

# REGULAR TEACHER CONTRACT

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

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

This regular teacher contract ("Contract") is by and between the governing body of the **ADAMS CENTRAL COMMUNITY SCHOOL** ("Corporation") and **KATRINA R. ISCH** ("Teacher"). **KATRINA R. ISCH** is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning **July 01, 2023** and ending on **June 30, 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 **230.00** 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 **\$96,585.00** during the school year. Ind. Code 20-28-6-2(a) (3) (C)
5. The Corporation shall pay this amount in **26** installments on a **Biweekly basis**. Ind. Code 20-28-6-2(a) (3) (D) Ind. Code 20-28-6-5(1)
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this **1st** day of **July, 2023**.

Teacher:

Katrina R. Isch

School Corporation by:

Brian Gentry

President

Attested:

Paul D. Makoff

Superintendent

Mike Brown

Secretary

# ADAMS CENTRAL COMMUNITY SCHOOLS



July 1, 2023- June 30, 2025

## **Adams Central Administrator**

### **Health Insurance during contract term:**

The Corporation shall make an employer contribution toward the Employee's health plan option selected in the premium amount identified on 2023-2024 Health Insurance Rate Sheet. Insurance premium deductions shall be deducted from Employee's paychecks as outlined in the Employee's payroll deduction form.

#### **Pre-tax Option**

If requested by the Employee and while Employee is insured under Corporation's health plan, the Corporation shall add the amount of employer's health plan contribution to the Employee's paycheck for that payroll period. Employee shall then ask Corporation to apply those funds toward the health premium owed during that payroll cycle on a pre-tax basis. If this option is selected, the Employee is responsible for paying 100% of the health premium for coverage under Corporation's health plan.

#### **Retirement Plan Contribution in Lieu of Corporation Contribution Toward Health Insurance**

If Employee does not elect to enroll in Corporation's health plan or is not eligible to receive an employer contribution to participate in Corporation's health plan, the Corporation will make an employer contribution of \$15,000.00 into an existing retirement plan sponsored by the Corporation assuming Employee works the entire school year. If this contribution would exceed the amount allowed by the IRS in that year, then the Employee can elect to choose to receive the contribution amount each pay period spread over the school year or for a contribution to be made into another benefit plan sponsored by Corporation.

In the event the Employee later enrolls in Corporation's health plan during this period, and contributions are made by the Corporation into the retirement plan, future employer contributions into benefit plans where Employee participates will be offset or Employee must return to the Corporation, amounts Corporation paid into those retirement plans.

#### **Retirement Plan & Health Plan Cost Difference Contribution**

In the event the Employee enrolls in Corporation's health plan where the Corporation's contribution toward annual premium is less than \$15,000.00, the difference between the \$15,000.00 and the Corporation's contribution will be paid to Employee as regular wages reported in Box 1 Form W2 and will be paid twenty-four (24) pay periods while Employee works for Corporation throughout the school year.

### **Life Insurance**

Corporation shall offer coverage under a group term life insurance/AD&D policy in the face amount of \$100,000.00. Corporation shall make an employer contribution of 100% of the premium cost for that payroll period.

### **Disability Insurance**

Corporation shall make an employer contribution of 100% of the group long-term disability premium cost for that payroll period.

### Mileage

Approved mileage will be paid at the maximum federal rate. The approval will be made by the Superintendent.

### General Leave:

0-9 years experience within the AC district, 10 days  
10-19 years experience within the AC district, 11 days  
20 + years experience within the AC district, 12 days  
Unused general leave days will accumulate up to 183 days.

### Retirement

The School Corporation will provide the 3% retirement (ISTRF contribution) in addition to the corporation's normal contribution.

At the time of qualified retirement, severance compensation will be one-half (1/2) of the accumulated general leave days at the current daily rate. A maximum of 180 accumulated leave days will be used for severance purposes. Accumulated leave days will be the days for the previous years. General leave days allotted for the present year will not be added to the accumulated leave, and qualify after five (5) years of service in the corporation as an administrator or a total of ten (10) years within the corporation, whichever occurs first.

### Professional Organizations

Employee will be reimbursed up to \$500 for membership in professional organizations that are recognized in board policy as accepted memberships.

### Length of Contract

230 Days – The exact dates will be established in the spring of the preceding year.

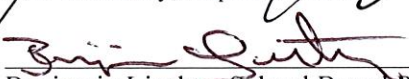
Contracts will roll over on July 1 each year unless the School Board votes in open session not to give this benefit to an individual.

