

**CONTRACT BETWEEN THE  
GREENWOOD COMMUNITY SCHOOL CORPORATION  
AND TERRY TERHUNE**

The Board of Education of the Greenwood Community School Corporation (the "Board") and Terry Terhune ("Superintendent") are entering into this contract of employment effective July 1, 2021 (the "Contract"). The parties agree as follows:

1. **Employment/Contract Length.** The Board employs Superintendent and Superintendent agrees to be employed by the Board as the chief executive officer of the School Corporation for an initial period beginning July 1, 2021 and concluding June 30, 2024, subject to the terms of the Contract and applicable law. The parties agree that the term of this Contract shall be automatically extended one (1) school year on July 1, 2022, and then each successive year thereafter, unless a party gives the other written notice on or before the preceding June 30 that the party does not agree to the automatic extension of this Contract. The parties agree this shall result in a continuous three (3) year Contract unless one party provides timely written notice to the other. The Superintendent will work 240 days each Contract year.
  
2. **Duties.** The parties agree that the duties of the position of Superintendent to be performed pursuant to this Contract are set forth in a description of the position which is attached hereto as Exhibit A and incorporated herein as a material term by reference.
  - A. **Periodic Review.** The Board agrees to appoint at least two (2) of its members to annually meet with Superintendent to review the performance of his duties during the prior school year and to establish goals for the upcoming school year. It is anticipated that this review will occur during the summer months, between school years, but otherwise no later than August 1. If Superintendent requests, the Board will review his performance a second time during a school year. (The Board's review of Superintendent's performance provided for herein shall be based upon the duties in the description of the position incorporated into the Contract.)
  
  - B. **Division of Responsibilities.** The parties agree that the duties as stated in the attached description of the position of Superintendent 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 District. 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 Code of Ethics for School Board Members.
  
  - C. **No Reassignment.** The parties to this Contract further agree that the duties performed by Superintendent pursuant to this 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 Contract he will fully meet the minimum qualifications for the position of 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, the Superintendent shall receive a basic salary equal to the sum of: (i) the Base Amount and (ii) the additional amounts hereinafter described in section 3.
- A. Base Amount. Superintendent shall be paid an initial Base Annual Amount of One Hundred Fifty Five Thousand Dollars (\$155,000.00). Beginning with the 2022-2023 school year, if the Superintendent is evaluated as highly effective or effective, then the Board may increase the Superintendent's base salary in a range between 2% to 8% of the Superintendent's base salary that is in effect at the time the raise is granted.
- B. Salary Reduction Payments. In the 2021-2022 Contract year, the Superintendent shall receive as additional basic salary an amount equal to the maximum salary reduction contribution (excluding increases for any special catch-up elections) that Superintendent could elect to contribute to a plan described in section 403(b) of the Code. Beginning with the 2022-2023 Contract year and each Contract year thereafter, the Superintendent shall receive as additional basic salary an amount equal to the maximum salary reduction contribution (including increases for any special catch-up elections) that Superintendent could elect to contribute to a plan described in section 403(b) of the Code. These payments will be hereinafter referred to as the "Salary Reduction Payments."
- i. Amount. The determination of the maximum Salary Reduction Payments shall be determined based upon the calendar year.
- ii. Timing. The total Salary Reduction Payments for a calendar year shall be made available to Superintendent evenly throughout the applicable calendar year over the same pay periods and in the same manner that Superintendent's Base Amount is paid to him.
- iii. Salary Reduction Elections. At Superintendent's election, the Salary Reduction Payments can be used to: (i) 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, (ii) make salary reduction contributions to Code section 403(b) and/or 457(b) plans, or (iii) paid as additional wages to Superintendent. However, unless and until Superintendent completes applicable salary reduction agreements, Salary Reduction Payments shall be paid as

additional wages to Superintendent less applicable income and employment tax withholdings.

C. Health, Dental and Vision Insurance (“SRA Amount”).

- i. Amount. Except as otherwise hereinafter adjusted, Superintendent shall receive as additional basic salary an amount equal to ninety percent (90%) of the annual premium cost of the lowest deductible family coverage in the School Corporation’s Group Health Insurance Plan and one-hundred percent (100%) of the annual premium cost of family coverage in the School Corporation’s group dental and vision insurance plans (hereinafter referred to as the “SRA Amount”), as in effect from time to time during the term of this Contract. For any adjustment in the SRA Amount occurring during the term of this Contract, an appropriate adjustment will be made in the subsequent SRA Amount otherwise to be paid to Superintendent. (Any subsequent adjustment in the SRA Amount may be attached as an exhibit to this Contract, but the adjustment and its impact shall otherwise be determined by the Board.)
- ii. Payment Elections. The SRA Amount shall be made available to Superintendent in the same manner that Superintendent’s Base Amount is made payable to him. At Superintendent’s election, the SRA Amount can be used to: (i) fund and pay through Salary Reduction Payments for any of the qualified benefits selected under a Code section 125 plan maintained by the School Corporation, (ii) make Salary Reduction Payments to Code section 403(b) and/or 457(b) plans, or (iii) paid as additional wages to Superintendent. However, unless and until Superintendent completes an applicable salary reduction agreement, the SRA Amount shall be paid throughout each fiscal year of the Contract in installments directly to Superintendent less applicable income and employment tax withholdings.

D. ISTRF Compensation. It is intended that the Base Amount, the Salary Reduction Payments, and the SRA Amount, which are described above, 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 Teachers’ Master Contract, as amended from time to time, as well as any additional benefits established by the Board for administrative employees of the Board. Notwithstanding the foregoing, to the extent that benefits provided in the Teachers’ Master Contract or

for other administrative employees duplicate a benefit provided pursuant to this Contract, the benefit provided by this 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 Health and Accident Plan, as well as major medical, dental, and vision insurance plans, but otherwise subject to the eligibility requirements of such plans. Except as otherwise specifically provided herein, Superintendent will be responsible for the entire cost of their participation in such group health, major medical, vision, and dental plans.
- ii. Retiree Coverage. Following retirement or severance of employment, Superintendent and Superintendent's spouse are entitled to continuing coverage in the group health, major medical, dental and vision plans of the School Corporation in accordance with the terms of the Teachers' Master Contract, with premiums otherwise due from Superintendent or the School Corporation as provided in the Teachers' Master Contract for retiring teachers.

**C. 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 two hundred thousand dollars (\$200,000.00). 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.

**D. Employee Benefit Plans.**

- i. Salary Reduction Payments. 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, SRA Amount and other basic salary described in section 3 may be used to make these Salary Reduction Payments. 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 not be entitled to participate in the matching contribution program included in the Teachers' Master Contract or in any separate matching contribution program established for administrative employees.

E. Vacation. At the beginning of each Contract Year, Superintendent shall be entitled to fifteen (15) days of paid vacation for use any time during each Contract year. Unused vacation days will not accumulate and are otherwise lost, without any further compensation to Superintendent.

F. Other Leave.

i. At the beginning of each Contract year, Superintendent shall be entitled to a total of fifteen (15) annual leave days, five (5) of which may be used for personal business and ten (10) of which may be used for sick leave. Superintendent shall be permitted to accumulate unused annual leave days as sick leave days for use in future contract years, with no limit on the number of sick leave days that may be accumulated. In addition, Superintendent may participate in the Catastrophic Illness and Injury Bank, as described in the Teachers' Master Contract.

ii. The Superintendent may transfer all unused sick leave days from his previous school employers to Greenwood, which days will go into a catastrophic sick leave bank for the Superintendent to use if he exhausts all leave days accrued at Greenwood. All transferred sick leave days have no cash value upon separation of employment.

iii. The Superintendent is granted any paid and/or unpaid leave that is required by state or federal law.

G. ISTRF Contribution. The School Corporation will pay Superintendent's share of retirement to the Indiana State Teachers' Retirement Fund for the period of time covered by the Contract.

H. Business and Professional Expenses. The Board shall reimburse the Superintendent for business and professional expenses approved by the Board. Appropriate expenses shall include, but not be limited to, the cost of membership and participation in the Indiana Association of Public School Superintendents and the American Association of School Administrators, mileage for business use of the Superintendent's personal vehicle for travel related to School Corporation's business at the standard IRS rate, and expenses related to the Superintendent's attendance at conferences, (including one national conference per contract year as approved by the board), and activities approved by the Board.

5. 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 Contract, 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 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 Contract by the Board for failure of the Superintendent to maintain proper licensure from the State of Indiana, the parties agree that this Contract may be terminated/canceled in any one of the following ways:
- i. Mutual Agreement: The parties jointly agree, in writing, to cancel;
  - ii. Long Term Disability: The Superintendent is disabled and is receiving benefits from the long-term disability policy provided by the Board;
  - iii. Cancellation For Cause: The Board initiates cancellation for cause for one or more of the statutory reasons for cancellation of a teacher contract contained in Indiana law, and the Board gives the Superintendent written notice of its intent to cancel the Superintendent's Contract for cause and provides the Superintendent the opportunity to have a hearing before the Board in an official executive session at least ten (10) days before the Board meets in a public meeting to vote on the termination. If the Superintendent requests a hearing with the Board under this provision, and if the Board would subsequently vote in a public meeting to approve the termination of the Superintendent's Contract, then the Board will issue written findings that one or more of the statutory reasons for cancellation of a teacher contract contained in Indiana law exist. If the Board votes to cancel the Superintendent's Contract for cause, then the Superintendent shall be entitled to no further salary or benefits unless such compensation is otherwise required to be provided by law.
  - iv. Superintendent Voluntary Resignation: The Superintendent notifies the Board of his resignation in writing at least sixty (60) days prior to the proposed effective date and presents a written resignation notice 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 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. Cancellation Without Cause: This option to cancel the Contract without cause may be exercised exclusively by the Board in its sole discretion. The Board provides the Superintendent with a written notice that it is canceling this Contract without cause and pays Superintendent an amount equal to one school year's Base Amount as described in subsection 3A of this Contract or \$250,000.00, whichever is less. If

the Board would opt to utilize this no-fault cancellation option, then the Board will provide the Superintendent with at least thirty (30) days written notice that it intends to cancel or let expire the Superintendent's Contract without a finding of fault. The Board will also afford the Superintendent an opportunity for a private conference with the Board in executive session. The purpose of a private conference, if requested by the Superintendent, will be to provide the Superintendent an opportunity to present information and reasons why cancellation is unwarranted, and an opportunity for the Board to reconsider whether or not the cancellation or expiration is in the best interests of the School Corporation. Following the private conference, unless the Board has decided against cancellation of the Superintendent's Contract, the Board will provide the Superintendent an opportunity to resign. After giving the Superintendent an opportunity to resign, the Board may cancel the Superintendent's Contract, without cause, effective immediately upon a majority vote of the Board taken at a public meeting.

6. 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.
7. Miscellaneous.
  - A. Modifications. The parties further agree that the Contract contains all the agreed terms of employment of the Superintendent by the Board, and neither may be modified except in a written document making specific reference to provisions of the Contract to be modified.
  - 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 Contract. The parties further agree that to the extent that this Contract is inconsistent with the standard teacher contract form promulgated by the Superintendent of Public Instruction, the terms of this Contract shall take priority.
  - C. Public Record. The parties agree that the Contract and this Contract 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. Miscellaneous. This Contract supersedes any previously signed contracts. If, during the term of the Contract, it is found that a specific clause of the Contract is illegal in either federal or state court, the remainder of the Contract shall not be affected by such a ruling and shall remain in full force and effect.

This Contract is entered into and signed on June 8, 2021.





SUPERINTENDENT

BOARD OF EDUCATION OF  
THE GREENWOOD COMMUNITY  
SCHOOL CORPORATION

*Charles J. "Terry" Terhune*

Terry Terhune, Superintendent

\_\_\_\_\_  
Board President

ATTEST:

\_\_\_\_\_  
Board Secretary

**Exhibit A**  
**Job Description**

**Superintendent**  
**Greenwood Community School Corporation**

**General Statement of Duties**

Superintendent serves as the chief executive officer of the Greenwood Community School Corporation (the "School Corporation"), administers the operation of the individual schools of the School Corporation in accordance with applicable Indiana law, executes rules and policies of the Indiana State Board of Education, and effectuates rules and policies of the Board of Education of the Greenwood Community School Corporation (the "Board"). In addition, Superintendent supervises and coordinates the work of all schools and departments and provides educational leadership to the Board, staff of the School Corporation and the surrounding community.

