023**, and ending on **JUNE 30, 2025**. 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 **240.00** 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 **\$128,451** 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 ground 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 5<sup>th</sup> day of October, 2023.

Teacher

  
\_\_\_\_\_

School Corporation by:

  
\_\_\_\_\_  
President

Attested:

  
\_\_\_\_\_  
Superintendent

  
\_\_\_\_\_  
Secretary

**ADDENDUM TO THE CONTRACT**  
**of**  
**Torrey Rodkey**

The Board of School Trustees of the Plainfield Community School Corporation offers the following provisions to become a part of the Regular Teacher's Contract of Torrey Rodkey. The assignment will be Administrator. This contract and all provisions shall be from July 1, 2023 through June 30, 2025.

Mr. Rodkey's 2023-2024 basic salary equals the sum of \$128,451 (which shall be used to determine matching annuity as per #4 below) **plus** the following amounts:

1. The School Corporation will pay the three per cent employee's share of retirement to the teacher retirement fund for the period of time covered by this addendum.
2. In addition to any other compensation payable to the Administrator, the School Corporation shall credit the Administrator with Additional Basic Salary (ABS) equal to the annual cost of family coverage of the School Corporation's group health (HDHP: IV), maximum contribution to a Health Savings Account, and family dental insurance plans which can be used to offset the cost of health care coverage.

Rodkey, as well as Rodkey's spouse and family, if any, may participate in the School Corporation's group health, dental, and vision insurance plan(s) maintained from time to time by the School Corporation, but otherwise subject to the eligibility requirements of such plans. Rodkey will be responsible for the entire cost of participation in such group health plan(s).

3. He shall also receive, as offered to other employees in this position, an employer matching contribution to the employer's 401(a) plan as defined in the collective bargaining agreement between the School Corporation and the Plainfield Professional Educators Association.
4. ISTRF Compensation - It is intended that the Base Amount, the Elective Contributions, and the Additional Basic Salary, as described above, as well as the taxable portion of the automobile allowance, described below, shall be: (i) included in the administrator's "annual compensation" as defined in Indiana Code 5-10.2-4-3(c), (ii) used to determine the "average of annual compensation" as defined in Indiana Code 5-10.2-4-3(c), and (iii) otherwise reported to the Indiana State Teachers Retirement Fund as compensation for purposes of calculating the administrator's retirement benefit.
5. A group term life and A. D. & D. insurance policy in an amount equal to twice the base amount, with a maximum of \$100,000, will be offered and premium paid by School Corporation, less \$0.96. Rodkey is responsible for all applicable taxes of this benefit.
6. A long-term disability program will be provided, less \$0.96.
7. Nine (9) days sick leave per year will be allowed. Accumulation of unused sick leave shall be unlimited.
8. Three (3) personal leave days will be provided annually. Unused personal leave days will be accumulated as sick leave.

9. For the 2023-2024 school year and in addition to the three (3) personal leave days, Rodkey will not be required to work when school is not in session for Fall Break, Thanksgiving Break, Christmas Break, Martin Luther King Day, President's Day, and Spring Break. In addition, Rodkey is not required to work July 3-July 7, 2023 and June 24-June 28, 2024.

For the 2024-2025 school year and in addition to the three (3) personal leave days, Rodkey will not be required to work when school is not in session for Fall Break, Thanksgiving Break, Christmas Break, Martin Luther King Day, President's Day, and Spring Break. In addition, Rodkey is not required to work three (3) consecutive weeks over the summer break. These weeks will be determined by the first teacher contract day of the 2025-2026 school year as approved by the Board of School Trustees. These three (3) weeks will end with Rodkey returning to work three (3) weeks prior to the first teacher contract day of the 2025-2026 school year.

10. Attendance at state and national professional organization meetings is authorized upon approval by the Superintendent before arrangements are finalized.
11. Professional dues for active membership in the respective state and national principals' association (i.e., NAESP or NASSP) will be paid by the school corporation.
12. Retirement provisions shall be in accordance with the terms by School Corporation for employees in Administrator's positions. (No waivers or exceptions to the established criteria will be approved.)
13. For non-compensatory business reasons, the School Corporation shall provide Administrator with the use of a cellular phone. The cellular phone may be for personal and business use as long as (a) such the use is legal and (b) as long as the personal use is otherwise reasonable and does not add to the total cost to the School Corporation, other than for School Corporation's matching employment tax obligations, if any.
14. An additional amount of \$2,000 beyond the Administrator's base salary shall be paid by the school corporation to compensate him for his business use of his automobile. The Administrator's automobile shall otherwise be owned, maintained, and insured by the Administrator at his sole expense.

This addendum supersedes any previously signed agreements.

Consistent with Indiana Code 20-26-5-32.2, the salary associated with this contract will be paid out on an annualized basis consisting of twenty-six (26) payments for the contract year beginning July 1 and ending the following June 30. Except as otherwise specifically provided in this section, the otherwise in accordance with section 409A of the Internal Revenue Code and the Treasury regulations thereto, the time or schedule of any payment of salary will not be accelerated.

Attested to by the members of the Board of School Trustees of the Plainfield Community School Corporation on this 5<sup>th</sup> day of October, 2023

Approved: \_\_\_\_\_  
Board President

Approved: \_\_\_\_\_  
Superintendent

Signed: \_\_\_\_\_  
Administrator

## REGULAR TEACHING 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 **Plainfield Community School Corporation** ("Corporation") and **BRENT SCHWANEKAMP** ("Teacher"). **BRENT SCHWANEKAMP** 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, 2023**, and ending on **JUNE 30, 2025**. 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 **240.00** 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 **\$134,564** 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 ground 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 5<sup>th</sup> day of October, 2023.