### Cell Phones

Employee will be provided a monthly allowance of \$50 toward their personal cell phones, when a monthly cell phone invoice copy is submitted. It is understood that the individuals are expected to be available for school business and are expected to use their phones for school business to receive the reimbursement. It is also understood that they may use their cell phones for other personal business that will not be monitored by the school corporation.

  
Katrina Isch, Administrator

  
Joel Mahaffey, Superintendent

  
Benjamin Liechty, School Board President

11/29/23  
Date

11/4/23  
Date

11/14/23  
Date



# REGULAR TEACHER CONTRACT

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

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


This regular teacher contract ("Contract") is by and between the governing body of the **ADAMS CENTRAL COMMUNITY SCHOOL** ("Corporation") and **GRAHAM K MCALLISTER** ("Teacher"). **GRAHAM K MCALLISTER** is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning **July 01, 2023** and ending on **June 30, 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 **210.00** 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 **\$72,500.00** during the school year. Ind. Code 20-28-6-2(a) (3) (C)
5. The Corporation shall pay this amount in **26** installments on a **Biweekly basis**. Ind. Code 20-28-6-2(a) (3) (D) Ind. Code 20-28-6-5(1)
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this **1st** day of **July, 2023**.

Teacher:



School Corporation by:



President

Attested:



Superintendent



Secretary

# ADAMS CENTRAL COMMUNITY SCHOOLS



July 1, 2023- June 30, 2025

## **Adams Central Administrator**

### **Health Insurance during contract term:**

The Corporation shall make an employer contribution toward the Employee's health plan option selected in the premium amount identified on 2023-2024 Health Insurance Rate Sheet. Insurance premium deductions shall be deducted from Employee's paychecks as outlined in the Employee's payroll deduction form.

#### **Pre-tax Option**

If requested by the Employee and while Employee is insured under Corporation's health plan, the Corporation shall add the amount of employer's health plan contribution to the Employee's paycheck for that payroll period. Employee shall then ask Corporation to apply those funds toward the health premium owed during that payroll cycle on a pre-tax basis. If this option is selected, the Employee is responsible for paying 100% of the health premium for coverage under Corporation's health plan.

#### **Retirement Plan Contribution in Lieu of Corporation Contribution Toward Health Insurance**

If Employee does not elect to enroll in Corporation's health plan or is not eligible to receive an employer contribution to participate in Corporation's health plan, the Corporation will make an employer contribution of \$15,000.00 into an existing retirement plan sponsored by the Corporation assuming Employee works the entire school year. If this contribution would exceed the amount allowed by the IRS in that year, then the Employee can elect to choose to receive the contribution amount each pay period spread over the school year or for a contribution to be made into another benefit plan sponsored by Corporation.

In the event the Employee later enrolls in Corporation's health plan during this period, and contributions are made by the Corporation into the retirement plan, future employer contributions into benefit plans where Employee participates will be offset or Employee must return to the Corporation, amounts Corporation paid into those retirement plans.

#### **Retirement Plan & Health Plan Cost Difference Contribution**

In the event the Employee enrolls in Corporation's health plan where the Corporation's contribution toward annual premium is less than \$15,000.00, the difference between the \$15,000.00 and the Corporation's contribution will be paid to Employee as regular wages reported in Box 1 Form W2 and will be paid twenty-four (24) pay periods while Employee works for Corporation throughout the school year.

### **Life Insurance**

Corporation shall offer coverage under a group term life insurance/AD&D policy in the face amount of \$100,000.00. Corporation shall make an employer contribution of 100% of the premium cost for that payroll period.

### **Disability Insurance**

Corporation shall make an employer contribution of 100% of the group long-term disability premium cost for that payroll period.



### Mileage

Approved mileage will be paid at the maximum federal rate. The approval will be made by the Superintendent.

### General Leave:

0-9 years experience within the AC district, 10 days  
10-19 years experience within the AC district, 11 days  
20 + years experience within the AC district, 12 days  
Unused general leave days will accumulate up to 183 days.

### Retirement

The School Corporation will provide the 3% retirement (ISTRF contribution) in addition to the corporation's normal contribution.

At the time of qualified retirement, severance compensation will be one-half (1/2) of the accumulated general leave days at the current daily rate. A maximum of 180 accumulated leave days will be used for severance purposes. Accumulated leave days will be the days for the previous years. General leave days allotted for the present year will not be added to the accumulated leave, and qualify after five (5) years of service in the corporation as an administrator or a total of ten (10) years within the corporation, whichever occurs first.