**Qualifications**

- Hold an advanced degree, preferably a doctorate, in educational leadership, supervision and/or administration.
- Executive experience resulting in acquired skill in leading, directing and managing a school district or school corporation.
- Must hold a valid Indiana superintendent's license.
- Ability to work cooperatively and harmoniously as a leader.
- Excellent interpersonal and public relation skills.
- Evidence of regular attendance and ability to perform physical and mental requirements of the job with or without reasonable accommodation.
- Possess effective oral and written communication skills.

**Duties and Responsibilities**

- Prepares the agenda for Board meetings.
- Advises the Board on educational trends and research.
- Oversees the implementation of the educational program for the School Corporation.
- Responsible for the hiring and assignment of personnel within the School Corporation.
- Reports the hiring of certified personnel to the Board.
- Responsible for supervision and evaluation of the School Corporation's administrative staff.
- Advises the Board in areas of policy development and modification.
- Delegates appropriate duties to the administrative staff.
- Recommends the dismissal or non-renewal of certified and non-certified employees.
- Develops, in conjunction with the Director of Operations, long range plans for facilities.
- Supervises the preparation of the annual budget for the School Corporation.

**ADDENDUM TO REGULAR CONTRACT  
BETWEEN  
GREENWOOD COMMUNITY SCHOOL CORPORATION  
AND  
Jennifer Brinker**

WHEREAS, the Board of Education of the Greenwood Community School Corporation (the “Board”) has entered into a regular contract for employment with **Jennifer Brinker** (“Employee”), as Assistant Principal of the Greenwood Community School Corporation (the “School Corporation”), effective 7/1/2021 (the “Employment Contract”); and

WHEREAS, the Board and Employee desire to supplement the provisions contained in the Employment Contract.

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

1. Contract Amount and Length. The Employee’s base contract shall be **\$101,441**. The Employee’s contract length and all provisions shall be from 7/1/2021 through 6/30/2022.
2. Additional Basic Salary.
  - A. SRA Amount. Except as otherwise hereinafter adjusted, Employee shall receive as additional basic salary an amount equal to ninety percent (90%) of the annual premium cost of the lowest deductible family coverage plan in the School Corporation’s Group Health Insurance Plan and one-hundred percent (100%) of the annual premium cost of family coverage in the School Corporation’s group dental and vision insurance plans, (the “SRA Amount”), as in effect from time to time during the term of this Employment Contract. For any adjustment in the SRA Amount occurring during the term of this Employment Contract, an appropriate adjustment will be made in the subsequent SRA Amount otherwise to be paid to Employee. (Any subsequent adjustment in the SRA Amount may be attached as an exhibit to this Addendum, but the adjustment and its impact shall otherwise be determined by the School Corporation’s business office.)
  - B. Limits. Notwithstanding the foregoing, the SRA Amount shall be limited as follows:
    - i. Spousal Coverage. If Employee’s spouse is a certified employee of the School Corporation, the SRA Amount shall be reduced by any amounts paid by the School Corporation on behalf of Employee, Employee’s spouse, Employee’s dependents for coverage under the School Corporation’s group health, major medical, or dental plans. This reduction shall not, however, apply to any salary reduction amounts contributed to a plan described in section 125 of the Internal Revenue Code (the “Code”) that are then used to pay insurance premiums or other medical expenses of Employee, Employee’s spouse and Employee’s dependents

- C. Payment Elections. The SRA Amount shall be made available to Employee in the same manner that Employee's other basic salary is made payable to Employee. At Employee's election, the SRA Amount can be used to: (i) 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, (ii) make salary reduction contributions to Code section 403(b) and/or 457(b) plans, or (iii) paid as additional wages to the electing Administrator. However, unless and until Employee completes an applicable salary reduction agreement, the SRA Amount shall be paid throughout the Contract Year in installments directly to Employee less applicable income and employment tax withholdings. (Applicable salary reduction agreements may be obtained from the School Corporation's business office.)
- D. ISTRF Compensation. It is intended that the SRA Amount shall be: (i) included in Employee'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 for purposes of calculating Employee's retirement benefit.

3. Fringe Benefits.

- A. Teachers' Master Contract. In addition to those benefits described herein, Employee is entitled to those fringe benefits included in the negotiated agreement between the Board of Education of the Greenwood Community School Corporation and the Greenwood Education Association, as amended, (the "Teachers' Master Contract"), but otherwise subject to the adjustments described hereinafter.
- B. Group Health and Dental Plans.
  - i. Employee Coverage. Employee, as well as Employee's spouse and dependents, if any, may participate in the School Corporation's Group Health and Accident Plan, as well as major medical and dental insurance plans, but otherwise subject to the eligibility requirements of such plans. Employee will be responsible for the entire cost of their participation in such group health, major medical, vision, and dental plans.
  - ii. Retiree Coverage. Following retirement or severance of employment, Employee and Employee's spouse are entitled to continuing coverage in the group health, major medical and dental plans of the School Corporation in accordance with the terms of the Teachers' Master Contract, with premiums otherwise due from Employee or the School Corporation as provided in the Teachers' Master Contract for retiring teachers.
- C. Life Insurance. Provided Employee is otherwise insurable, Employee may participate in the group term life insurance plan offered by the School Corporation. The face amount of coverage for Employee shall be **\$100,000**. The School Corporation shall pay all, but one dollar (\$1.00) of the premium cost for such coverage, with Employee responsible for the remaining cost.
- D. Qualified Annuity Plan.

- i. Salary Reduction Contributions. Employee 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 Employee's written election, the SRA Amount 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. Each calendar year, the School Corporation shall match dollar for dollar, up to **\$1500**, Employee's salary reduction contributions made to any Code section 403(b) plan investment vendor previously approved by the School Corporation. These matching contributions shall be contributed monthly by the School Corporation to an investment vendor selected by the School Corporation. Matching contributions shall otherwise be subject to the terms and conditions contained in the Code section 403(b) plan adopted by the School Corporation, including, but not limited to the following vesting schedule:

| <u>Post-01/01/06 Years<br/>of Creditable Service</u> | <u>Vesting Percentage</u> |
|--|---------------------------|
| Less than 1  | 0%                        |
| 1, but less than 2                                   | 20%                       |
| 2, but less than 3                                   | 40%                       |
| 3, but less than 4                                   | 60%                       |
| 4, but less than 5                                   | 80%                       |
| 5 or more  | 100%                      |

*(Employee shall not be entitled to also participate in the matching contribution program included in the Teachers' Master Contract.)*

- E. Vacation. At the beginning of each Contract Year as an administrator with the School Corporation, Employee shall be entitled to fifteen (15) days of paid vacation for use any time during the immediately succeeding Contract Year. Unused vacation days will not accumulate and are otherwise lost, without any further compensation to Employee.
- F. Annual Leave. At the beginning of each Contract Year, Employee shall be entitled to fifteen (15) annual leave days of which five (5) may be used for personal business. Employee shall be permitted to accumulate unused annual leave days as accumulated leave days for use in future Contract Years, with no limit on the number of accumulated leave days that may be accumulated. Employee shall be permitted to use accumulated leave days as described in the Teacher's Master Contract. In addition, Employee may participate in the Catastrophic Illness and Injury Bank, as described in the Teachers' Master Contract.
- G. ISTRF Contribution. The School Corporation will pay Employee's share of retirement to the Indiana State Teachers' Retirement Fund for the period of time covered by the Addendum.

- H. School Expenses. Upon presentation of a properly completed voucher, the School Corporation shall reimburse Employee for reasonable expenses incurred by Employee in performance of his duties with the School Corporation. Reimbursement for use of Employee's automobile shall be at the applicable federal income tax rate.
  - I. National Convention. At the request/approval of the Superintendent, Employee may attend a national conference for professional development in Employee's assigned area(s) of school administration. Employee's reasonable costs for attendance at the conference shall be reimbursed by School Corporation.
  - J. Professional Associations. Subject to the approval of the Superintendent, professional dues for active membership of Employee in one (1) or more professional organizations will be paid by the School Corporation.
4. Miscellaneous. This Addendum supersedes any previously signed addendums. If, during the term of this Employment Contract, it is found that a specific clause of the Employment Contract or this Addendum is illegal in either federal or state court, the remainder of the Employment Contract and Addendum shall not be affected by such a ruling and shall remain in full force and effect.

This Addendum is entered into and signed this 1st day of July 2021.

BOARD OF EDUCATION OF  
THE GREENWOOD COMMUNITY  
SCHOOL CORPORATION



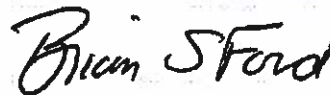
Mike Metzger, Board President



Terry Terhune, Superintendent



Board Member



Board Member

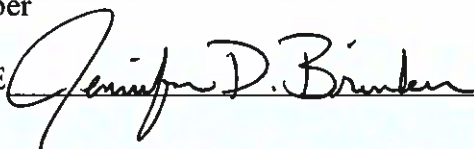


Board Member



Board Member

EMPLOYEE



**ADDENDUM TO REGULAR CONTRACT  
BETWEEN  
GREENWOOD COMMUNITY SCHOOL CORPORATION  
AND  
Craig Bruns**

WHEREAS, the Board of Education of the Greenwood Community School Corporation (the "Board") has entered into a regular contract for employment with **Craig Bruns** ("Employee"), as Assistant Principal of the Greenwood Community School Corporation (the "School Corporation"), effective 7/1/2021 (the "Employment Contract"); and

WHEREAS, the Board and Employee desire to supplement the provisions contained in the Employment Contract.

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

1. Contract Amount and Length. The Employee's base contract shall be **\$101,441**. The Employee's contract length and all provisions shall be from 7/1/2021 through 6/30/2022.
2. Additional Basic Salary.
  - A. SRA Amount. Except as otherwise hereinafter adjusted, Employee shall receive as additional basic salary an amount equal to ninety percent (90%) of the annual premium cost of the lowest deductible family coverage plan in the School Corporation's Group Health Insurance Plan and one-hundred percent (100%) of the annual premium cost of family coverage in the School Corporation's group dental and vision insurance plans, (the "SRA Amount"), as in effect from time to time during the term of this Employment Contract. For any adjustment in the SRA Amount occurring during the term of this Employment Contract, an appropriate adjustment will be made in the subsequent SRA Amount otherwise to be paid to Employee. (Any subsequent adjustment in the SRA Amount may be attached as an exhibit to this Addendum, but the adjustment and its impact shall otherwise be determined by the School Corporation's business office.)
  - B. Limits. Notwithstanding the foregoing, the SRA Amount shall be limited as follows:
    - i. Spousal Coverage. If Employee's spouse is a certified employee of the School Corporation, the SRA Amount shall be reduced by any amounts paid by the School Corporation on behalf of Employee, Employee's spouse, Employee's dependents for coverage under the School Corporation's group health, major medical, or dental plans. This reduction shall not, however, apply to any salary reduction amounts contributed to a plan described in section 125 of the Internal Revenue Code (the "Code") that are then used to pay insurance premiums or other medical expenses of Employee, Employee's spouse and Employee's dependents

C. Payment Elections. The SRA Amount shall be made available to Employee in the same manner that Employee's other basic salary is made payable to Employee. At Employee's election, the SRA Amount can be used to: (i) 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, (ii) make salary reduction contributions to Code section 403(b) and/or 457(b) plans, or (iii) paid as additional wages to the electing Administrator. However, unless and until Employee completes an applicable salary reduction agreement, the SRA Amount shall be paid throughout the Contract Year in installments directly to Employee less applicable income and employment tax withholdings. (Applicable salary reduction agreements may be obtained from the School Corporation's business office.)

D. ISTRF Compensation. It is intended that the SRA Amount shall be: (i) included in Employee'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 for purposes of calculating Employee's retirement benefit.

3. Fringe Benefits.

A. Teachers' Master Contract. In addition to those benefits described herein, Employee is entitled to those fringe benefits included in the negotiated agreement between the Board of Education of the Greenwood Community School Corporation and the Greenwood Education Association, as amended, (the "Teachers' Master Contract"), but otherwise subject to the adjustments described hereinafter.