Teacher

  
\_\_\_\_\_

School Corporation by:

  
\_\_\_\_\_  
President

Attested:

  
\_\_\_\_\_  
Superintendent

  
\_\_\_\_\_  
Secretary

**ADDENDUM TO THE CONTRACT**  
**of**  
**Brent Schwanekamp**

The Board of School Trustees of the Plainfield Community School Corporation offers the following provisions to become a part of the Regular Teacher's Contract of Brent Schwanekamp. The assignment will be Administrator. This contract and all provisions shall be from July 1, 2023 through June 30, 2025.

Mr. Schwanekamp's 2023-2024 basic salary equals the sum of \$134,564 (which shall be used to determine matching annuity as per #4 below) **plus** the following amounts:

1. The School Corporation will pay the three per cent employee's share of retirement to the teacher retirement fund for the period of time covered by this addendum.
2. In addition to any other compensation payable to the Administrator, the School Corporation shall credit the Administrator with Additional Basic Salary (ABS) equal to the annual cost of family coverage of the School Corporation's group health (HDHP IV), maximum contribution to a Health Savings Account, and family dental insurance plans which can be used to offset the cost of health care coverage.  
  
Schwanekamp, as well as Schwanekamp's spouse and family, if any, may participate in the School Corporation's group health, dental, and vision insurance plan(s) maintained from time to time by the School Corporation, but otherwise subject to the eligibility requirements of such plans. Schwanekamp will be responsible for the entire cost of participation in such group health plan(s).
3. He shall also receive, as offered to other employees in this position, an employer matching contribution to the employer's 401(a) plan as defined in the collective bargaining agreement between the School Corporation and the Plainfield Professional Educators Association.
4. ISTRF Compensation - It is intended that the Base Amount and the ABS Amount, as described above, shall be: (i) included in the administrator's "annual compensation" as defined in Indiana Code 5-10.2-4-3(c), (ii) used to determine the "average of annual compensation" as defined in Indiana Code 5-10.2-4-3(c), and (iii) otherwise reported to the Indiana State Teachers Retirement Fund as compensation for purposes of calculating administrator's retirement benefit.
5. A group term life and A. D. & D. insurance policy in an amount equal to twice the base amount, with a maximum of \$100,000, will be offered and premium paid by School Corporation, less \$0.96. Schwanekamp is responsible for all applicable taxes of this benefit.
6. A long-term disability program will be provided, less \$0.96.
7. Nine (9) days sick leave per year will be allowed. Accumulation of unused sick leave shall be unlimited.
8. Three (3) personal leave days will be provided annually. Unused personal leave days will be accumulated as sick leave.

9. For the 2023-2024 school year and in addition to the three (3) personal leave days, Schwanekamp will not be required to work when school is not in session for Fall Break, Thanksgiving Break, Christmas Break, Martin Luther King Day, President's Day, and Spring Break. In addition, Schwanekamp is not required to work July 3-July 7, 2023 and June 24-June 28, 2024.

For the 2024-2025 school year and in addition to the three (3) personal leave days, Schwanekamp will not be required to work when school is not in session for Fall Break, Thanksgiving Break, Christmas Break, Martin Luther King Day, President's Day, and Spring Break. In addition, Schwanekamp is not required to work three (3) consecutive weeks over the summer break. These weeks will be determined by the first teacher contract day of the 2025-2026 school year as approved by the Board of School Trustees. These three (3) weeks will end with Schwanekamp returning to work three (3) weeks prior to the first teacher contract day of the 2025-2026 school year.

10. Attendance at state and national professional organization meetings is authorized upon approval by the Superintendent before arrangements are finalized.
11. Professional dues for active membership in the respective state and national principals' association (i.e., NAESP or NASSP) will be paid by the school corporation.
12. Retirement provisions shall be in accordance with the terms by School Corporation for employees in Administrator's positions. (No waivers or exceptions to the established criteria will be approved.)
13. Mileage reimbursements for travel incurred as a result of official business outside of the school district will be paid at a rate equal to that established by the Internal Revenue Service. Other expenses will be allowed in accordance with current guidelines and Board policy.

This addendum supersedes any previously signed agreements.

Consistent with Indiana Code 20-26-5-32.2, the salary associated with this contract will be paid out on an annualized basis consisting of twenty-six (26) payments for the contract year beginning July 1 and ending the following June 30. Except as otherwise specifically provided in this section, the otherwise in accordance with section 409A of the Internal Revenue Code and the Treasury regulations thereto, the time or schedule of any payment of salary will not be accelerated.

Attested to by the members of the Board of School Trustees of the Plainfield Community School Corporation on this 5<sup>th</sup> day of October, 2023.

Approved: \_\_\_\_\_

Board President

Approved: \_\_\_\_\_

Superintendent

Signed: \_\_\_\_\_

Administrator

## REGULAR TEACHING 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 **Plainfield Community School Corporation** ("Corporation") and **RYAN SETTERLOF** ("Teacher"). **RYAN SETTERLOF** 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, 2023**, and ending on **JUNE 30, 2025**. 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 **240.00** 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 **\$123,600** 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 ground 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 5<sup>th</sup> day of October, 2023.

Teacher



School Corporation by:



President

Attested:



Superintendent



Secretary

**ADDENDUM TO THE CONTRACT**  
**of**  
**Ryan Setterlof**

The Board of School Trustees of the Plainfield Community School Corporation offers the following provisions to become a part of the Regular Teacher's Contract of Ryan Setterlof. The assignment will be Administrator. This contract and all provisions shall be from July 1, 2023 through June 30, 2025.

Mr. Setterlof's 2023-2024 basic salary equals the sum of \$123,600 (which shall be used to determine matching annuity as per #4 below) plus the following amounts:

1. The School Corporation will pay the three per cent employee's share of retirement to the teacher retirement fund for the period of time covered by this addendum.
2. In addition to any other compensation payable to the Administrator, the School Corporation shall credit the Administrator with Additional Basic Salary (ABS) equal to the annual cost of family coverage of the School Corporation's group health (HDHP IV), maximum contribution to a Health Savings Account, and family dental insurance plans which can be used to offset the cost of health care coverage.