### Professional Organizations

Employee will be reimbursed up to \$500 for membership in professional organizations that are recognized in board policy as accepted memberships.

### Length of Contract

210 Days – The exact dates will be established in the spring of the preceding year.


Contracts will roll over on July 1 each year unless the School Board votes in open session not to give this benefit to an individual.

### Cell Phones

Employee will be provided a monthly allowance of \$50 toward their personal cell phones, when a monthly cell phone invoice copy is submitted. It is understood that the individuals are expected to be available for school business and are expected to use their phones for school business to receive the reimbursement. It is also understood that they may use their cell phones for other personal business that will not be monitored by the school corporation.

### Safety Specialist

Will serve as a Co-Safety Specialist and will receive a \$2,000.00 stipend to serve in this role for the 2023-24 contract year. This will be added to the base pay and paid out in twenty-six (26) installments.

  
Graham McAllister, Administrator

  
Joel Mahaffey, Superintendent

  
Benjamin Liechty, School Board President

12/1/23  
Date

1/11/23  
Date

11/14/23  
Date

# REGULAR TEACHER CONTRACT

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

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

This regular teacher contract ("Contract") is by and between the governing body of the **ADAMS CENTRAL COMMUNITY SCHOOL** ("Corporation") and **MARY A. MCCULLOUGH** ("Teacher"). **MARY A. MCCULLOUGH** is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning **July 01, 2023** and ending on **June 30, 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 **220.00** 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 **\$89,900.00** during the school year. Ind. Code 20-28-6-2(a) (3) (C)
5. The Corporation shall pay this amount in **26** installments on a **Biweekly basis**. Ind. Code 20-28-6-2(a) (3) (D) Ind. Code 20-28-6-5(1)
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this **1st** day of **July, 2023**.

Teacher:

  
\_\_\_\_\_

School Corporation by:

  
\_\_\_\_\_

President

Attested:

  
\_\_\_\_\_

Superintendent

  
\_\_\_\_\_

Secretary



# ADAMS CENTRAL COMMUNITY SCHOOLS



July 1, 2023- June 30, 2025

## **Adams Central Administrator**

### **Health Insurance during contract term:**

The Corporation shall make an employer contribution toward the Employee's health plan option selected in the premium amount identified on 2023-2024 Health Insurance Rate Sheet. Insurance premium deductions shall be deducted from Employee's paychecks as outlined in the Employee's payroll deduction form.

### **Pre-tax Option**

If requested by the Employee and while Employee is insured under Corporation's health plan, the Corporation shall add the amount of employer's health plan contribution to the Employee's paycheck for that payroll period. Employee shall then ask Corporation to apply those funds toward the health premium owed during that payroll cycle on a pre-tax basis. If this option is selected, the Employee is responsible for paying 100% of the health premium for coverage under Corporation's health plan.

### **Retirement Plan Contribution in Lieu of Corporation Contribution Toward Health Insurance**

If Employee does not elect to enroll in Corporation's health plan or is not eligible to receive an employer contribution to participate in Corporation's health plan, the Corporation will make an employer contribution of \$15,000.00 into an existing retirement plan sponsored by the Corporation assuming Employee works the entire school year. If this contribution would exceed the amount allowed by the IRS in that year, then the Employee can elect to choose to receive the contribution amount each pay period spread over the school year or for a contribution to be made into another benefit plan sponsored by Corporation.

In the event the Employee later enrolls in Corporation's health plan during this period, and contributions are made by the Corporation into the retirement plan, future employer contributions into benefit plans where Employee participates will be offset or Employee must return to the Corporation, amounts Corporation paid into those retirement plans.

### **Retirement Plan & Health Plan Cost Difference Contribution**

In the event the Employee enrolls in Corporation's health plan where the Corporation's contribution toward annual premium is less than \$15,000.00, the difference between the \$15,000.00 and the Corporation's contribution will be paid to Employee as regular wages reported in Box 1 Form W2 and will be paid twenty-four (24) pay periods while Employee works for Corporation throughout the school year.

### **Life Insurance**

Corporation shall offer coverage under a group term life insurance/AD&D policy in the face amount of \$100,000.00. Corporation shall make an employer contribution of 100% of the premium cost for that payroll period.

### **Disability Insurance**

Corporation shall make an employer contribution of 100% of the group long-term disability premium cost for that payroll period.



### Mileage

Approved mileage will be paid at the maximum federal rate. The approval will be made by the Superintendent.