B. Group Health and Dental Plans.

i. Employee Coverage. Employee, as well as Employee's spouse and dependents, if any, may participate in the School Corporation's Group Health and Accident Plan, as well as major medical and dental insurance plans, but otherwise subject to the eligibility requirements of such plans. Employee will be responsible for the entire cost of their participation in such group health, major medical, vision, and dental plans.

ii. Retiree Coverage. Following retirement or severance of employment, Employee and Employee's spouse are entitled to continuing coverage in the group health, major medical and dental plans of the School Corporation in accordance with the terms of the Teachers' Master Contract, with premiums otherwise due from Employee or the School Corporation as provided in the Teachers' Master Contract for retiring teachers.

C. Life Insurance. Provided Employee is otherwise insurable, Employee may participate in the group term life insurance plan offered by the School Corporation. The face amount of coverage for Employee shall be **\$100,000**. The School Corporation shall pay all, but one dollar (\$1.00) of the premium cost for such coverage, with Employee responsible for the remaining cost.

D. Qualified Annuity Plan.



- i. Salary Reduction Contributions. Employee 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 Employee's written election, the SRA Amount 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. Each calendar year, the School Corporation shall match dollar for dollar, up to **\$1500**, Employee's salary reduction contributions made to any Code section 403(b) plan investment vendor previously approved by the School Corporation. These matching contributions shall be contributed monthly by the School Corporation to an investment vendor selected by the School Corporation. Matching contributions shall otherwise be subject to the terms and conditions contained in the Code section 403(b) plan adopted by the School Corporation, including, but not limited to the following vesting schedule:

| <u>Post-01/01/06 Years<br/>of Creditable Service</u> | <u>Vesting Percentage</u> |
|--|---------------------------|
| Less than 1  | 0%                        |
| 1, but less than 2                                   | 20%                       |
| 2, but less than 3                                   | 40%                       |
| 3, but less than 4                                   | 60%                       |
| 4, but less than 5                                   | 80%                       |
| 5 or more  | 100%                      |

*(Employee shall not be entitled to also participate in the matching contribution program included in the Teachers' Master Contract.)*

- E. Vacation. At the beginning of each Contract Year as an administrator with the School Corporation, Employee shall be entitled to fifteen (15) days of paid vacation for use any time during the immediately succeeding Contract Year. Unused vacation days will not accumulate and are otherwise lost, without any further compensation to Employee.
- F. Annual Leave. At the beginning of each Contract Year, Employee shall be entitled to fifteen (15) annual leave days of which five (5) may be used for personal business. Employee shall be permitted to accumulate unused annual leave days as accumulated leave days for use in future Contract Years, with no limit on the number of accumulated leave days that may be accumulated. Employee shall be permitted to use accumulated leave days as described in the Teacher's Master Contract. In addition, Employee may participate in the Catastrophic Illness and Injury Bank, as described in the Teachers' Master Contract.
- G. ISTRF Contribution. The School Corporation will pay Employee's share of retirement to the Indiana State Teachers' Retirement Fund for the period of time covered by the Addendum.


- H. School Expenses. Upon presentation of a properly completed voucher, the School Corporation shall reimburse Employee for reasonable expenses incurred by Employee in performance of his duties with the School Corporation. Reimbursement for use of Employee's automobile shall be at the applicable federal income tax rate.
  - I. National Convention. At the request/approval of the Superintendent, Employee may attend a national conference for professional development in Employee's assigned area(s) of school administration. Employee's reasonable costs for attendance at the conference shall be reimbursed by School Corporation.
  - J. Professional Associations. Subject to the approval of the Superintendent, professional dues for active membership of Employee in one (1) or more professional organizations will be paid by the School Corporation.
4. Miscellaneous. This Addendum supersedes any previously signed addendums. If, during the term of this Employment Contract, it is found that a specific clause of the Employment Contract or this Addendum is illegal in either federal or state court, the remainder of the Employment Contract and Addendum shall not be affected by such a ruling and shall remain in full force and effect.

This Addendum is entered into and signed this 1st day of July 2021.

BOARD OF EDUCATION OF  
THE GREENWOOD COMMUNITY  
SCHOOL CORPORATION



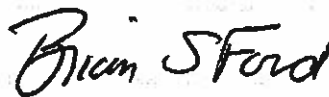
Mike Metzger, Board President



Terry Terhune, Superintendent



Board Member



Board Member



Board Member



Board Member

EMPLOYEE \_\_\_\_\_

**ADDENDUM TO REGULAR CONTRACT  
BETWEEN  
GREENWOOD COMMUNITY SCHOOL CORPORATION  
AND  
Karen Busch**

WHEREAS, the Board of Education of the Greenwood Community School Corporation (the “Board”) has entered into a regular contract for employment with **Karen Busch** (“Employee”), as **Assistant Principal** of the Greenwood Community School Corporation (the “School Corporation”), effective **7/1/2021** (the “Employment Contract”); and

WHEREAS, the Board and Employee desire to supplement the provisions contained in the Employment Contract.

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

1. **Contract Amount and Length.** The Employee’s base contract shall be **\$101,441**. The Employee’s contract length and all provisions shall be from **7/1/2021** through **6/30/2022**.
2. **Additional Basic Salary.**
  - A. **SRA Amount.** Except as otherwise hereinafter adjusted, Employee shall receive as additional basic salary an amount equal to ninety percent (90%) of the annual premium cost of the lowest deductible family coverage plan in the School Corporation’s Group Health Insurance Plan and one-hundred percent (100%) of the annual premium cost of family coverage in the School Corporation’s group dental and vision insurance plans, (the “SRA Amount”), as in effect from time to time during the term of this Employment Contract. For any adjustment in the SRA Amount occurring during the term of this Employment Contract, an appropriate adjustment will be made in the subsequent SRA Amount otherwise to be paid to Employee. (Any subsequent adjustment in the SRA Amount may be attached as an exhibit to this Addendum, but the adjustment and its impact shall otherwise be determined by the School Corporation’s business office.)
  - B. **Limits.** Notwithstanding the foregoing, the SRA Amount shall be limited as follows:
    - i. **Spousal Coverage.** If Employee’s spouse is a certified employee of the School Corporation, the SRA Amount shall be reduced by any amounts paid by the School Corporation on behalf of Employee, Employee’s spouse, Employee’s dependents for coverage under the School Corporation’s group health, major medical, or dental plans. This reduction shall not, however, apply to any salary reduction amounts contributed to a plan described in section 125 of the Internal Revenue Code (the “Code”) that are then used to pay insurance premiums or other medical expenses of Employee, Employee’s spouse and Employee’s dependents

C. Payment Elections. The SRA Amount shall be made available to Employee in the same manner that Employee's other basic salary is made payable to Employee. At Employee's election, the SRA Amount can be used to: (i) 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, (ii) make salary reduction contributions to Code section 403(b) and/or 457(b) plans, or (iii) paid as additional wages to the electing Administrator. However, unless and until Employee completes an applicable salary reduction agreement, the SRA Amount shall be paid throughout the Contract Year in installments directly to Employee less applicable income and employment tax withholdings. (Applicable salary reduction agreements may be obtained from the School Corporation's business office.)

D. ISTRF Compensation. It is intended that the SRA Amount shall be: (i) included in Employee'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 for purposes of calculating Employee's retirement benefit.

3. Fringe Benefits.

A. Teachers' Master Contract. In addition to those benefits described herein, Employee is entitled to those fringe benefits included in the negotiated agreement between the Board of Education of the Greenwood Community School Corporation and the Greenwood Education Association, as amended, (the "Teachers' Master Contract"), but otherwise subject to the adjustments described hereinafter.

B. Group Health and Dental Plans.

i. Employee Coverage. Employee, as well as Employee's spouse and dependents, if any, may participate in the School Corporation's Group Health and Accident Plan, as well as major medical and dental insurance plans, but otherwise subject to the eligibility requirements of such plans. Employee will be responsible for the entire cost of their participation in such group health, major medical, vision, and dental plans.

ii. Retiree Coverage. Following retirement or severance of employment, Employee and Employee's spouse are entitled to continuing coverage in the group health, major medical and dental plans of the School Corporation in accordance with the terms of the Teachers' Master Contract, with premiums otherwise due from Employee or the School Corporation as provided in the Teachers' Master Contract for retiring teachers.

C. Life Insurance. Provided Employee is otherwise insurable, Employee may participate in the group term life insurance plan offered by the School Corporation. The face amount of coverage for Employee shall be **\$100,000**. The School Corporation shall pay all, but one dollar (\$1.00) of the premium cost for such coverage, with Employee responsible for the remaining cost.

D. Qualified Annuity Plan.

- i. Salary Reduction Contributions. Employee 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 Employee's written election, the SRA Amount 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. Each calendar year, the School Corporation shall match dollar for dollar, up to **\$1500**, Employee's salary reduction contributions made to any Code section 403(b) plan investment vendor previously approved by the School Corporation. These matching contributions shall be contributed monthly by the School Corporation to an investment vendor selected by the School Corporation. Matching contributions shall otherwise be subject to the terms and conditions contained in the Code section 403(b) plan adopted by the School Corporation, including, but not limited to the following vesting schedule:

| <u>Post-01/01/06 Years<br/>of Creditable Service</u> | <u>Vesting Percentage</u> |
|--|---------------------------|
| Less than 1  | 0%                        |
| 1, but less than 2                                   | 20%                       |
| 2, but less than 3                                   | 40%                       |
| 3, but less than 4                                   | 60%                       |
| 4, but less than 5                                   | 80%                       |
| 5 or more  | 100%                      |

*(Employee shall not be entitled to also participate in the matching contribution program included in the Teachers' Master Contract.)*

- E. Vacation. At the beginning of each Contract Year as an administrator with the School Corporation, Employee shall be entitled to fifteen (15) days of paid vacation for use any time during the immediately succeeding Contract Year. Unused vacation days will not accumulate and are otherwise lost, without any further compensation to Employee.
- F. Annual Leave. At the beginning of each Contract Year, Employee shall be entitled to fifteen (15) annual leave days of which five (5) may be used for personal business. Employee shall be permitted to accumulate unused annual leave days as accumulated leave days for use in future Contract Years, with no limit on the number of accumulated leave days that may be accumulated. Employee shall be permitted to use accumulated leave days as described in the Teacher's Master Contract. In addition, Employee may participate in the Catastrophic Illness and Injury Bank, as described in the Teachers' Master Contract.
- G. ISTRF Contribution. The School Corporation will pay Employee's share of retirement to the Indiana State Teachers' Retirement Fund for the period of time covered by the Addendum.

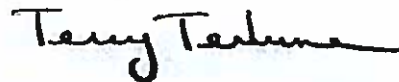
- H. School Expenses. Upon presentation of a properly completed voucher, the School Corporation shall reimburse Employee for reasonable expenses incurred by Employee in performance of his duties with the School Corporation. Reimbursement for use of Employee's automobile shall be at the applicable federal income tax rate.
  - I. National Convention. At the request/approval of the Superintendent, Employee may attend a national conference for professional development in Employee's assigned area(s) of school administration. Employee's reasonable costs for attendance at the conference shall be reimbursed by School Corporation.
  - J. Professional Associations. Subject to the approval of the Superintendent, professional dues for active membership of Employee in one (1) or more professional organizations will be paid by the School Corporation.
4. Miscellaneous. This Addendum supersedes any previously signed addendums. If, during the term of this Employment Contract, it is found that a specific clause of the Employment Contract or this Addendum is illegal in either federal or state court, the remainder of the Employment Contract and Addendum shall not be affected by such a ruling and shall remain in full force and effect.

This Addendum is entered into and signed this 1st day of July 2021.