Setterlof, as well as Setterlof's spouse and family, if any, may participate in the School Corporation's group health, dental, and vision insurance plan(s) maintained from time to time by the School Corporation, but otherwise subject to the eligibility requirements of such plans. Setterlof will be responsible for the entire cost of participation in such group health plan(s).

3. He shall also receive, as offered to other employees in this position, an employer matching contribution to the employer's 401(a) plan as defined in the collective bargaining agreement between the School Corporation and the Plainfield Professional Educators Association.
4. ISTRF Compensation - It is intended that the Base Amount and the ABS Amount, as described above, shall be: (i) included in the administrator's "annual compensation" as defined in Indiana Code 5-10.2-4-3(c), (ii) used to determine the "average of annual compensation" as defined in Indiana Code 5-10.2-4-3(c), and (iii) otherwise reported to the Indiana State Teachers Retirement Fund as compensation for purposes of calculating administrator's retirement benefit.
5. A group term life and A. D. & D. insurance policy in an amount equal to twice the base amount, with a maximum of \$100,000, will be offered and premium paid by School Corporation, less \$0.96. Setterlof is responsible for all applicable taxes of this benefit.
6. A long-term disability program will be provided, less \$0.96.
7. Nine (9) days sick leave per year will be allowed. Accumulation of unused sick leave shall be unlimited.
8. Three (3) personal leave days will be provided annually. Unused personal leave days will be accumulated as sick leave.

9. For the 2023-2024 school year and in addition to the three (3) personal leave days, Setterlof will not be required to work when school is not in session for Fall Break, Thanksgiving Break, Christmas Break, Martin Luther King Day, President's Day, and Spring Break. In addition, Setterlof is not required to work July 3-July 7, 2023 and June 24-June 28, 2024.

For the 2024-2025 school year and in addition to the three (3) personal leave days, Setterlof will not be required to work when school is not in session for Fall Break, Thanksgiving Break, Christmas Break, Martin Luther King Day, President's Day, and Spring Break. In addition, Setterlof is not required to work three (3) consecutive weeks over the summer break. These weeks will be determined by the first teacher contract day of the 2025-2026 school year as approved by the Board of School Trustees. These three (3) weeks will end with Setterlof returning to work three (3) weeks prior to the first teacher contract day of the 2025-2026 school year.

10. Attendance at state and national professional organization meetings is authorized upon approval by the Superintendent before arrangements are finalized.
11. Professional dues for active membership in the respective state and national principals' association (i.e., NAESP or NASSP) will be paid by the school corporation.
12. Retirement provisions shall be in accordance with the terms by School Corporation for employees in Administrator's positions. (No waivers or exceptions to the established criteria will be approved.)
13. Mileage reimbursements for travel incurred as a result of official business outside of the school district will be paid at a rate equal to that established by the Internal Revenue Service. Other expenses will be allowed in accordance with current guidelines and Board policy.

This addendum supersedes any previously signed agreements.

Consistent with Indiana Code 20-26-5-32.2, the salary associated with this contract will be paid out on an annualized basis consisting of twenty-six (26) payments for the contract year beginning July 1 and ending the following June 30. Except as otherwise specifically provided in this section, the otherwise in accordance with section 409A of the Internal Revenue Code and the Treasury regulations thereto, the time or schedule of any payment of salary will not be accelerated.

Attested to by the members of the Board of School Trustees of the Plainfield Community School Corporation on this 5<sup>th</sup> day of October, 2023.

Approved:   
Board President

Approved:   
Superintendent

Signed:   
Administrator

## REGULAR TEACHING 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 **Plainfield Community School Corporation** ("Corporation") and **MARK SHAYOTOVICH** ("Teacher"). **MARK SHAYOTOVICH** 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, 2023**, and ending on **JUNE 30, 2025**. 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 **240.00** 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 **\$159,601** 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 ground 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 5<sup>th</sup> day of October, 2023.


Teacher

  
\_\_\_\_\_

School Corporation by:

  
\_\_\_\_\_  
President

Attested:

  
\_\_\_\_\_  
Superintendent

  
\_\_\_\_\_  
Secretary

**ADDENDUM TO THE CONTRACT**  
**of**  
**Mark Shayotovich**

The Board of School Trustees of the Plainfield Community School Corporation offers the following provisions to become a part of the Regular Teacher's Contract of Mark Shayotovich. The assignment will be Administrator. This contract and all provisions shall be from July 1, 2023 through June 30, 2025.

Mr. Shayotovich's 2023-2024 basic salary equals the sum of \$159,601 (which shall be used to determine matching annuity as per #4 below) plus the following amounts:

1. The School Corporation will pay the three per cent employee's share of retirement to the teacher retirement fund for the period of time covered by this addendum.
2. In addition to any other compensation payable to the Administrator, the School Corporation shall credit the Administrator with Additional Basic Salary (ABS) equal to the annual cost of family coverage of the School Corporation's group health (HDHP IV), maximum contribution to a Health Savings Account, and family dental insurance plans which can be used to offset the cost of health care coverage.

Shayotovich, as well as Shayotovich's spouse and family, if any, may participate in the School Corporation's group health, dental, and vision insurance plan(s) maintained from time to time by the School Corporation, but otherwise subject to the eligibility requirements of such plans. Shayotovich will be responsible for the entire cost of participation in such group health plan(s).