### General Leave:

0-9 years experience within the AC district, 10 days  
10-19 years experience within the AC district, 11 days  
20 + years experience within the AC district, 12 days  
Unused general leave days will accumulate up to 183 days.

### Retirement

The School Corporation will provide the 3% retirement (ISTRF contribution) in addition to the corporation's normal contribution.

At the time of qualified retirement, severance compensation will be one-half (1/2) of the accumulated general leave days at the current daily rate. A maximum of 180 accumulated leave days will be used for severance purposes. Accumulated leave days will be the days for the previous years. General leave days allotted for the present year will not be added to the accumulated leave, and qualify after five (5) years of service in the corporation as an administrator or a total of ten (10) years within the corporation, whichever occurs first.

### Professional Organizations

Employee will be reimbursed up to \$500 for membership in professional organizations that are recognized in board policy as accepted memberships.

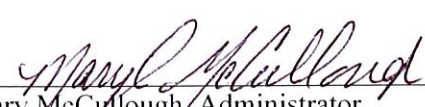
### Length of Contract

220 Days – The exact dates will be established in the spring of the preceding year.

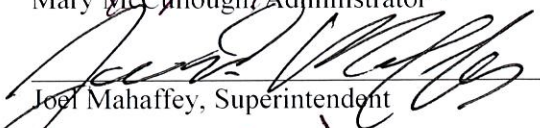
Contracts will roll over on July 1 each year unless the School Board votes in open session not to give this benefit to an individual.

### Cell Phones

Employee will be provided a monthly allowance of \$50 toward their personal cell phones, when a monthly cell phone invoice copy is submitted. It is understood that the individuals are expected to be available for school business and are expected to use their phones for school business to receive the reimbursement. It is also understood that they may use their cell phones for other personal business that will not be monitored by the school corporation.

  
Mary McCullough, Administrator

11-5-23  
Date

  
Joel Mahaffey, Superintendent

11-4-23  
Date

  
Benjamin Liechty, School Board President

11/14/23  
Date

# REGULAR TEACHER CONTRACT

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

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

This regular teacher contract ("Contract") is by and between the governing body of the **ADAMS CENTRAL COMMUNITY SCHOOL** ("Corporation") and **JEFFERY A. MCCULLOUGH** ("Teacher"). **JEFFERY A. MCCULLOUGH** is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning **July 01, 2023** and ending on **June 30, 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 **225.00** 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 **\$91,980.00** during the school year. Ind. Code 20-28-6-2(a) (3) (C)
5. The Corporation shall pay this amount in **26** installments on a **Biweekly basis**. Ind. Code 20-28-6-2(a) (3) (D) Ind. Code 20-28-6-5(1)
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this **1st** day of **July, 2023**.

Teacher:




School Corporation by:



President

Attested:



Superintendent



Secretary



# ADAMS CENTRAL COMMUNITY SCHOOLS



July 1, 2023- June 30, 2025

## **Adams Central Administrator**

### **Health Insurance during contract term:**

The Corporation shall make an employer contribution toward the Employee's health plan option selected in the premium amount identified on 2023-2024 Health Insurance Rate Sheet. Insurance premium deductions shall be deducted from Employee's paychecks as outlined in the Employee's payroll deduction form.

#### **Pre-tax Option**

If requested by the Employee and while Employee is insured under Corporation's health plan, the Corporation shall add the amount of employer's health plan contribution to the Employee's paycheck for that payroll period. Employee shall then ask Corporation to apply those funds toward the health premium owed during that payroll cycle on a pre-tax basis. If this option is selected, the Employee is responsible for paying 100% of the health premium for coverage under Corporation's health plan.

#### **Retirement Plan Contribution in Lieu of Corporation Contribution Toward Health Insurance**

If Employee does not elect to enroll in Corporation's health plan or is not eligible to receive an employer contribution to participate in Corporation's health plan, the Corporation will make an employer contribution of \$15,000.00 into an existing retirement plan sponsored by the Corporation assuming Employee works the entire school year. If this contribution would exceed the amount allowed by the IRS in that year, then the Employee can elect to choose to receive the contribution amount each pay period spread over the school year or for a contribution to be made into another benefit plan sponsored by Corporation.

In the event the Employee later enrolls in Corporation's health plan during this period, and contributions are made by the Corporation into the retirement plan, future employer contributions into benefit plans where Employee participates will be offset or Employee must return to the Corporation, amounts Corporation paid into those retirement plans.