BOARD OF EDUCATION OF  
THE GREENWOOD COMMUNITY  
SCHOOL CORPORATION



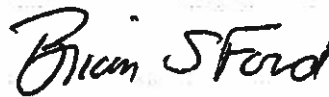
Mike Metzger, Board President



Terry Terhune, Superintendent



Board Member



Board Member



Board Member



Board Member

EMPLOYEE



**ADDENDUM TO REGULAR CONTRACT  
BETWEEN  
GREENWOOD COMMUNITY SCHOOL CORPORATION  
AND  
Jenna Cooper**

WHEREAS, the Board of Education of the Greenwood Community School Corporation (the "Board") has entered into a regular contract for employment with **Jenna Cooper** ("Employee"), as Director of Technology of the Greenwood Community School Corporation (the "School Corporation"), effective 7/1/2021 (the "Employment Contract"); and

WHEREAS, the Board and Employee desire to supplement the provisions contained in the Employment Contract.

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

1. Contract Amount and Length. The Employee's base contract shall be **\$104,676**. The Employee's contract length and all provisions shall be from 7/1/2021 through 6/30/2022.
2. Additional Basic Salary.
  - A. SRA Amount. Except as otherwise hereinafter adjusted, Employee shall receive as additional basic salary an amount equal to ninety percent (90%) of the annual premium cost of the lowest deductible family coverage plan in the School Corporation's Group Health Insurance Plan and one-hundred percent (100%) of the annual premium cost of family coverage in the School Corporation's group dental and vision insurance plans, (the "SRA Amount"), as in effect from time to time during the term of this Employment Contract. For any adjustment in the SRA Amount occurring during the term of this Employment Contract, an appropriate adjustment will be made in the subsequent SRA Amount otherwise to be paid to Employee. (Any subsequent adjustment in the SRA Amount may be attached as an exhibit to this Addendum, but the adjustment and its impact shall otherwise be determined by the School Corporation's business office.)
  - B. Limits. Notwithstanding the foregoing, the SRA Amount shall be limited as follows:
    - i. Spousal Coverage. If Employee's spouse is a certified employee of the School Corporation, the SRA Amount shall be reduced by any amounts paid by the School Corporation on behalf of Employee, Employee's spouse, Employee's dependents for coverage under the School Corporation's group health, major medical, or dental plans. This reduction shall not, however, apply to any salary reduction amounts contributed to a plan described in section 125 of the Internal Revenue Code (the "Code") that are then used to pay insurance premiums or other medical expenses of Employee, Employee's spouse and Employee's dependents



- C. Payment Elections. The SRA Amount shall be made available to Employee in the same manner that Employee's other basic salary is made payable to Employee. At Employee's election, the SRA Amount can be used to: (i) 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, (ii) make salary reduction contributions to Code section 403(b) and/or 457(b) plans, or (iii) paid as additional wages to the electing Administrator. However, unless and until Employee completes an applicable salary reduction agreement, the SRA Amount shall be paid throughout the Contract Year in installments directly to Employee less applicable income and employment tax withholdings. (Applicable salary reduction agreements may be obtained from the School Corporation's business office.)
- D. ISTRF Compensation. It is intended that the SRA Amount shall be: (i) included in Employee'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 for purposes of calculating Employee's retirement benefit.

3. Fringe Benefits.

- A. Teachers' Master Contract. In addition to those benefits described herein, Employee is entitled to those fringe benefits included in the negotiated agreement between the Board of Education of the Greenwood Community School Corporation and the Greenwood Education Association, as amended, (the "Teachers' Master Contract"), but otherwise subject to the adjustments described hereinafter.
- B. Group Health and Dental Plans.
  - i. Employee Coverage. Employee, as well as Employee's spouse and dependents, if any, may participate in the School Corporation's Group Health and Accident Plan, as well as major medical and dental insurance plans, but otherwise subject to the eligibility requirements of such plans. Employee will be responsible for the entire cost of their participation in such group health, major medical, vision, and dental plans.
  - ii. Retiree Coverage. Following retirement or severance of employment, Employee and Employee's spouse are entitled to continuing coverage in the group health, major medical and dental plans of the School Corporation in accordance with the terms of the Teachers' Master Contract, with premiums otherwise due from Employee or the School Corporation as provided in the Teachers' Master Contract for retiring teachers.
- C. Life Insurance. Provided Employee is otherwise insurable, Employee may participate in the group term life insurance plan offered by the School Corporation. The face amount of coverage for Employee shall be **\$100,000**. The School Corporation shall pay all, but one dollar (\$1.00) of the premium cost for such coverage, with Employee responsible for the remaining cost.
- D. Qualified Annuity Plan.



- i. Salary Reduction Contributions. Employee 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 Employee's written election, the SRA Amount 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. Each calendar year, the School Corporation shall match dollar for dollar, up to **\$1500**, Employee's salary reduction contributions made to any Code section 403(b) plan investment vendor previously approved by the School Corporation. These matching contributions shall be contributed monthly by the School Corporation to an investment vendor selected by the School Corporation. Matching contributions shall otherwise be subject to the terms and conditions contained in the Code section 403(b) plan adopted by the School Corporation, including, but not limited to the following vesting schedule:

| <u>Post-01/01/06 Years<br/>of Creditable Service</u> | <u>Vesting Percentage</u> |
|--|---------------------------|
| Less than 1  | 0%                        |
| 1, but less than 2                                   | 20%                       |
| 2, but less than 3                                   | 40%                       |
| 3, but less than 4                                   | 60%                       |
| 4, but less than 5                                   | 80%                       |
| 5 or more  | 100%                      |

*(Employee shall not be entitled to also participate in the matching contribution program included in the Teachers' Master Contract.)*

- E. Vacation. At the beginning of each Contract Year as an administrator with the School Corporation, Employee shall be entitled to fifteen (15) days of paid vacation for use any time during the immediately succeeding Contract Year. Unused vacation days will not accumulate and are otherwise lost, without any further compensation to Employee.
- F. Annual Leave. At the beginning of each Contract Year, Employee shall be entitled to fifteen (15) annual leave days of which five (5) may be used for personal business. Employee shall be permitted to accumulate unused annual leave days as accumulated leave days for use in future Contract Years, with no limit on the number of accumulated leave days that may be accumulated. Employee shall be permitted to use accumulated leave days as described in the Teacher's Master Contract. In addition, Employee may participate in the Catastrophic Illness and Injury Bank, as described in the Teachers' Master Contract.
- G. ISTRF Contribution. The School Corporation will pay Employee's share of retirement to the Indiana State Teachers' Retirement Fund for the period of time covered by the Addendum.

- H. School Expenses. Upon presentation of a properly completed voucher, the School Corporation shall reimburse Employee for reasonable expenses incurred by Employee in performance of his duties with the School Corporation. Reimbursement for use of Employee's automobile shall be at the applicable federal income tax rate.
  - I. National Convention. At the request/approval of the Superintendent, Employee may attend a national conference for professional development in Employee's assigned area(s) of school administration. Employee's reasonable costs for attendance at the conference shall be reimbursed by School Corporation.
  - J. Professional Associations. Subject to the approval of the Superintendent, professional dues for active membership of Employee in one (1) or more professional organizations will be paid by the School Corporation.
4. Miscellaneous. This Addendum supersedes any previously signed addendums. If, during the term of this Employment Contract, it is found that a specific clause of the Employment Contract or this Addendum is illegal in either federal or state court, the remainder of the Employment Contract and Addendum shall not be affected by such a ruling and shall remain in full force and effect.

This Addendum is entered into and signed this 1st day of July 2021.

BOARD OF EDUCATION OF  
THE GREENWOOD COMMUNITY  
SCHOOL CORPORATION



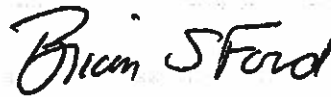
Mike Metzger, Board President



Terry Terhune, Superintendent



Board Member



Board Member



Board Member



Board Member

EMPLOYEE Jenna Cooper

**ADDENDUM TO REGULAR CONTRACT  
BETWEEN  
GREENWOOD COMMUNITY SCHOOL CORPORATION  
AND  
David Ennis**

WHEREAS, the Board of Education of the Greenwood Community School Corporation (the “Board”) has entered into a regular contract for employment with **David Ennis** (“Employee”), as Elementary Principal of the Greenwood Community School Corporation (the “School Corporation”), effective 7/1/2021 (the “Employment Contract”); and

WHEREAS, the Board and Employee desire to supplement the provisions contained in the Employment Contract.

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

1. Contract Amount and Length. The Employee’s base contract shall be **\$117,450**. The Employee’s contract length and all provisions shall be from 7/1/2021 through 6/30/2022.
2. Additional Basic Salary.
  - A. SRA Amount. Except as otherwise hereinafter adjusted, Employee shall receive as additional basic salary an amount equal to ninety percent (90%) of the annual premium cost of the lowest deductible family coverage plan in the School Corporation’s Group Health Insurance Plan and one-hundred percent (100%) of the annual premium cost of family coverage in the School Corporation’s group dental and vision insurance plans, (the “SRA Amount”), as in effect from time to time during the term of this Employment Contract. For any adjustment in the SRA Amount occurring during the term of this Employment Contract, an appropriate adjustment will be made in the subsequent SRA Amount otherwise to be paid to Employee. (Any subsequent adjustment in the SRA Amount may be attached as an exhibit to this Addendum, but the adjustment and its impact shall otherwise be determined by the School Corporation’s business office.)
  - B. Limits. Notwithstanding the foregoing, the SRA Amount shall be limited as follows:
    - i. Spousal Coverage. If Employee’s spouse is a certified employee of the School Corporation, the SRA Amount shall be reduced by any amounts paid by the School Corporation on behalf of Employee, Employee’s spouse, Employee’s dependents for coverage under the School Corporation’s group health, major medical, or dental plans. This reduction shall not, however, apply to any salary reduction amounts contributed to a plan described in section 125 of the Internal Revenue Code (the “Code”) that are then used to pay insurance premiums or other medical expenses of Employee, Employee’s spouse and Employee’s dependents

- C. Payment Elections. The SRA Amount shall be made available to Employee in the same manner that Employee's other basic salary is made payable to Employee. At Employee's election, the SRA Amount can be used to: (i) 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, (ii) make salary reduction contributions to Code section 403(b) and/or 457(b) plans, or (iii) paid as additional wages to the electing Administrator. However, unless and until Employee completes an applicable salary reduction agreement, the SRA Amount shall be paid throughout the Contract Year in installments directly to Employee less applicable income and employment tax withholdings. (Applicable salary reduction agreements may be obtained from the School Corporation's business office.)
- D. ISTRF Compensation. It is intended that the SRA Amount shall be: (i) included in Employee'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 for purposes of calculating Employee's retirement benefit.

3. Fringe Benefits.

A. Teachers' Master Contract. In addition to those benefits described herein, Employee is entitled to those fringe benefits included in the negotiated agreement between the Board of Education of the Greenwood Community School Corporation and the Greenwood Education Association, as amended, (the "Teachers' Master Contract"), but otherwise subject to the adjustments described hereinafter.

B. Group Health and Dental Plans.

i. Employee Coverage. Employee, as well as Employee's spouse and dependents, if any, may participate in the School Corporation's Group Health and Accident Plan, as well as major medical and dental insurance plans, but otherwise subject to the eligibility requirements of such plans. Employee will be responsible for the entire cost of their participation in such group health, major medical, vision, and dental plans.

ii. Retiree Coverage. Following retirement or severance of employment, Employee and Employee's spouse are entitled to continuing coverage in the group health, major medical and dental plans of the School Corporation in accordance with the terms of the Teachers' Master Contract, with premiums otherwise due from Employee or the School Corporation as provided in the Teachers' Master Contract for retiring teachers.

C. Life Insurance. Provided Employee is otherwise insurable, Employee may participate in the group term life insurance plan offered by the School Corporation. The face amount of coverage for Employee shall be **\$100,000**. The School Corporation shall pay all, but one dollar (\$1.00) of the premium cost for such coverage, with Employee responsible for the remaining cost.