3. On behalf of Shayotovich, the School Corporation shall contribute to a 403(b) tax-sheltered annuity a salary reduction contribution (without increase for any special catch-up elections) that Shayotovich could elect to contribute to an Internal Revenue Code 403(b) plan, with such amount equal to \$15,000. However, if Shayotovich fails to timely complete a salary reduction agreement directing this annual 403(b) plan contribution to be made, such amount for which no salary reduction agreement has been provided shall be paid in cash, less applicable withholdings, to Shayotovich at the end of applicable school year.
4. He shall also receive, as offered to other employees in this position, an employer matching contribution to the employer's 401(a) plan as defined in the collective bargaining agreement between the School Corporation and the Plainfield Professional Educators Association.
5. ISTRF Compensation - It is intended that the Base Amount, the Elective Contributions, and the Additional Basic Salary, as described above, as well as the taxable portion of the automobile allowance, described below, shall be: (i) included in the administrator's "annual compensation" as defined in Indiana Code 5-10.2-4-3(c), (ii) used to determine the "average of annual compensation" as defined in Indiana Code 5-10.2-4-3(c), and (iii) otherwise reported to the Indiana State Teachers Retirement Fund as compensation for purposes of calculating the administrator's retirement benefit.
6. A group term life and A. D. & D. insurance policy in an amount equal to twice the base amount, with a maximum of \$100,000, will be offered and premium paid by School Corporation, less \$0.96. Shayotovich is responsible for all applicable taxes of this benefit.
7. A long-term disability program will be provided, less \$0.96.
8. Twelve (12) days sick leave per year will be allowed. Accumulation of unused sick leave shall be unlimited.

9. Three (3) personal leave days will be provided annually. Unused personal leave days will be accumulated as sick leave.
10. Twenty (20) days of paid vacation will be allowed per year with no carry over permitted beyond December 1<sup>st</sup> of the immediately following school year. In addition to the twenty (20) days of paid vacation, Mr. Shayotovich is not required to work when school is not in session for Fall Break and Spring Break.
11. Attendance at state and national professional organization meetings is authorized upon approval by the Superintendent before arrangements are finalized.
12. Professional dues for active membership of the Administrator will be paid to the Indiana Association of School Business Officials and the International Association of School Business Officials annually.
13. Retirement provisions shall be in accordance with the terms by School Corporation for employees in Administrator's positions. (No waivers or exceptions to the established criteria will be approved.)
14. For non-compensatory business reasons, the School Corporation shall provide Administrator with the use of a cellular phone. The cellular phone may be for personal and business use as long as (a) such the use is legal and (b) as long as the personal use is otherwise reasonable and does not add to the total cost to the School Corporation, other than for School Corporation's matching employment tax obligations, if any.
15. An additional amount of \$7,500 beyond the Administrator's base salary shall be paid by the school corporation to compensate him for his business use of his automobile. The Administrator's automobile shall otherwise be owned, maintained, and insured by the Administrator at his sole expense.

This addendum supersedes any previously signed agreements.

Consistent with Indiana Code 20-26-5-32.2, the salary associated with this contract will be paid out on an annualized basis consisting of twenty-six (26) payments for the contract year beginning July 1 and ending the following June 30. Except as otherwise specifically provided in this section, the otherwise in accordance with section 409A of the Internal Revenue Code and the Treasury regulations thereto, the time or schedule of any payment of salary will not be accelerated.

Attested to by the members of the Board of School Trustees of the Plainfield Community School Corporation on this 5<sup>th</sup> day of October, 2023.

Approved: \_\_\_\_\_

Board President

Approved: \_\_\_\_\_

Superintendent

Signed: \_\_\_\_\_

Administrator

## REGULAR TEACHING 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 **Plainfield Community School Corporation** ("Corporation") and **ELIZABETH SHEPPERD** ("Teacher"). **ELIZABETH SHEPPERD** 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, 2023**, and ending on **JUNE 30, 2025**. 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 **240.00** 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 **\$140,646** 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 ground 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 5<sup>th</sup> day of October, 2023.

Teacher


  
\_\_\_\_\_

School Corporation by:

  
\_\_\_\_\_  
President

Attested:

  
\_\_\_\_\_  
Superintendent

  
\_\_\_\_\_  
Secretary

**ADDENDUM TO THE CONTRACT**  
**of**  
**Elizabeth Shepperd**

The Board of School Trustees of the Plainfield Community School Corporation offers the following provisions to become a part of the Regular Teacher's Contract of Elizabeth Shepperd. The assignment will be Administrator. This contract and all provisions shall be from July 1, 2022 through June 30, 2024.

Ms. Shepperd's 2022-2023 basic salary equals the sum of \$135,562 (which shall be used to determine matching annuity as per #4 below) plus the following amounts:

1. The School Corporation will pay the three per cent employee's share of retirement to the teacher retirement fund for the period of time covered by this addendum.
2. In addition to any other compensation payable to the Administrator, the School Corporation shall credit the Administrator with Additional Basic Salary (ABS) equal to the annual cost of family coverage of the School Corporation's group health (HDHP, IV), maximum contribution to a Health Savings Account, and family dental insurance plans which can be used to offset the cost of health care coverage.

Shepperd, as well as Shepperd's spouse and family, if any, may participate in the School Corporation's group health, dental, and vision insurance plan(s) maintained from time to time by the School Corporation, but otherwise subject to the eligibility requirements of such plans. Shepperd will be responsible for the entire cost of participation in such group health plan(s).