#### **Retirement Plan & Health Plan Cost Difference Contribution**

In the event the Employee enrolls in Corporation's health plan where the Corporation's contribution toward annual premium is less than \$15,000.00, the difference between the \$15,000.00 and the Corporation's contribution will be paid to Employee as regular wages reported in Box 1 Form W2 and will be paid twenty-four (24) pay periods while Employee works for Corporation throughout the school year.

### **Life Insurance**

Corporation shall offer coverage under a group term life insurance/AD&D policy in the face amount of \$100,000.00. Corporation shall make an employer contribution of 100% of the premium cost for that payroll period.

### **Disability Insurance**

Corporation shall make an employer contribution of 100% of the group long-term disability premium cost for that payroll period.

### Mileage

Approved mileage will be paid at the maximum federal rate. The approval will be made by the Superintendent.

### General Leave:

0-9 years experience within the AC district, 10 days  
10-19 years experience within the AC district, 11 days  
20 + years experience within the AC district, 12 days  
Unused general leave days will accumulate up to 183 days.

### Retirement

The School Corporation will provide the 3% retirement (ISTRF contribution) in addition to the corporation's normal contribution.

At the time of qualified retirement, severance compensation will be one-half (1/2) of the accumulated general leave days at the current daily rate. A maximum of 180 accumulated leave days will be used for severance purposes. Accumulated leave days will be the days for the previous years. General leave days allotted for the present year will not be added to the accumulated leave, and qualify after five (5) years of service in the corporation as an administrator or a total of ten (10) years within the corporation, whichever occurs first.

### Professional Organizations

Employee will be reimbursed up to \$500 for membership in professional organizations that are recognized in board policy as accepted memberships.


### Length of Contract

225 Days – The exact dates will be established in the spring of the preceding year.

Contracts will roll over on July 1 each year unless the School Board votes in open session not to give this benefit to an individual.

### Cell Phones


Employee will be provided a monthly allowance of \$50 toward their personal cell phones, when a monthly cell phone invoice copy is submitted. It is understood that the individuals are expected to be available for school business and are expected to use their phones for school business to receive the reimbursement. It is also understood that they may use their cell phones for other personal business that will not be monitored by the school corporation.

  
Jeffery McCullough, Administrator

11/28/23  
Date

  
Joel Mahaffey, Superintendent

11-14-23  
Date

  
Benjamin Liechty, School Board President

11/14/23  
Date



# REGULAR TEACHER CONTRACT

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

This regular teacher contract ("Contract") is by and between the governing body of the **ADAMS CENTRAL COMMUNITY SCHOOL** ("Corporation") and **CHRISTOPHER A REILLY** ("Teacher"). **CHRISTOPHER A REILLY** is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning **July 01, 2023** and ending on **June 30, 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 **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 **\$70,200.00** during the school year. Ind. Code 20-28-6-2(a) (3) (C)
5. The Corporation shall pay this amount in **26** installments on a **Biweekly basis**. Ind. Code 20-28-6-2(a) (3) (D) Ind. Code 20-28-6-5(1)
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this **1st** day of **July, 2023**.

Teacher:



School Corporation by:



President

Attested:



Superintendent



Secretary

This is year two (2) of a two (2) year temporary contract.

# ADAMS CENTRAL COMMUNITY SCHOOLS



July 1, 2023- June 30, 2025

## **Adams Central Administrator**

### **Health Insurance during contract term:**

The Corporation shall make an employer contribution toward the Employee's health plan option selected in the premium amount identified on 2023-2024 Health Insurance Rate Sheet. Insurance premium deductions shall be deducted from Employee's paychecks as outlined in the Employee's payroll deduction form.

#### **Pre-tax Option**

If requested by the Employee and while Employee is insured under Corporation's health plan, the Corporation shall add the amount of employer's health plan contribution to the Employee's paycheck for that payroll period. Employee shall then ask Corporation to apply those funds toward the health premium owed during that payroll cycle on a pre-tax basis. If this option is selected, the Employee is responsible for paying 100% of the health premium for coverage under Corporation's health plan.

#### **Retirement Plan Contribution in Lieu of Corporation Contribution Toward Health Insurance**

If Employee does not elect to enroll in Corporation's health plan or is not eligible to receive an employer contribution to participate in Corporation's health plan, the Corporation will make an employer contribution of \$15,000.00 into an existing retirement plan sponsored by the Corporation assuming Employee works the entire school year. If this contribution would exceed the amount allowed by the IRS in that year, then the Employee can elect to choose to receive the contribution amount each pay period spread over the school year or for a contribution to be made into another benefit plan sponsored by Corporation.