D. Qualified Annuity Plan.

- i. Salary Reduction Contributions. Employee 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 Employee's written election, the SRA Amount 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. Each calendar year, the School Corporation shall match dollar for dollar, up to **\$2500**, Employee's salary reduction contributions made to any Code section 403(b) plan investment vendor previously approved by the School Corporation. These matching contributions shall be contributed monthly by the School Corporation to an investment vendor selected by the School Corporation. Matching contributions shall otherwise be subject to the terms and conditions contained in the Code section 403(b) plan adopted by the School Corporation, including, but not limited to the following vesting schedule:

| <u>Post-01/01/06 Years<br/>of Creditable Service</u> | <u>Vesting Percentage</u> |
|--|---------------------------|
| Less than 1  | 0%                        |
| 1, but less than 2                                   | 20%                       |
| 2, but less than 3                                   | 40%                       |
| 3, but less than 4                                   | 60%                       |
| 4, but less than 5                                   | 80%                       |
| 5 or more  | 100%                      |

*(Employee shall not be entitled to also participate in the matching contribution program included in the Teachers' Master Contract.)*

- E. Vacation. At the beginning of each Contract Year as an administrator with the School Corporation, Employee shall be entitled to fifteen (15) days of paid vacation for use any time during the immediately succeeding Contract Year. Unused vacation days will not accumulate and are otherwise lost, without any further compensation to Employee.
- F. Annual Leave. At the beginning of each Contract Year, Employee shall be entitled to fifteen (15) annual leave days of which five (5) may be used for personal business. Employee shall be permitted to accumulate unused annual leave days as accumulated leave days for use in future Contract Years, with no limit on the number of accumulated leave days that may be accumulated. Employee shall be permitted to use accumulated leave days as described in the Teacher's Master Contract. In addition, Employee may participate in the Catastrophic Illness and Injury Bank, as described in the Teachers' Master Contract.
- G. ISTRF Contribution. The School Corporation will pay Employee's share of retirement to the Indiana State Teachers' Retirement Fund for the period of time covered by the Addendum.

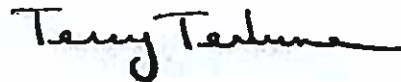
- H. School Expenses. Upon presentation of a properly completed voucher, the School Corporation shall reimburse Employee for reasonable expenses incurred by Employee in performance of his duties with the School Corporation. Reimbursement for use of Employee's automobile shall be at the applicable federal income tax rate.
  - I. National Convention. At the request/approval of the Superintendent, Employee may attend a national conference for professional development in Employee's assigned area(s) of school administration. Employee's reasonable costs for attendance at the conference shall be reimbursed by School Corporation.
  - J. Professional Associations. Subject to the approval of the Superintendent, professional dues for active membership of Employee in one (1) or more professional organizations will be paid by the School Corporation.
4. Miscellaneous. This Addendum supersedes any previously signed addendums. If, during the term of this Employment Contract, it is found that a specific clause of the Employment Contract or this Addendum is illegal in either federal or state court, the remainder of the Employment Contract and Addendum shall not be affected by such a ruling and shall remain in full force and effect.

This Addendum is entered into and signed this 1st day of July 2021.

BOARD OF EDUCATION OF  
THE GREENWOOD COMMUNITY  
SCHOOL CORPORATION



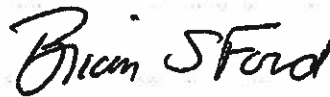
Mike Metzger, Board President



Terry Terhune, Superintendent



Board Member



Board Member



Board Member



Board Member

EMPLOYEE 

**ADDENDUM TO REGULAR CONTRACT  
BETWEEN  
GREENWOOD COMMUNITY SCHOOL CORPORATION  
AND  
Todd Garrison**

WHEREAS, the Board of Education of the Greenwood Community School Corporation (the "Board") has entered into a regular contract for employment with **Todd Garrison** ("Employee"), as HS Principal of the Greenwood Community School Corporation (the "School Corporation"), effective 7/1/2021 (the "Employment Contract"); and

WHEREAS, the Board and Employee desire to supplement the provisions contained in the Employment Contract.

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

1. Contract Amount and Length. The Employee's base contract shall be **\$130,558**. The Employee's contract length and all provisions shall be from 7/1/2021 through 6/30/2022.
2. Additional Basic Salary.
  - A. SRA Amount. Except as otherwise hereinafter adjusted, Employee shall receive as additional basic salary an amount equal to ninety percent (90%) of the annual premium cost of the lowest deductible family coverage plan in the School Corporation's Group Health Insurance Plan and one-hundred percent (100%) of the annual premium cost of family coverage in the School Corporation's group dental and vision insurance plans, (the "SRA Amount"), as in effect from time to time during the term of this Employment Contract. For any adjustment in the SRA Amount occurring during the term of this Employment Contract, an appropriate adjustment will be made in the subsequent SRA Amount otherwise to be paid to Employee. (Any subsequent adjustment in the SRA Amount may be attached as an exhibit to this Addendum, but the adjustment and its impact shall otherwise be determined by the School Corporation's business office.)
  - B. Limits. Notwithstanding the foregoing, the SRA Amount shall be limited as follows:
    - i. Spousal Coverage. If Employee's spouse is a certified employee of the School Corporation, the SRA Amount shall be reduced by any amounts paid by the School Corporation on behalf of Employee, Employee's spouse, Employee's dependents for coverage under the School Corporation's group health, major medical, or dental plans. This reduction shall not, however, apply to any salary reduction amounts contributed to a plan described in section 125 of the Internal Revenue Code (the "Code") that are then used to pay insurance premiums or other medical expenses of Employee, Employee's spouse and Employee's dependents

- C. Payment Elections. The SRA Amount shall be made available to Employee in the same manner that Employee's other basic salary is made payable to Employee. At Employee's election, the SRA Amount can be used to: (i) 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, (ii) make salary reduction contributions to Code section 403(b) and/or 457(b) plans, or (iii) paid as additional wages to the electing Administrator. However, unless and until Employee completes an applicable salary reduction agreement, the SRA Amount shall be paid throughout the Contract Year in installments directly to Employee less applicable income and employment tax withholdings. (Applicable salary reduction agreements may be obtained from the School Corporation's business office.)
- D. ISTRF Compensation. It is intended that the SRA Amount shall be: (i) included in Employee'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 for purposes of calculating Employee's retirement benefit.

3. Fringe Benefits.

A. Teachers' Master Contract. In addition to those benefits described herein, Employee is entitled to those fringe benefits included in the negotiated agreement between the Board of Education of the Greenwood Community School Corporation and the Greenwood Education Association, as amended, (the "Teachers' Master Contract"), but otherwise subject to the adjustments described hereinafter.

B. Group Health and Dental Plans.

i. Employee Coverage. Employee, as well as Employee's spouse and dependents, if any, may participate in the School Corporation's Group Health and Accident Plan, as well as major medical and dental insurance plans, but otherwise subject to the eligibility requirements of such plans. Employee will be responsible for the entire cost of their participation in such group health, major medical, vision, and dental plans.

ii. Retiree Coverage. Following retirement or severance of employment, Employee and Employee's spouse are entitled to continuing coverage in the group health, major medical and dental plans of the School Corporation in accordance with the terms of the Teachers' Master Contract, with premiums otherwise due from Employee or the School Corporation as provided in the Teachers' Master Contract for retiring teachers.

C. Life Insurance. Provided Employee is otherwise insurable, Employee may participate in the group term life insurance plan offered by the School Corporation. The face amount of coverage for Employee shall be **\$100,000**. The School Corporation shall pay all, but one dollar (\$1.00) of the premium cost for such coverage, with Employee responsible for the remaining cost.

D. Qualified Annuity Plan.



- i. Salary Reduction Contributions. Employee 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 Employee's written election, the SRA Amount 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. Each calendar year, the School Corporation shall match dollar for dollar, up to **\$3500**, Employee's salary reduction contributions made to any Code section 403(b) plan investment vendor previously approved by the School Corporation. These matching contributions shall be contributed monthly by the School Corporation to an investment vendor selected by the School Corporation. Matching contributions shall otherwise be subject to the terms and conditions contained in the Code section 403(b) plan adopted by the School Corporation, including, but not limited to the following vesting schedule:

| <u>Post-01/01/06 Years<br/>of Creditable Service</u> | <u>Vesting Percentage</u> |
|--|---------------------------|
| Less than 1  | 0%                        |
| 1, but less than 2                                   | 20%                       |
| 2, but less than 3                                   | 40%                       |
| 3, but less than 4                                   | 60%                       |
| 4, but less than 5                                   | 80%                       |
| 5 or more  | 100%                      |

*(Employee shall not be entitled to also participate in the matching contribution program included in the Teachers' Master Contract.)*

- E. Vacation. At the beginning of each Contract Year as an administrator with the School Corporation, Employee shall be entitled to fifteen (15) days of paid vacation for use any time during the immediately succeeding Contract Year. Unused vacation days will not accumulate and are otherwise lost, without any further compensation to Employee.
- F. Annual Leave. At the beginning of each Contract Year, Employee shall be entitled to fifteen (15) annual leave days of which five (5) may be used for personal business. Employee shall be permitted to accumulate unused annual leave days as accumulated leave days for use in future Contract Years, with no limit on the number of accumulated leave days that may be accumulated. Employee shall be permitted to use accumulated leave days as described in the Teacher's Master Contract. In addition, Employee may participate in the Catastrophic Illness and Injury Bank, as described in the Teachers' Master Contract.
- G. ISTRF Contribution. The School Corporation will pay Employee's share of retirement to the Indiana State Teachers' Retirement Fund for the period of time covered by the Addendum.

- H. School Expenses. Upon presentation of a properly completed voucher, the School Corporation shall reimburse Employee for reasonable expenses incurred by Employee in performance of his duties with the School Corporation. Reimbursement for use of Employee's automobile shall be at the applicable federal income tax rate.
  - I. National Convention. At the request/approval of the Superintendent, Employee may attend a national conference for professional development in Employee's assigned area(s) of school administration. Employee's reasonable costs for attendance at the conference shall be reimbursed by School Corporation.
  - J. Professional Associations. Subject to the approval of the Superintendent, professional dues for active membership of Employee in one (1) or more professional organizations will be paid by the School Corporation.
4. Miscellaneous. This Addendum supersedes any previously signed addendums. If, during the term of this Employment Contract, it is found that a specific clause of the Employment Contract or this Addendum is illegal in either federal or state court, the remainder of the Employment Contract and Addendum shall not be affected by such a ruling and shall remain in full force and effect.

This Addendum is entered into and signed this 1st day of July 2021.

BOARD OF EDUCATION OF  
THE GREENWOOD COMMUNITY  
SCHOOL CORPORATION



Mike Metzger, Board President



Terry Terhune, Superintendent



Board Member



Board Member



Board Member



Board Member

EMPLOYEE



**ADDENDUM TO REGULAR CONTRACT  
BETWEEN  
GREENWOOD COMMUNITY SCHOOL CORPORATION  
AND  
Lisa Harkness**

WHEREAS, the Board of Education of the Greenwood Community School Corporation (the “Board”) has entered into a regular contract for employment with Lisa Harkness (“Employee”), as Director of Curriculum of the Greenwood Community School Corporation (the “School Corporation”), effective 7/1/2021 (the “Employment Contract”); and

WHEREAS, the Board and Employee desire to supplement the provisions contained in the Employment Contract.

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

1. Contract Amount and Length. The Employee’s base contract shall be **\$109,366**. The Employee’s contract length and all provisions shall be from 7/1/2021 through 6/30/2022.
2. Additional Basic Salary.
  - A. SRA Amount. Except as otherwise hereinafter adjusted, Employee shall receive as additional basic salary an amount equal to ninety percent (90%) of the annual premium cost of the lowest deductible family coverage plan in the School Corporation’s Group Health Insurance Plan and one-hundred percent (100%) of the annual premium cost of family coverage in the School Corporation’s group dental and vision insurance plans, (the “SRA Amount”), as in effect from time to time during the term of this Employment Contract. For any adjustment in the SRA Amount occurring during the term of this Employment Contract, an appropriate adjustment will be made in the subsequent SRA Amount otherwise to be paid to Employee. (Any subsequent adjustment in the SRA Amount may be attached as an exhibit to this Addendum, but the adjustment and its impact shall otherwise be determined by the School Corporation’s business office.)
  - B. Limits. Notwithstanding the foregoing, the SRA Amount shall be limited as follows:
    - i. Spousal Coverage. If Employee’s spouse is a certified employee of the School Corporation, the SRA Amount shall be reduced by any amounts paid by the School Corporation on behalf of Employee, Employee’s spouse, Employee’s dependents for coverage under the School Corporation’s group health, major medical, or dental plans. This reduction shall not, however, apply to any salary reduction amounts contributed to a plan described in section 125 of the Internal Revenue Code (the “Code”) that are then used to pay insurance premiums or other medical expenses of Employee, Employee’s spouse and Employee’s dependents

C. Payment Elections. The SRA Amount shall be made available to Employee in the same manner that Employee's other basic salary is made payable to Employee. At Employee's election, the SRA Amount can be used to: (i) 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, (ii) make salary reduction contributions to Code section 403(b) and/or 457(b) plans, or (iii) paid as additional wages to the electing Administrator. However, unless and until Employee completes an applicable salary reduction agreement, the SRA Amount shall be paid throughout the Contract Year in installments directly to Employee less applicable income and employment tax withholdings. (Applicable salary reduction agreements may be obtained from the School Corporation's business office.)