3. She shall also receive, as offered to other employees in this position, an employer matching contribution to the employer's 401(a) plan as defined in the collective bargaining agreement between the School Corporation and the Plainfield Professional Educators Association.
4. ISTRF Compensation - It is intended that the Base Amount, the Elective Contributions, and the Additional Basic Salary, as described above, as well as the taxable portion of the automobile allowance, described below, shall be: (i) included in the administrator's "annual compensation" as defined in Indiana Code 5-10.2-4-3(c), (ii) used to determine the "average of annual compensation" as defined in Indiana Code 5-10.2-4-3(c), and (iii) otherwise reported to the Indiana State Teachers Retirement Fund as compensation for purposes of calculating the administrator's retirement benefit.
5. A group term life and A. D. & D. insurance policy in an amount equal to twice the base amount, with a maximum of \$100,000, will be offered and premium paid by School Corporation, less \$0.96. Shepperd is responsible for all applicable taxes of this benefit.
6. A long-term disability program will be provided, less \$0.96.
7. Twelve (12) days sick leave per year will be allowed. Accumulation of unused sick leave shall be unlimited.
8. Three (3) personal leave days will be provided annually. Unused personal leave days will be accumulated as sick leave.

9. For the 2022-2023 school year, eleven (11) days of paid vacation will be allowed per year with no carry over. In addition to the eleven (11) days of paid vacation, Shepperd will not be required to work when in school is not in session for Fall Break and Spring Break. In addition, Shepperd is not required to work July 1, 2022 and June 26-June 30, 2023.

For the 2023-2024 school year, eleven (11) days of paid vacation will be allowed per year with no carry over. In addition to the eleven (11) days of paid vacation, Shepperd will not be required to work when in school is not in session for Fall Break and Spring Break. In addition, Shepperd is not required to work June 23-June 27, 2025. These 2024-2025 dates are tentative and will be confirmed once the Board of School Trustees approves the 2025-2026 school calendar.

10. Attendance at state and national professional organization meetings is authorized upon approval by the Superintendent before arrangements are finalized.
11. Professional dues for active membership in the appropriate state and national professional associations will be paid by the school corporation.
12. Retirement provisions shall be in accordance with the terms by School Corporation for employees in Administrator's positions. (No waivers or exceptions to the established criteria will be approved.)
13. For non-compensatory business reasons, the School Corporation shall provide Administrator with the use of a cellular phone. The cellular phone may be for personal and business use as long as (a) such the use is legal and (b) as long as the personal use is otherwise reasonable and does not add to the total cost to the School Corporation, other than for School Corporation's matching employment tax obligations, if any.
14. An additional amount of \$2,500 beyond the Administrator's base salary shall be paid by the school corporation to compensate her for her business use of her automobile. The Administrator's automobile shall otherwise be owned, maintained, and insured by the Administrator at her sole expense.

This addendum supersedes any previously signed agreements.

Consistent with Indiana Code 20-26-5-32.2, the salary associated with this contract will be paid out on an annualized basis consisting of twenty-six (26) payments for the contract year beginning July 1 and ending the following June 30. Except as otherwise specifically provided in this section, the otherwise in accordance with section 409A of the Internal Revenue Code and the Treasury regulations thereto, the time or schedule of any payment of salary will not be accelerated.

Attested to by the members of the Board of School Trustees of the Plainfield Community School Corporation on this 30<sup>th</sup> day of September, 2022.

Approved: [Signature] Board President

Approved: [Signature] Superintendent

Signed: [Signature] Administrator

## REGULAR TEACHING 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 **Plainfield Community School Corporation** ("Corporation") and **JUSTIN TOBEY** ("Teacher"). **JUSTIN TOBEY** 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, 2023**, and ending on **JUNE 30, 2025**. 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 **240.00** 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 **\$95,709** 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 ground 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 5<sup>th</sup> day of October, 2023.

Teacher

  
\_\_\_\_\_

School Corporation by:

  
\_\_\_\_\_

President

Attested:

  
\_\_\_\_\_

Superintendent

  
\_\_\_\_\_

Secretary

**ADDENDUM TO THE CONTRACT**  
**of**  
**Justin Tobey**

The Board of School Trustees of the Plainfield Community School Corporation offers the following provisions to become a part of the Regular Teacher's Contract of Justin Tobey. The assignment will be Administrator. This contract and all provisions shall be from July 1, 2023 through June 30, 2025.

Mr. Tobey's 2023-2024 basic salary equals the sum of \$95,709 (which shall be used to determine matching annuity as per #4 below) **plus** the following amounts:

1. The School Corporation will pay the three per cent employee's share of retirement to the teacher retirement fund for the period of time covered by this addendum.
2. Tobey, as well as Tobey's spouse and family, if any, may participate in the School Corporation's group hospital, surgical, major medical, dental, and vision insurance plan(s) maintained from time to time by the School Corporation, but otherwise subject to the eligibility requirements of such plans. Tobey will be responsible for the cost as defined in the most current collective bargaining agreement for participation in such group plan(s).
3. He shall also receive, as offered to other employees in this position, an employer matching contribution to the employer's 401(a) plan as defined in the collective bargaining agreement between the School Corporation and the Plainfield Professional Educators Association.
4. ISTRF Compensation - It is intended that the Base Amount, the Elective Contributions, and the Additional Basic Salary, as described above, as well as the taxable portion of the automobile allowance, described below, shall be: (i) included in the administrator's "annual compensation" as defined in Indiana Code 5-10.2-4-3(c), (ii) used to determine the "average of annual compensation" as defined in Indiana Code 5-10.2-4-3(c), and (iii) otherwise reported to the Indiana State Teachers Retirement Fund as compensation for purposes of calculating the administrator's retirement benefit.
5. A group term life and A. D. & D. insurance policy in an amount equal to twice the base amount, with a maximum of \$100,000, will be offered and premium paid by School Corporation, less \$0.96. Tobey is responsible for all applicable taxes of this benefit.
6. A long-term disability program will be provided, less \$0.96.
7. Nine (9) days sick leave per year will be allowed. Accumulation of unused sick leave shall be unlimited.
8. Three (3) personal leave days will be provided annually. Unused personal leave days will be accumulated as sick leave.
9. For the 2023-2024 school year and in addition to the three (3) personal leave days, Tobey will not be required to work when school is not in session for Fall Break, Thanksgiving Break, Christmas Break, Martin Luther King Day, President's Day, and Spring Break. In addition, Tobey is not required to work July 3-July 7, 2023 and June 24-June 28, 2024.