In the event the Employee later enrolls in Corporation's health plan during this period, and contributions are made by the Corporation into the retirement plan, future employer contributions into benefit plans where Employee participates will be offset or Employee must return to the Corporation, amounts Corporation paid into those retirement plans.

#### **Retirement Plan & Health Plan Cost Difference Contribution**

In the event the Employee enrolls in Corporation's health plan where the Corporation's contribution toward annual premium is less than \$15,000.00, the difference between the \$15,000.00 and the Corporation's contribution will be paid to Employee as regular wages reported in Box 1 Form W2 and will be paid twenty-four (24) pay periods while Employee works for Corporation throughout the school year.

### **Life Insurance**

Corporation shall offer coverage under a group term life insurance/AD&D policy in the face amount of \$100,000.00. Corporation shall make an employer contribution of 100% of the premium cost for that payroll period.

### **Disability Insurance**

Corporation shall make an employer contribution of 100% of the group long-term disability premium cost for that payroll period.



### Mileage

Approved mileage will be paid at the maximum federal rate. The approval will be made by the Superintendent.

### General Leave:

0-9 years experience within the AC district, 10 days  
10-19 years experience within the AC district, 11 days  
20 + years experience within the AC district, 12 days  
Unused general leave days will accumulate up to 183 days.

### Retirement

The School Corporation will provide the 3% retirement (ISTRF contribution) in addition to the corporation's normal contribution.

At the time of qualified retirement, severance compensation will be one-half (1/2) of the accumulated general leave days at the current daily rate. A maximum of 180 accumulated leave days will be used for severance purposes. Accumulated leave days will be the days for the previous years. General leave days allotted for the present year will not be added to the accumulated leave, and qualify after five (5) years of service in the corporation as an administrator or a total of ten (10) years within the corporation, whichever occurs first.

### Professional Organizations

Employee will be reimbursed up to \$500 for membership in professional organizations that are recognized in board policy as accepted memberships.

### Length of Contract

205 Days – The exact dates will be established in the spring of the preceding year.

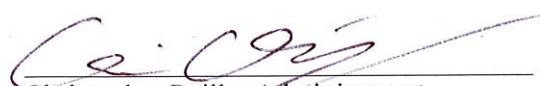
Contracts will roll over on July 1 each year unless the School Board votes in open session not to give this benefit to an individual.

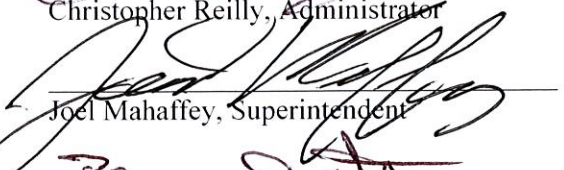
### Cell Phones

Employee will be provided a monthly allowance of \$50 toward their personal cell phones, when a monthly cell phone invoice copy is submitted. It is understood that the individuals are expected to be available for school business and are expected to use their phones for school business to receive the reimbursement. It is also understood that they may use their cell phones for other personal business that will not be monitored by the school corporation.

### Safety Specialist

Will serve as a Co-Safety Specialist and will receive a \$2,000.00 stipend to serve in this role for the 2023-24 contract year. This will be added to the base pay and paid out in twenty-six (26) installments.

  
Christopher Reilly, Administrator

  
Joel Mahaffey, Superintendent

  
Benjamin Liechty, School Board President

11-29-23  
Date

11/14/23  
Date

11/14/23  
Date

# REGULAR TEACHER CONTRACT

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

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

This regular teacher contract ("Contract") is by and between the governing body of the **ADAMS CENTRAL COMMUNITY SCHOOL** ("Corporation") and **SARAH I RHYMER** ("Teacher"). **SARAH I RHYMER** is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning **July 01, 2023** and ending on **June 30, 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 **210.00** 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 **\$67,800.00** during the school year. Ind. Code 20-28-6-2(a) (3) (C)
5. The Corporation shall pay this amount in **26** installments on a **Biweekly basis**. Ind. Code 20-28-6-2(a) (3) (D) Ind. Code 20-28-6-5(1)
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this **1st** day of **July, 2023**.

Teacher:

Sarah Rhymmer

School Corporation by:

Brian Ritz

President

Attested:

Paul D. Makoff

Superintendent

Mike Brown

Secretary



# ADAMS CENTRAL COMMUNITY SCHOOLS



July 1, 2023- June 30, 2024

## **Adams Central Administrator**

### **Health Insurance during contract term:**

The Corporation shall make an employer contribution toward the Employee's health plan option selected in the premium amount identified on 2023-2024 Health Insurance Rate Sheet. Insurance premium deductions shall be deducted from Employee's paychecks as outlined in the Employee's payroll deduction form.