D. ISTRF Compensation. It is intended that the SRA Amount shall be: (i) included in Employee'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 for purposes of calculating Employee's retirement benefit.

3. Fringe Benefits.

A. Teachers' Master Contract. In addition to those benefits described herein, Employee is entitled to those fringe benefits included in the negotiated agreement between the Board of Education of the Greenwood Community School Corporation and the Greenwood Education Association, as amended, (the "Teachers' Master Contract"), but otherwise subject to the adjustments described hereinafter.

B. Group Health and Dental Plans.

i. Employee Coverage. Employee, as well as Employee's spouse and dependents, if any, may participate in the School Corporation's Group Health and Accident Plan, as well as major medical and dental insurance plans, but otherwise subject to the eligibility requirements of such plans. Employee will be responsible for the entire cost of their participation in such group health, major medical, vision, and dental plans.

ii. Retiree Coverage. Following retirement or severance of employment, Employee and Employee's spouse are entitled to continuing coverage in the group health, major medical and dental plans of the School Corporation in accordance with the terms of the Teachers' Master Contract, with premiums otherwise due from Employee or the School Corporation as provided in the Teachers' Master Contract for retiring teachers.

C. Life Insurance. Provided Employee is otherwise insurable, Employee may participate in the group term life insurance plan offered by the School Corporation. The face amount of coverage for Employee shall be **\$100,000**. The School Corporation shall pay all, but one dollar (\$1.00) of the premium cost for such coverage, with Employee responsible for the remaining cost.

D. Qualified Annuity Plan.

- i. Salary Reduction Contributions. Employee 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 Employee's written election, the SRA Amount 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. Each calendar year, the School Corporation shall match dollar for dollar, up to **\$4500**, Employee's salary reduction contributions made to any Code section 403(b) plan investment vendor previously approved by the School Corporation. These matching contributions shall be contributed monthly by the School Corporation to an investment vendor selected by the School Corporation. Matching contributions shall otherwise be subject to the terms and conditions contained in the Code section 403(b) plan adopted by the School Corporation, including, but not limited to the following vesting schedule:

| <u>Post-01/01/06 Years<br/>of Creditable Service</u> | <u>Vesting Percentage</u> |
|--|---------------------------|
| Less than 1  | 0%                        |
| 1, but less than 2                                   | 20%                       |
| 2, but less than 3                                   | 40%                       |
| 3, but less than 4                                   | 60%                       |
| 4, but less than 5                                   | 80%                       |
| 5 or more  | 100%                      |

*(Employee shall not be entitled to also participate in the matching contribution program included in the Teachers' Master Contract.)*

- E. Vacation. At the beginning of each Contract Year as an administrator with the School Corporation, Employee shall be entitled to fifteen (15) days of paid vacation for use any time during the immediately succeeding Contract Year. Unused vacation days will not accumulate and are otherwise lost, without any further compensation to Employee.
- F. Annual Leave. At the beginning of each Contract Year, Employee shall be entitled to fifteen (15) annual leave days of which five (5) may be used for personal business. Employee shall be permitted to accumulate unused annual leave days as accumulated leave days for use in future Contract Years, with no limit on the number of accumulated leave days that may be accumulated. Employee shall be permitted to use accumulated leave days as described in the Teacher's Master Contract. In addition, Employee may participate in the Catastrophic Illness and Injury Bank, as described in the Teachers' Master Contract.
- G. ISTRF Contribution. The School Corporation will pay Employee's share of retirement to the Indiana State Teachers' Retirement Fund for the period of time covered by the Addendum.

- H. School Expenses. Upon presentation of a properly completed voucher, the School Corporation shall reimburse Employee for reasonable expenses incurred by Employee in performance of his duties with the School Corporation. Reimbursement for use of Employee's automobile shall be at the applicable federal income tax rate.
  - I. National Convention. At the request/approval of the Superintendent, Employee may attend a national conference for professional development in Employee's assigned area(s) of school administration. Employee's reasonable costs for attendance at the conference shall be reimbursed by School Corporation.
  - J. Professional Associations. Subject to the approval of the Superintendent, professional dues for active membership of Employee in one (1) or more professional organizations will be paid by the School Corporation.
4. Miscellaneous. This Addendum supersedes any previously signed addendums. If, during the term of this Employment Contract, it is found that a specific clause of the Employment Contract or this Addendum is illegal in either federal or state court, the remainder of the Employment Contract and Addendum shall not be affected by such a ruling and shall remain in full force and effect.

This Addendum is entered into and signed this 1st day of July 2021.

BOARD OF EDUCATION OF  
THE GREENWOOD COMMUNITY  
SCHOOL CORPORATION



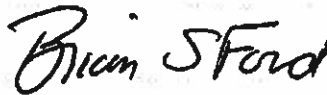
Mike Metzger, Board President



Terry Terhune, Superintendent



Board Member



Board Member

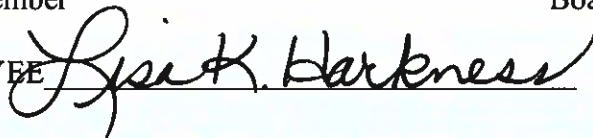


Board Member



Board Member

EMPLOYEE



**ADDENDUM TO REGULAR CONTRACT  
BETWEEN  
GREENWOOD COMMUNITY SCHOOL CORPORATION  
AND  
Elizabeth Henry**

WHEREAS, the Board of Education of the Greenwood Community School Corporation (the “Board”) has entered into a regular contract for employment with **Elizabeth Henry** (“Employee”), as **Elementary Principal** of the Greenwood Community School Corporation (the “School Corporation”), effective **7/1/2021** (the “Employment Contract”); and

WHEREAS, the Board and Employee desire to supplement the provisions contained in the Employment Contract.

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

1. **Contract Amount and Length.** The Employee’s base contract shall be **\$117,450**. The Employee’s contract length and all provisions shall be from **7/1/2021** through **6/30/2022**.
2. **Additional Basic Salary.**
  - A. **SRA Amount.** Except as otherwise hereinafter adjusted, Employee shall receive as additional basic salary an amount equal to ninety percent (90%) of the annual premium cost of the lowest deductible family coverage plan in the School Corporation’s Group Health Insurance Plan and one-hundred percent (100%) of the annual premium cost of family coverage in the School Corporation’s group dental and vision insurance plans, (the “SRA Amount”), as in effect from time to time during the term of this Employment Contract. For any adjustment in the SRA Amount occurring during the term of this Employment Contract, an appropriate adjustment will be made in the subsequent SRA Amount otherwise to be paid to Employee. (Any subsequent adjustment in the SRA Amount may be attached as an exhibit to this Addendum, but the adjustment and its impact shall otherwise be determined by the School Corporation’s business office.)
  - B. **Limits.** Notwithstanding the foregoing, the SRA Amount shall be limited as follows:
    - i. **Spousal Coverage.** If Employee’s spouse is a certified employee of the School Corporation, the SRA Amount shall be reduced by any amounts paid by the School Corporation on behalf of Employee, Employee’s spouse, Employee’s dependents for coverage under the School Corporation’s group health, major medical, or dental plans. This reduction shall not, however, apply to any salary reduction amounts contributed to a plan described in section 125 of the Internal Revenue Code (the “Code”) that are then used to pay insurance premiums or other medical expenses of Employee, Employee’s spouse and Employee’s dependents



- C. Payment Elections. The SRA Amount shall be made available to Employee in the same manner that Employee's other basic salary is made payable to Employee. At Employee's election, the SRA Amount can be used to: (i) 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, (ii) make salary reduction contributions to Code section 403(b) and/or 457(b) plans, or (iii) paid as additional wages to the electing Administrator. However, unless and until Employee completes an applicable salary reduction agreement, the SRA Amount shall be paid throughout the Contract Year in installments directly to Employee less applicable income and employment tax withholdings. (Applicable salary reduction agreements may be obtained from the School Corporation's business office.)
- D. ISTRF Compensation. It is intended that the SRA Amount shall be: (i) included in Employee'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 for purposes of calculating Employee's retirement benefit.

3. Fringe Benefits.

A. Teachers' Master Contract. In addition to those benefits described herein, Employee is entitled to those fringe benefits included in the negotiated agreement between the Board of Education of the Greenwood Community School Corporation and the Greenwood Education Association, as amended, (the "Teachers' Master Contract"), but otherwise subject to the adjustments described hereinafter.

B. Group Health and Dental Plans.

i. Employee Coverage. Employee, as well as Employee's spouse and dependents, if any, may participate in the School Corporation's Group Health and Accident Plan, as well as major medical and dental insurance plans, but otherwise subject to the eligibility requirements of such plans. Employee will be responsible for the entire cost of their participation in such group health, major medical, vision, and dental plans.

ii. Retiree Coverage. Following retirement or severance of employment, Employee and Employee's spouse are entitled to continuing coverage in the group health, major medical and dental plans of the School Corporation in accordance with the terms of the Teachers' Master Contract, with premiums otherwise due from Employee or the School Corporation as provided in the Teachers' Master Contract for retiring teachers.

C. Life Insurance. Provided Employee is otherwise insurable, Employee may participate in the group term life insurance plan offered by the School Corporation. The face amount of coverage for Employee shall be **\$100,000**. The School Corporation shall pay all, but one dollar (\$1.00) of the premium cost for such coverage, with Employee responsible for the remaining cost.

D. Qualified Annuity Plan.



- i. Salary Reduction Contributions. Employee 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 Employee's written election, the SRA Amount 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. Each calendar year, the School Corporation shall match dollar for dollar, up to **\$2500**, Employee's salary reduction contributions made to any Code section 403(b) plan investment vendor previously approved by the School Corporation. These matching contributions shall be contributed monthly by the School Corporation to an investment vendor selected by the School Corporation. Matching contributions shall otherwise be subject to the terms and conditions contained in the Code section 403(b) plan adopted by the School Corporation, including, but not limited to the following vesting schedule:

| <u>Post-01/01/06 Years<br/>of Creditable Service</u> | <u>Vesting Percentage</u> |
|--|---------------------------|
| Less than 1  | 0%                        |
| 1, but less than 2                                   | 20%                       |
| 2, but less than 3                                   | 40%                       |
| 3, but less than 4                                   | 60%                       |
| 4, but less than 5                                   | 80%                       |
| 5 or more  | 100%                      |

*(Employee shall not be entitled to also participate in the matching contribution program included in the Teachers' Master Contract.)*

- E. Vacation. At the beginning of each Contract Year as an administrator with the School Corporation, Employee shall be entitled to fifteen (15) days of paid vacation for use any time during the immediately succeeding Contract Year. Unused vacation days will not accumulate and are otherwise lost, without any further compensation to Employee.
- F. Annual Leave. At the beginning of each Contract Year, Employee shall be entitled to fifteen (15) annual leave days of which five (5) may be used for personal business. Employee shall be permitted to accumulate unused annual leave days as accumulated leave days for use in future Contract Years, with no limit on the number of accumulated leave days that may be accumulated. Employee shall be permitted to use accumulated leave days as described in the Teacher's Master Contract. In addition, Employee may participate in the Catastrophic Illness and Injury Bank, as described in the Teachers' Master Contract.
- G. ISTRF Contribution. The School Corporation will pay Employee's share of retirement to the Indiana State Teachers' Retirement Fund for the period of time covered by the Addendum.