For the 2024-2025 school year and in addition to the three (3) personal leave days, Tobey will not be required to work when school is not in session for Fall Break, Thanksgiving Break, Christmas Break, Martin Luther King Day, President's Day, and Spring Break. In addition, Tobey is not required to work three (3) consecutive weeks over the summer break. These weeks will be determined by the first teacher contract day of the 2025-2026 school year as approved by the Board of School Trustees. These three (3) weeks will end with Tobey returning to work three (3) weeks prior to the first teacher contract day of the 2025-2026 school year.

10. Attendance at state and national professional organization meetings is authorized upon approval by the Superintendent before arrangements are finalized.
11. Professional dues for active membership in the appropriate state and national professional associations will be paid by the school corporation.
12. Retirement provisions shall be in accordance with the terms by School Corporation for employees in Administrator's positions. (No waivers or exceptions to the established criteria will be approved.)
13. An additional amount of \$2,000 beyond the Administrator's base salary shall be paid by the school corporation to compensate him for his business use of his automobile. The Administrator's automobile shall otherwise be owned, maintained, and insured by the Administrator at his sole expense.

This addendum supersedes any previously signed agreements.

Consistent with Indiana Code 20-26-5-32.2, the salary associated with this contract will be paid out on an annualized basis consisting of twenty-six (26) payments for the contract year beginning July 1 and ending the following June 30. Except as otherwise specifically provided in this section, the otherwise in accordance with section 409A of the Internal Revenue Code and the Treasury regulations thereto, the time or schedule of any payment of salary will not be accelerated.

Attested to by the members of the Board of School Trustees of the Plainfield Community School Corporation on this 5<sup>th</sup> day of October, 2023.

Approved: \_\_\_\_\_

Board President

Approved: \_\_\_\_\_

Superintendent

Signed: \_\_\_\_\_

Administrator

## REGULAR TEACHING 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 **Plainfield Community School Corporation** ("Corporation") and **KYLE TUTTEROW** ("Teacher"). **KYLE TUTTEROW** 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, 2023**, and ending on **JUNE 30, 2025**. 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 **240.00** 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 **\$144,645** 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 ground 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 5<sup>th</sup> day of October, 2023.

Teacher

  
\_\_\_\_\_

School Corporation by:

  
\_\_\_\_\_  
President

Attested:

  
\_\_\_\_\_  
Superintendent

  
\_\_\_\_\_  
Secretary

**ADDENDUM TO THE CONTRACT**  
**of**  
**Kyle Tutterow**

The Board of School Trustees of the Plainfield Community School Corporation offers the following provisions to become a part of the Regular Teacher's Contract of Kyle Tutterow. The assignment will be Administrator. This contract and all provisions shall be from July 1, 2023 through June 30, 2025.

Ms. Tutterow's 2023-2024 basic salary equals the sum of \$144,645 (which shall be used to determine matching annuity as per #4 below) **plus** the following amounts:

1. The School Corporation will pay the three per cent employee's share of retirement to the teacher retirement fund for the period of time covered by this addendum.
2. In addition to any other compensation payable to the Administrator, the School Corporation shall credit the Administrator with Additional Basic Salary (ABS) equal to the annual cost of family coverage of the School Corporation's group health (HDHP IV), maximum contribution to a Health Savings Account, and family dental insurance plans which can be used to offset the cost of health care coverage.

Tutterow, as well as Tutterow's spouse and family, if any, may participate in the School Corporation's group health, dental, and vision insurance plan(s) maintained from time to time by the School Corporation, but otherwise subject to the eligibility requirements of such plans. Tutterow will be responsible for the entire cost of participation in such group health plan(s).

3. She shall also receive, as offered to other employees in this position, an employer matching contribution to the employer's 401(a) plan as defined in the collective bargaining agreement between the School Corporation and the Plainfield Professional Educators Association.
4. ISTRF Compensation - It is intended that the Base Amount and the ABS Amount, as described above, shall be: (i) included in the administrator's "annual compensation" as defined in Indiana Code 5-10.2-4-3(c), (ii) used to determine the "average of annual compensation" as defined in Indiana Code 5-10.2-4-3(c), and (iii) otherwise reported to the Indiana State Teachers Retirement Fund as compensation for purposes of calculating administrator's retirement benefit.
5. A group term life and A. D. & D. insurance policy in an amount equal to twice the base amount, with a maximum of \$100,000, will be offered and premium paid by School Corporation, less \$0.96. Tutterow is responsible for all applicable taxes of this benefit.
6. A long-term disability program will be provided, less \$0.96.
7. Nine (9) days sick leave per year will be allowed. Accumulation of unused sick leave shall be unlimited.
8. Three (3) personal leave days will be provided annually. Unused personal leave days will be accumulated as sick leave.

9. For the 2023-2024 school year and in addition to the three (3) personal leave days, Tutterow will not be required to work when school is not in session for Fall Break, Thanksgiving Break, Christmas Break, Martin Luther King Day, President's Day, and Spring Break. In addition, Tutterow is not required to work July 3-July 7, 2023 and June 24-June 28, 2024.

For the 2024-2025 school year and in addition to the three (3) personal leave days, Tutterow will not be required to work when school is not in session for Fall Break, Thanksgiving Break, Christmas Break, Martin Luther King Day, President's Day, and Spring Break. In addition, Tutterow is not required to work three (3) consecutive weeks over the summer break. These weeks will be determined by the first teacher contract day of the 2025-2026 school year as approved by the Board of School Trustees. These three (3) weeks will end with Tutterow returning to work three (3) weeks prior to the first teacher contract day of the 2025-2026 school year.