### **Pre-tax Option**

If requested by the Employee and while Employee is insured under Corporation's health plan, the Corporation shall add the amount of employer's health plan contribution to the Employee's paycheck for that payroll period. Employee shall then ask Corporation to apply those funds toward the health premium owed during that payroll cycle on a pre-tax basis. If this option is selected, the Employee is responsible for paying 100% of the health premium for coverage under Corporation's health plan.

### **Retirement Plan Contribution in Lieu of Corporation Contribution Toward Health Insurance**

If Employee does not elect to enroll in Corporation's health plan or is not eligible to receive an employer contribution to participate in Corporation's health plan, the Corporation will make an employer contribution of \$15,000.00 into an existing retirement plan sponsored by the Corporation assuming Employee works the entire school year. If this contribution would exceed the amount allowed by the IRS in that year, then the Employee can elect to choose to receive the contribution amount each pay period spread over the school year or for a contribution to be made into another benefit plan sponsored by Corporation.

In the event the Employee later enrolls in Corporation's health plan during this period, and contributions are made by the Corporation into the retirement plan, future employer contributions into benefit plans where Employee participates will be offset or Employee must return to the Corporation, amounts Corporation paid into those retirement plans.

### **Retirement Plan & Health Plan Cost Difference Contribution**

In the event the Employee enrolls in Corporation's health plan where the Corporation's contribution toward annual premium is less than \$15,000.00, the difference between the \$15,000.00 and the Corporation's contribution will be paid to Employee as regular wages reported in Box 1 Form W2 and will be paid twenty-four (24) pay periods while Employee works for Corporation throughout the school year.

### **Life Insurance**

Corporation shall offer coverage under a group term life insurance/AD&D policy in the face amount of \$100,000.00. Corporation shall make an employer contribution of 100% of the premium cost for that payroll period.

### **Disability Insurance**

Corporation shall make an employer contribution of 100% of the group long-term disability premium cost for that payroll period.

### Mileage

Approved mileage will be paid at the maximum federal rate. The approval will be made by the Superintendent.

### General Leave:

0-9 years experience within the AC district, 10 days  
10-19 years experience within the AC district, 11 days  
20 + years experience within the AC district, 12 days  
Unused general leave days will accumulate up to 183 days.

### Retirement

The School Corporation will provide the 3% retirement (ISTRF contribution) in addition to the corporation's normal contribution.

At the time of qualified retirement, severance compensation will be one-half (1/2) of the accumulated general leave days at the current daily rate. A maximum of 180 accumulated leave days will be used for severance purposes. Accumulated leave days will be the days for the previous years. General leave days allotted for the present year will not be added to the accumulated leave, and qualify after five (5) years of service in the corporation as an administrator or a total of ten (10) years within the corporation, whichever occurs first.

### Professional Organizations

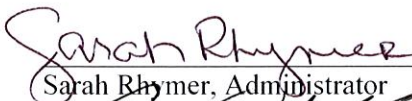
Employee will be reimbursed up to \$500 for membership in professional organizations that are recognized in board policy as accepted memberships.

### Length of Contract

210 Days – The exact dates will be established in the spring of the preceding year.

### Cell Phones

Employee will be provided a monthly allowance of \$50 toward their personal cell phones, when a monthly cell phone invoice copy is submitted. It is understood that the individuals are expected to be available for school business and are expected to use their phones for school business to receive the reimbursement. It is also understood that they may use their cell phones for other personal business that will not be monitored by the school corporation.

  
Sarah Rymer, Administrator

11/29/23  
Date

  
Joel Mahaffey, Superintendent

11/14/23  
Date

  
Benjamin Liechty, School Board President

11/14/23  
Date

# REGULAR TEACHER CONTRACT

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

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

This regular teacher contract ("Contract") is by and between the governing body of the **ADAMS CENTRAL COMMUNITY SCHOOL** ("Corporation") and **KARYN J TOMKINSON** ("Teacher"). **KARYN J TOMKINSON** is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning **July 01, 2023** and ending on **June 30, 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 **210.00** 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 **\$88,200.00** during the school year. Ind. Code 20-28-6-2(a) (3) (C)
5. The Corporation shall pay this amount in **26** installments on a **Biweekly basis**. Ind. Code 20-28-6-2(a) (3) (D) Ind. Code 20-28-6-5(1)
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this **1st** day of **July, 2023**.