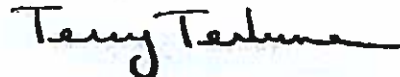
- H. School Expenses. Upon presentation of a properly completed voucher, the School Corporation shall reimburse Employee for reasonable expenses incurred by Employee in performance of his duties with the School Corporation. Reimbursement for use of Employee's automobile shall be at the applicable federal income tax rate.
  - I. National Convention. At the request/approval of the Superintendent, Employee may attend a national conference for professional development in Employee's assigned area(s) of school administration. Employee's reasonable costs for attendance at the conference shall be reimbursed by School Corporation.
  - J. Professional Associations. Subject to the approval of the Superintendent, professional dues for active membership of Employee in one (1) or more professional organizations will be paid by the School Corporation.
4. Miscellaneous. This Addendum supersedes any previously signed addendums. If, during the term of this Employment Contract, it is found that a specific clause of the Employment Contract or this Addendum is illegal in either federal or state court, the remainder of the Employment Contract and Addendum shall not be affected by such a ruling and shall remain in full force and effect.

This Addendum is entered into and signed this 1st day of July 2021.

BOARD OF EDUCATION OF  
THE GREENWOOD COMMUNITY  
SCHOOL CORPORATION



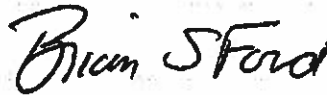
Mike Metzger, Board President



Terry Terhune, Superintendent



Board Member



Board Member

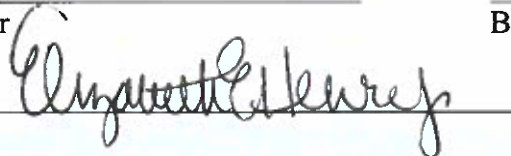


Board Member



Board Member

EMPLOYEE



**GREENWOOD COMMUNITY SCHOOL CORPORATION  
GREENWOOD, INDIANA  
EMPLOYMENT AGREEMENT**


**DIRECTOR OF OPERATIONS**


This agreement made and entered into this 1<sup>st</sup> day of July 2021, by and between Greenwood Community School Corporation of Greenwood, Indiana, hereinafter designated as "Employer" and Mike Hildebrand, hereinafter designated as "Employee."

- The Employer engages the Employee to act as Administrator for Greenwood Community Schools beginning July 1, 2021, consisting of 240 days, and continuing until June 30, 2022, for the salary of \$100,095 plus Additional Basic Salary of \$20,111.47= \$120,206.47. The pay shall be divided into twenty-six (26) equal pays with the first pay due July 23, 2021 and continuing bi-weekly for the remainder of the agreement.
- The Employee agrees to perform all the duties accompanying such position upon the supervision of the Superintendent of Schools as prescribed in the attached job description.

The parties hereto have executed this agreement in duplicate this 1<sup>st</sup> day of July, 2021.

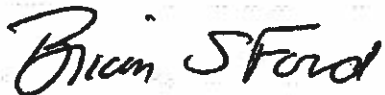
**GREENWOOD COMMUNITY SCHOOL CORPORATION**

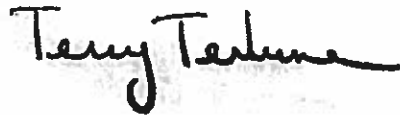
  
BY: \_\_\_\_\_

  
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**SUPERINTENDENT**

  
\_\_\_\_\_

**EMPLOYEE MIKE HILDEBRAND**



**ADDENDUM TO REGULAR CONTRACT  
BETWEEN  
GREENWOOD COMMUNITY SCHOOL CORPORATION  
AND  
Rob Irwin**

WHEREAS, the Board of Education of the Greenwood Community School Corporation (the “Board”) has entered into a regular contract for employment with **Rob Irwin** (“Employee”), as HS Athletic Director of the Greenwood Community School Corporation (the “School Corporation”), effective 7/1/2021 (the “Employment Contract”); and

WHEREAS, the Board and Employee desire to supplement the provisions contained in the Employment Contract.

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

1. Contract Amount and Length. The Employee’s base contract shall be **\$99,141**. The Employee’s contract length and all provisions shall be from 7/1/2021 through 6/30/2022.
2. Additional Basic Salary.
  - A. SRA Amount. Except as otherwise hereinafter adjusted, Employee shall receive as additional basic salary an amount equal to ninety percent (90%) of the annual premium cost of the lowest deductible family coverage plan in the School Corporation’s Group Health Insurance Plan and one-hundred percent (100%) of the annual premium cost of family coverage in the School Corporation’s group dental and vision insurance plans, (the “SRA Amount”), as in effect from time to time during the term of this Employment Contract. For any adjustment in the SRA Amount occurring during the term of this Employment Contract, an appropriate adjustment will be made in the subsequent SRA Amount otherwise to be paid to Employee. (Any subsequent adjustment in the SRA Amount may be attached as an exhibit to this Addendum, but the adjustment and its impact shall otherwise be determined by the School Corporation’s business office.)
  - B. Limits. Notwithstanding the foregoing, the SRA Amount shall be limited as follows:
    - i. Spousal Coverage. If Employee’s spouse is a certified employee of the School Corporation, the SRA Amount shall be reduced by any amounts paid by the School Corporation on behalf of Employee, Employee’s spouse, Employee’s dependents for coverage under the School Corporation’s group health, major medical, or dental plans. This reduction shall not, however, apply to any salary reduction amounts contributed to a plan described in section 125 of the Internal Revenue Code (the “Code”) that are then used to pay insurance premiums or other medical expenses of Employee, Employee’s spouse and Employee’s dependents

- C. Payment Elections. The SRA Amount shall be made available to Employee in the same manner that Employee's other basic salary is made payable to Employee. At Employee's election, the SRA Amount can be used to: (i) 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, (ii) make salary reduction contributions to Code section 403(b) and/or 457(b) plans, or (iii) paid as additional wages to the electing Administrator. However, unless and until Employee completes an applicable salary reduction agreement, the SRA Amount shall be paid throughout the Contract Year in installments directly to Employee less applicable income and employment tax withholdings. (Applicable salary reduction agreements may be obtained from the School Corporation's business office.)
- D. ISTRF Compensation. It is intended that the SRA Amount shall be: (i) included in Employee'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 for purposes of calculating Employee's retirement benefit.

3. Fringe Benefits.

- A. Teachers' Master Contract. In addition to those benefits described herein, Employee is entitled to those fringe benefits included in the negotiated agreement between the Board of Education of the Greenwood Community School Corporation and the Greenwood Education Association, as amended, (the "Teachers' Master Contract"), but otherwise subject to the adjustments described hereinafter.
- B. Group Health and Dental Plans.
  - i. Employee Coverage. Employee, as well as Employee's spouse and dependents, if any, may participate in the School Corporation's Group Health and Accident Plan, as well as major medical and dental insurance plans, but otherwise subject to the eligibility requirements of such plans. Employee will be responsible for the entire cost of their participation in such group health, major medical, vision, and dental plans.
  - ii. Retiree Coverage. Following retirement or severance of employment, Employee and Employee's spouse are entitled to continuing coverage in the group health, major medical and dental plans of the School Corporation in accordance with the terms of the Teachers' Master Contract, with premiums otherwise due from Employee or the School Corporation as provided in the Teachers' Master Contract for retiring teachers.
- C. Life Insurance. Provided Employee is otherwise insurable, Employee may participate in the group term life insurance plan offered by the School Corporation. The face amount of coverage for Employee shall be **\$100,000**. The School Corporation shall pay all, but one dollar (\$1.00) of the premium cost for such coverage, with Employee responsible for the remaining cost.
- D. Qualified Annuity Plan.

- i. Salary Reduction Contributions. Employee 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 Employee's written election, the SRA Amount 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. Each calendar year, the School Corporation shall match dollar for dollar, up to **\$1500**, Employee's salary reduction contributions made to any Code section 403(b) plan investment vendor previously approved by the School Corporation. These matching contributions shall be contributed monthly by the School Corporation to an investment vendor selected by the School Corporation. Matching contributions shall otherwise be subject to the terms and conditions contained in the Code section 403(b) plan adopted by the School Corporation, including, but not limited to the following vesting schedule:

| <u>Post-01/01/06 Years<br/>of Creditable Service</u> | <u>Vesting Percentage</u> |
|--|---------------------------|
| Less than 1  | 0%                        |
| 1, but less than 2                                   | 20%                       |
| 2, but less than 3                                   | 40%                       |
| 3, but less than 4                                   | 60%                       |
| 4, but less than 5                                   | 80%                       |
| 5 or more  | 100%                      |

*(Employee shall not be entitled to also participate in the matching contribution program included in the Teachers' Master Contract.)*

- E. Vacation. At the beginning of each Contract Year as an administrator with the School Corporation, Employee shall be entitled to fifteen (15) days of paid vacation for use any time during the immediately succeeding Contract Year. Unused vacation days will not accumulate and are otherwise lost, without any further compensation to Employee.
- F. Annual Leave. At the beginning of each Contract Year, Employee shall be entitled to fifteen (15) annual leave days of which five (5) may be used for personal business. Employee shall be permitted to accumulate unused annual leave days as accumulated leave days for use in future Contract Years, with no limit on the number of accumulated leave days that may be accumulated. Employee shall be permitted to use accumulated leave days as described in the Teacher's Master Contract. In addition, Employee may participate in the Catastrophic Illness and Injury Bank, as described in the Teachers' Master Contract.
- G. ISTRF Contribution. The School Corporation will pay Employee's share of retirement to the Indiana State Teachers' Retirement Fund for the period of time covered by the Addendum.

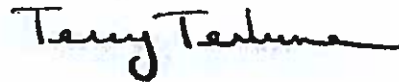
- H. School Expenses. Upon presentation of a properly completed voucher, the School Corporation shall reimburse Employee for reasonable expenses incurred by Employee in performance of his duties with the School Corporation. Reimbursement for use of Employee's automobile shall be at the applicable federal income tax rate.
  - I. National Convention. At the request/approval of the Superintendent, Employee may attend a national conference for professional development in Employee's assigned area(s) of school administration. Employee's reasonable costs for attendance at the conference shall be reimbursed by School Corporation.
  - J. Professional Associations. Subject to the approval of the Superintendent, professional dues for active membership of Employee in one (1) or more professional organizations will be paid by the School Corporation.
4. Miscellaneous. This Addendum supersedes any previously signed addendums. If, during the term of this Employment Contract, it is found that a specific clause of the Employment Contract or this Addendum is illegal in either federal or state court, the remainder of the Employment Contract and Addendum shall not be affected by such a ruling and shall remain in full force and effect.

This Addendum is entered into and signed this 1st day of July 2021.

BOARD OF EDUCATION OF  
THE GREENWOOD COMMUNITY  
SCHOOL CORPORATION



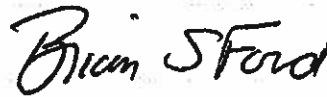
Mike Metzger, Board President



Terry Terhune, Superintendent



Board Member



Board Member



Board Member



Board Member

EMPLOYEE 



**ADDENDUM TO REGULAR CONTRACT  
BETWEEN  
GREENWOOD COMMUNITY SCHOOL CORPORATION  
AND  
Jill Lambert**

WHEREAS, the Board of Education of the Greenwood Community School Corporation (the “Board”) has entered into a regular contract for employment with **Jill Lambert** (“Employee”), as Director of Student Services of the Greenwood Community School Corporation (the “School Corporation”), effective 7/1/2021 (the “Employment Contract”); and

WHEREAS, the Board and Employee desire to supplement the provisions contained in the Employment Contract.