10. Attendance at state and national professional organization meetings is authorized upon approval by the Superintendent before arrangements are finalized.
11. Professional dues for active membership in the respective state and national principals' association (i.e., NAESP or NASSP) will be paid by the school corporation.
12. Retirement provisions shall be in accordance with the terms by School Corporation for employees in Administrator's positions. (No waivers or exceptions to the established criteria will be approved.)
13. For non-compensatory business reasons, the School Corporation shall provide Administrator with the use of a cellular phone. The cellular phone may be for personal and business use as long as (a) such the use is legal and (b) as long as the personal use is otherwise reasonable and does not add to the total cost to the School Corporation, other than for School Corporation's matching employment tax obligations, if any.
14. Mileage reimbursements for travel incurred as a result of official business outside of the school district will be paid at a rate equal to that established by the Internal Revenue Service. Other expenses will be allowed in accordance with current guidelines and Board policy.

This addendum supersedes any previously signed agreements.

Consistent with Indiana Code 20-26-5-32.2, the salary associated with this contract will be paid out on an annualized basis consisting of twenty-six (26) payments for the contract year beginning July 1 and ending the following June 30. Except as otherwise specifically provided in this section, the otherwise in accordance with section 409A of the Internal Revenue Code and the Treasury regulations thereto, the time or schedule of any payment of salary will not be accelerated.

Attested to by the members of the Board of School Trustees of the Plainfield Community School Corporation on this 5<sup>th</sup> day of October, 2023.

Approved: \_\_\_\_\_  
Board President

Approved: \_\_\_\_\_  
Superintendent

Signed: \_\_\_\_\_  
Administrator

## REGULAR TEACHING 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 **Plainfield Community School Corporation** ("Corporation") and **S. BROOKE WALDEN** ("Teacher"). **S. BROOKE WALDEN** 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, 2023**, and ending on **JUNE 30, 2025**. 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 **240.00** 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 **\$118,222** 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 ground 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 5<sup>th</sup> day of October, 2023.

Teacher



School Corporation by:

  
President

Attested:

  
Superintendent

  
Secretary

**ADDENDUM TO THE CONTRACT**  
**of**  
**S. Brooke Walden**

The Board of School Trustees of the Plainfield Community School Corporation offers the following provisions to become a part of the Regular Teacher's Contract of S. Brooke Walden. The assignment will be Administrator. This contract and all provisions shall be from July 1, 2023 through June 30, 2025.

Ms. Walden's 2023-2024 basic salary equals the sum of \$118,222 (which shall be used to determine matching annuity as per #4 below) **plus** the following amounts:

1. The School Corporation will pay the three per cent employee's share of retirement to the teacher retirement fund for the period of time covered by this addendum.
2. In addition to any other compensation payable to the Administrator, the School Corporation shall credit the Administrator with Additional Basic Salary (ABS) equal to the annual cost of family coverage of the School Corporation's group health (HDHP IV), maximum contribution to a Health Savings Account, and family dental insurance plans which can be used to offset the cost of health care coverage.

Walden, as well as Walden's spouse and family, if any, may participate in the School Corporation's group health, dental, and vision insurance plan(s) maintained from time to time by the School Corporation, but otherwise subject to the eligibility requirements of such plans. Walden will be responsible for the entire cost of participation in such group health plan(s).

3. She shall also receive, as offered to other employees in this position, an employer matching contribution to the employer's 401(a) plan as defined in the collective bargaining agreement between the School Corporation and the Plainfield Professional Educators Association.
4. ISTRF Compensation - It is intended that the Base Amount and the ABS Amount, as described above, shall be: (i) included in the administrator's "annual compensation" as defined in Indiana Code 5-10.2-4-3(c), (ii) used to determine the "average of annual compensation" as defined in Indiana Code 5-10.2-4-3(c), and (iii) otherwise reported to the Indiana State Teachers Retirement Fund as compensation for purposes of calculating administrator's retirement benefit.
5. A group term life and A. D. & D. insurance policy in an amount equal to twice the base amount, with a maximum of \$100,000, will be offered and premium paid by School Corporation, less \$0.96. Walden is responsible for all applicable taxes of this benefit.
6. A long-term disability program will be provided, less \$0.96.
7. Nine (9) days sick leave per year will be allowed. Accumulation of unused sick leave shall be unlimited.
8. Three (3) personal leave days will be provided annually. Unused personal leave days will be accumulated as sick leave.

9. For the 2023-2024 school year and in addition to the three (3) personal leave days, Walden will not be required to work when school is not in session for Fall Break, Thanksgiving Break, Christmas Break, Martin Luther King Day, President's Day, and Spring Break. In addition, Walden is not required to work July 3-July 7, 2023 and June 24-June 28, 2024.

For the 2024-2025 school year and in addition to the three (3) personal leave days, Walden will not be required to work when school is not in session for Fall Break, Thanksgiving Break, Christmas Break, Martin Luther King Day, President's Day, and Spring Break. In addition, Walden is not required to work three (3) consecutive weeks over the summer break. These weeks will be determined by the first teacher contract day of the 2025-2026 school year as approved by the Board of School Trustees. These three (3) weeks will end with Walden returning to work three (3) weeks prior to the first teacher contract day of the 2025-2026 school year.

10. Attendance at state and national professional organization meetings is authorized upon approval by the Superintendent before arrangements are finalized.
11. Professional dues for active membership in the respective state and national principals' association (i.e., NAESP or NASSP) will be paid by the school corporation.
12. Retirement provisions shall be in accordance with the terms by School Corporation for employees in Administrator's positions. (No waivers or exceptions to the established criteria will be approved.)
13. Mileage reimbursements for travel incurred as a result of official business outside of the school district will be paid at a rate equal to that established by the Internal Revenue Service. Other expenses will be allowed in accordance with current guidelines and Board policy.