Teacher:

Karyn J Tomkinson

School Corporation by:

Brian Liddy

President

Attested:

Joe D. Makoffsky

Superintendent

Mike Brown

Secretary

This is year three (3) of a three (3) year temporary contract.



# ADAMS CENTRAL COMMUNITY SCHOOLS



July 1, 2023- June 30, 2024

## **Adams Central Administrator**

### **Health Insurance during contract term:**

The Corporation shall make an employer contribution toward the Employee's health plan option selected in the premium amount identified on 2023-2024 Health Insurance Rate Sheet. Insurance premium deductions shall be deducted from Employee's paychecks as outlined in the Employee's payroll deduction form.

#### **Pre-tax Option**

If requested by the Employee and while Employee is insured under Corporation's health plan, the Corporation shall add the amount of employer's health plan contribution to the Employee's paycheck for that payroll period. Employee shall then ask Corporation to apply those funds toward the health premium owed during that payroll cycle on a pre-tax basis. If this option is selected, the Employee is responsible for paying 100% of the health premium for coverage under Corporation's health plan.

#### **Retirement Plan Contribution in Lieu of Corporation Contribution Toward Health Insurance**

If Employee does not elect to enroll in Corporation's health plan or is not eligible to receive an employer contribution to participate in Corporation's health plan, the Corporation will make an employer contribution of \$15,000.00 into an existing retirement plan sponsored by the Corporation assuming Employee works the entire school year. If this contribution would exceed the amount allowed by the IRS in that year, then the Employee can elect to choose to receive the contribution amount each pay period spread over the school year or for a contribution to be made into another benefit plan sponsored by Corporation.

In the event the Employee later enrolls in Corporation's health plan during this period, and contributions are made by the Corporation into the retirement plan, future employer contributions into benefit plans where Employee participates will be offset or Employee must return to the Corporation, amounts Corporation paid into those retirement plans.

#### **Retirement Plan & Health Plan Cost Difference Contribution**

In the event the Employee enrolls in Corporation's health plan where the Corporation's contribution toward annual premium is less than \$15,000.00, the difference between the \$15,000.00 and the Corporation's contribution will be paid to Employee as regular wages reported in Box 1 Form W2 and will be paid twenty-four (24) pay periods while Employee works for Corporation throughout the school year.

### **Life Insurance**

Corporation shall offer coverage under a group term life insurance/AD&D policy in the face amount of \$100,000.00. Corporation shall make an employer contribution of 100% of the premium cost for that payroll period.

### **Disability Insurance**

Corporation shall make an employer contribution of 100% of the group long-term disability premium cost for that payroll period.

### Mileage

Approved mileage will be paid at the maximum federal rate. The approval will be made by the Superintendent.

### General Leave:

0-9 years experience within the AC district, 10 days  
10-19 years experience within the AC district, 11 days  
20 + years experience within the AC district, 12 days  
Unused general leave days will accumulate up to 183 days.

### Retirement

The School Corporation will provide the 3% retirement (ISTRF contribution) in addition to the corporation's normal contribution.

At the time of qualified retirement, severance compensation will be one-half (1/2) of the accumulated general leave days at the current daily rate. A maximum of 180 accumulated leave days will be used for severance purposes. Accumulated leave days will be the days for the previous years. General leave days allotted for the present year will not be added to the accumulated leave, and qualify after five (5) years of service in the corporation as an administrator or a total of ten (10) years within the corporation, whichever occurs first.

### Professional Organizations

Employee will be reimbursed up to \$500 for membership in professional organizations that are recognized in board policy as accepted memberships.

### Length of Contract

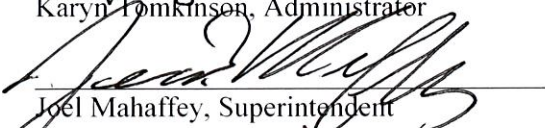
210 Days – The exact dates will be established in the spring of the preceding year.

### Cell Phones

Employee will be provided a monthly allowance of \$50 toward their personal cell phones, when a monthly cell phone invoice copy is submitted. It is understood that the individuals are expected to be available for school business and are expected to use their phones for school business to receive the reimbursement. It is also understood that they may use their cell phones for other personal business that will not be monitored by the school corporation.

  
Karyn Tomkinson, Administrator

11-28-23  
Date

  
Joel Mahaffey, Superintendent

11-4-23  
Date

  
Benjamin Liechty, School Board President

11/14/23  
Date