This addendum supersedes any previously signed agreements.

Consistent with Indiana Code 20-26-5-32.2, the salary associated with this contract will be paid out on an annualized basis consisting of twenty-six (26) payments for the contract year beginning July 1 and ending the following June 30. Except as otherwise specifically provided in this section, the otherwise in accordance with section 409A of the Internal Revenue Code and the Treasury regulations thereto, the time or schedule of any payment of salary will not be accelerated.

Attested to by the members of the Board of School Trustees of the Plainfield Community School Corporation on this 5<sup>th</sup> day of October, 2023.

Approved: \_\_\_\_\_

Board President

Approved: \_\_\_\_\_

Superintendent

Signed: \_\_\_\_\_

Administrator

## REGULAR TEACHING 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 **Plainfield Community School Corporation** ("Corporation") and **JULIE ZMIJEWSKI** ("Teacher"). **JULIE ZMIJEWSKI** 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, 2023**, and ending on **JUNE 30, 2025**. 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 **240.00** 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 **\$133,993** 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 ground 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 5<sup>th</sup> day of October, 2023.


Teacher

  
\_\_\_\_\_

School Corporation by:

  
\_\_\_\_\_  
President

Attested:

  
\_\_\_\_\_  
Superintendent

  
\_\_\_\_\_  
Secretary

**ADDENDUM TO THE CONTRACT**  
**of**  
**Julie Zmijewski**

The Board of School Trustees of the Plainfield Community School Corporation offers the following provisions to become a part of the Regular Teacher's Contract of Julie Zmijewski. The assignment will be Administrator. This contract and all provisions shall be from July 1, 2023 through June 30, 2025.

Ms. Zmijewski's 2023-2024 basic salary equals the sum of \$133,993 (which shall be used to determine matching annuity as per #4 below) plus the following amounts:

1. The School Corporation will pay the three per cent employee's share of retirement to the teacher retirement fund for the period of time covered by this addendum.
2. In addition to any other compensation payable to the Administrator, the School Corporation shall credit the Administrator with Additional Basic Salary (ABS) equal to the annual cost of family coverage of the School Corporation's group health (HDHP IV), maximum contribution to a Health Savings Account, and family dental insurance plans which can be used to offset the cost of health care coverage.

Zmijewski, as well as Zmijewski's spouse and family, if any, may participate in the School Corporation's group health, dental, and vision insurance plan(s) maintained from time to time by the School Corporation, but otherwise subject to the eligibility requirements of such plans. Zmijewski will be responsible for the entire cost of participation in such group health plan(s).

3. She shall also receive, as offered to other employees in this position, an employer matching contribution to the employer's 401(a) plan as defined in the collective bargaining agreement between the School Corporation and the Plainfield Professional Educators Association.
4. ISTRF Compensation - It is intended that the Base Amount and the ABS Amount, as described above, shall be: (i) included in the administrator's "annual compensation" as defined in Indiana Code 5-10.2-4-3(c), (ii) used to determine the "average of annual compensation" as defined in Indiana Code 5-10.2-4-3(c), and (iii) otherwise reported to the Indiana State Teachers Retirement Fund as compensation for purposes of calculating administrator's retirement benefit.
5. A group term life and A. D. & D. insurance policy in an amount equal to twice the base amount, with a maximum of \$100,000, will be offered and premium paid by School Corporation, less \$0.96. Zmijewski is responsible for all applicable taxes of this benefit.
6. A long-term disability program will be provided, less \$0.96.
7. Nine (9) days sick leave per year will be allowed. Accumulation of unused sick leave shall be unlimited.
8. Three (3) personal leave days will be provided annually. Unused personal leave days will be accumulated as sick leave.

9. For the 2023-2024 school year and in addition to the three (3) personal leave days, Zmijewski will not be required to work when school is not in session for Fall Break, Thanksgiving Break, Christmas Break, Martin Luther King Day, President's Day, and Spring Break. In addition, Zmijewski is not required to work July 3-July 7, 2023 and June 24-June 28, 2024.

For the 2024-2025 school year and in addition to the three (3) personal leave days, Zmijewski will not be required to work when school is not in session for Fall Break, Thanksgiving Break, Christmas Break, Martin Luther King Day, President's Day, and Spring Break. In addition, Zmijewski is not required to work three (3) consecutive weeks over the summer break. These weeks will be determined by the first teacher contract day of the 2025-2026 school year as approved by the Board of School Trustees. These three (3) weeks will end with Zmijewski returning to work three (3) weeks prior to the first teacher contract day of the 2025-2026 school year.

10. Attendance at state and national professional organization meetings is authorized upon approval by the Superintendent before arrangements are finalized.
11. Professional dues for active membership in the respective state and national principals' association (i.e., NAESP or NASSP) will be paid by the school corporation.
12. Retirement provisions shall be in accordance with the terms by School Corporation for employees in Administrator's positions. (No waivers or exceptions to the established criteria will be approved.)
13. Mileage reimbursements for travel incurred as a result of official business outside of the school district will be paid at a rate equal to that established by the Internal Revenue Service. Other expenses will be allowed in accordance with current guidelines and Board policy.

This addendum supersedes any previously signed agreements.

Consistent with Indiana Code 20-26-5-32.2, the salary associated with this contract will be paid out on an annualized basis consisting of twenty-six (26) payments for the contract year beginning July 1 and ending the following June 30. Except as otherwise specifically provided in this section, the otherwise in accordance with section 409A of the Internal Revenue Code and the Treasury regulations thereto, the time or schedule of any payment of salary will not be accelerated.

Attested to by the members of the Board of School Trustees of the Plainfield Community School Corporation on this 5<sup>th</sup> day of October, 2023.

Approved: \_\_\_\_\_

Board President

Approved: \_\_\_\_\_

Superintendent

Signed: \_\_\_\_\_

Administrator