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

1. Contract Amount and Length. The Employee’s base contract shall be **\$109,366**. The Employee’s contract length and all provisions shall be from 7/1/2021 through 6/30/2022.
2. Additional Basic Salary.
  - A. SRA Amount. Except as otherwise hereinafter adjusted, Employee shall receive as additional basic salary an amount equal to ninety percent (90%) of the annual premium cost of the lowest deductible family coverage plan in the School Corporation’s Group Health Insurance Plan and one-hundred percent (100%) of the annual premium cost of family coverage in the School Corporation’s group dental and vision insurance plans, (the “SRA Amount”), as in effect from time to time during the term of this Employment Contract. For any adjustment in the SRA Amount occurring during the term of this Employment Contract, an appropriate adjustment will be made in the subsequent SRA Amount otherwise to be paid to Employee. (Any subsequent adjustment in the SRA Amount may be attached as an exhibit to this Addendum, but the adjustment and its impact shall otherwise be determined by the School Corporation’s business office.)
  - B. Limits. Notwithstanding the foregoing, the SRA Amount shall be limited as follows:
    - i. Spousal Coverage. If Employee’s spouse is a certified employee of the School Corporation, the SRA Amount shall be reduced by any amounts paid by the School Corporation on behalf of Employee, Employee’s spouse, Employee’s dependents for coverage under the School Corporation’s group health, major medical, or dental plans. This reduction shall not, however, apply to any salary reduction amounts contributed to a plan described in section 125 of the Internal Revenue Code (the “Code”) that are then used to pay insurance premiums or other medical expenses of Employee, Employee’s spouse and Employee’s dependents

- C. Payment Elections. The SRA Amount shall be made available to Employee in the same manner that Employee's other basic salary is made payable to Employee. At Employee's election, the SRA Amount can be used to: (i) 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, (ii) make salary reduction contributions to Code section 403(b) and/or 457(b) plans, or (iii) paid as additional wages to the electing Administrator. However, unless and until Employee completes an applicable salary reduction agreement, the SRA Amount shall be paid throughout the Contract Year in installments directly to Employee less applicable income and employment tax withholdings. (Applicable salary reduction agreements may be obtained from the School Corporation's business office.)
- D. ISTRF Compensation. It is intended that the SRA Amount shall be: (i) included in Employee'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 for purposes of calculating Employee's retirement benefit.

3. Fringe Benefits.

A. Teachers' Master Contract. In addition to those benefits described herein, Employee is entitled to those fringe benefits included in the negotiated agreement between the Board of Education of the Greenwood Community School Corporation and the Greenwood Education Association, as amended, (the "Teachers' Master Contract"), but otherwise subject to the adjustments described hereinafter.

B. Group Health and Dental Plans.

- i. Employee Coverage. Employee, as well as Employee's spouse and dependents, if any, may participate in the School Corporation's Group Health and Accident Plan, as well as major medical and dental insurance plans, but otherwise subject to the eligibility requirements of such plans. Employee will be responsible for the entire cost of their participation in such group health, major medical, vision, and dental plans.
- ii. Retiree Coverage. Following retirement or severance of employment, Employee and Employee's spouse are entitled to continuing coverage in the group health, major medical and dental plans of the School Corporation in accordance with the terms of the Teachers' Master Contract, with premiums otherwise due from Employee or the School Corporation as provided in the Teachers' Master Contract for retiring teachers.

C. Life Insurance. Provided Employee is otherwise insurable, Employee may participate in the group term life insurance plan offered by the School Corporation. The face amount of coverage for Employee shall be **\$100,000**. The School Corporation shall pay all, but one dollar (\$1.00) of the premium cost for such coverage, with Employee responsible for the remaining cost.

D. Qualified Annuity Plan.

- i. Salary Reduction Contributions. Employee 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 Employee's written election, the SRA Amount 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. Each calendar year, the School Corporation shall match dollar for dollar, up to **\$4500**, Employee's salary reduction contributions made to any Code section 403(b) plan investment vendor previously approved by the School Corporation. These matching contributions shall be contributed monthly by the School Corporation to an investment vendor selected by the School Corporation. Matching contributions shall otherwise be subject to the terms and conditions contained in the Code section 403(b) plan adopted by the School Corporation, including, but not limited to the following vesting schedule:

| <u>Post-01/01/06 Years<br/>of Creditable Service</u> | <u>Vesting Percentage</u> |
|--|---------------------------|
| Less than 1  | 0%                        |
| 1, but less than 2                                   | 20%                       |
| 2, but less than 3                                   | 40%                       |
| 3, but less than 4                                   | 60%                       |
| 4, but less than 5                                   | 80%                       |
| 5 or more  | 100%                      |

*(Employee shall not be entitled to also participate in the matching contribution program included in the Teachers' Master Contract.)*

- E. Vacation. At the beginning of each Contract Year as an administrator with the School Corporation, Employee shall be entitled to fifteen (15) days of paid vacation for use any time during the immediately succeeding Contract Year. Unused vacation days will not accumulate and are otherwise lost, without any further compensation to Employee.
- F. Annual Leave. At the beginning of each Contract Year, Employee shall be entitled to fifteen (15) annual leave days of which five (5) may be used for personal business. Employee shall be permitted to accumulate unused annual leave days as accumulated leave days for use in future Contract Years, with no limit on the number of accumulated leave days that may be accumulated. Employee shall be permitted to use accumulated leave days as described in the Teacher's Master Contract. In addition, Employee may participate in the Catastrophic Illness and Injury Bank, as described in the Teachers' Master Contract.
- G. ISTRF Contribution. The School Corporation will pay Employee's share of retirement to the Indiana State Teachers' Retirement Fund for the period of time covered by the Addendum.

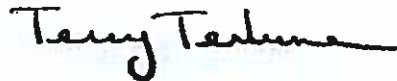
- H. School Expenses. Upon presentation of a properly completed voucher, the School Corporation shall reimburse Employee for reasonable expenses incurred by Employee in performance of his duties with the School Corporation. Reimbursement for use of Employee's automobile shall be at the applicable federal income tax rate.
  - I. National Convention. At the request/approval of the Superintendent, Employee may attend a national conference for professional development in Employee's assigned area(s) of school administration. Employee's reasonable costs for attendance at the conference shall be reimbursed by School Corporation.
  - J. Professional Associations. Subject to the approval of the Superintendent, professional dues for active membership of Employee in one (1) or more professional organizations will be paid by the School Corporation.
4. Miscellaneous. This Addendum supersedes any previously signed addendums. If, during the term of this Employment Contract, it is found that a specific clause of the Employment Contract or this Addendum is illegal in either federal or state court, the remainder of the Employment Contract and Addendum shall not be affected by such a ruling and shall remain in full force and effect.

This Addendum is entered into and signed this 1st day of July 2021.

BOARD OF EDUCATION OF  
THE GREENWOOD COMMUNITY  
SCHOOL CORPORATION



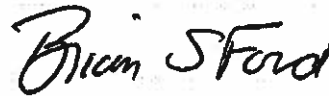
Mike Metzger, Board President



Terry Terhune, Superintendent



Board Member



Board Member

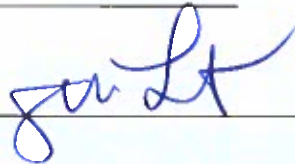


Board Member



Board Member

EMPLOYEE



**ADDENDUM TO REGULAR CONTRACT  
BETWEEN  
GREENWOOD COMMUNITY SCHOOL CORPORATION  
AND  
Laug, Lisa**

WHEREAS, the Board of Education of the Greenwood Community School Corporation (the “Board”) has entered into a regular contract for employment with Laug, Lisa (“Employee”), as Director of Guidance of the Greenwood Community School Corporation (the “School Corporation”), effective 7/1/2021 (the “Employment Contract”); and

WHEREAS, the Board and Employee desire to supplement the provisions contained in the Employment Contract.

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

1. Contract Amount and Length. The Employee’s base contract shall be **\$91,991**. The Employee’s contract length and all provisions shall be from 7/1/2021 through 6/30/2022.
2. Additional Basic Salary.
  - A. SRA Amount. Except as otherwise hereinafter adjusted, Employee shall receive as additional basic salary an amount equal to ninety percent (90%) of the annual premium cost of the lowest deductible family coverage plan in the School Corporation’s Group Health Insurance Plan and one-hundred percent (100%) of the annual premium cost of family coverage in the School Corporation’s group dental and vision insurance plans, (the “SRA Amount”), as in effect from time to time during the term of this Employment Contract. For any adjustment in the SRA Amount occurring during the term of this Employment Contract, an appropriate adjustment will be made in the subsequent SRA Amount otherwise to be paid to Employee. (Any subsequent adjustment in the SRA Amount may be attached as an exhibit to this Addendum, but the adjustment and its impact shall otherwise be determined by the School Corporation’s business office.)
  - B. Limits. Notwithstanding the foregoing, the SRA Amount shall be limited as follows:
    - i. Spousal Coverage. If Employee’s spouse is a certified employee of the School Corporation, the SRA Amount shall be reduced by any amounts paid by the School Corporation on behalf of Employee, Employee’s spouse, Employee’s dependents for coverage under the School Corporation’s group health, major medical, or dental plans. This reduction shall not, however, apply to any salary reduction amounts contributed to a plan described in section 125 of the Internal Revenue Code (the “Code”) that are then used to pay insurance premiums or other medical expenses of Employee, Employee’s spouse and Employee’s dependents

- C. Payment Elections. The SRA Amount shall be made available to Employee in the same manner that Employee's other basic salary is made payable to Employee. At Employee's election, the SRA Amount can be used to: (i) 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, (ii) make salary reduction contributions to Code section 403(b) and/or 457(b) plans, or (iii) paid as additional wages to the electing Administrator. However, unless and until Employee completes an applicable salary reduction agreement, the SRA Amount shall be paid throughout the Contract Year in installments directly to Employee less applicable income and employment tax withholdings. (Applicable salary reduction agreements may be obtained from the School Corporation's business office.)
- D. ISTRF Compensation. It is intended that the SRA Amount shall be: (i) included in Employee'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 for purposes of calculating Employee's retirement benefit.

3. Fringe Benefits.

- A. Teachers' Master Contract. In addition to those benefits described herein, Employee is entitled to those fringe benefits included in the negotiated agreement between the Board of Education of the Greenwood Community School Corporation and the Greenwood Education Association, as amended, (the "Teachers' Master Contract"), but otherwise subject to the adjustments described hereinafter.
- B. Group Health and Dental Plans.
  - i. Employee Coverage. Employee, as well as Employee's spouse and dependents, if any, may participate in the School Corporation's Group Health and Accident Plan, as well as major medical and dental insurance plans, but otherwise subject to the eligibility requirements of such plans. Employee will be responsible for the entire cost of their participation in such group health, major medical, vision, and dental plans.
  - ii. Retiree Coverage. Following retirement or severance of employment, Employee and Employee's spouse are entitled to continuing coverage in the group health, major medical and dental plans of the School Corporation in accordance with the terms of the Teachers' Master Contract, with premiums otherwise due from Employee or the School Corporation as provided in the Teachers' Master Contract for retiring teachers.
- C. Life Insurance. Provided Employee is otherwise insurable, Employee may participate in the group term life insurance plan offered by the School Corporation. The face amount of coverage for Employee shall be **\$100,000**. The School Corporation shall pay all, but one dollar (\$1.00) of the premium cost for such coverage, with Employee responsible for the remaining cost.
- D. Qualified Annuity Plan.

- i. Salary Reduction Contributions. Employee 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 Employee's written election, the SRA Amount 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. Each calendar year, the School Corporation shall match dollar for dollar, up to **\$1500**, Employee's salary reduction contributions made to any Code section 403(b) plan investment vendor previously approved by the School Corporation. These matching contributions shall be contributed monthly by the School Corporation to an investment vendor selected by the School Corporation. Matching contributions shall otherwise be subject to the terms and conditions contained in the Code section 403(b) plan adopted by the School Corporation, including, but not limited to the following vesting schedule:

| <u>Post-01/01/06 Years<br/>of Creditable Service</u> | <u>Vesting Percentage</u> |
|--|---------------------------|
| Less than 1  | 0%                        |
| 1, but less than 2                                   | 20%                       |
| 2, but less than 3                                   | 40%                       |
| 3, but less than 4                                   | 60%                       |
| 4, but less than 5                                   | 80%                       |
| 5 or more  | 100%                      |

*(Employee shall not be entitled to also participate in the matching contribution program included in the Teachers' Master Contract.)*

- E. Vacation. At the beginning of each Contract Year as an administrator with the School Corporation, Employee shall be entitled to zero (0) days of paid vacation for use any time during the immediately succeeding Contract Year. Unused vacation days will not accumulate and are otherwise lost, without any further compensation to Employee.
- F. Annual Leave. At the beginning of each Contract Year, Employee shall be entitled to fifteen (15) annual leave days of which five (5) may be used for personal business. Employee shall be permitted to accumulate unused annual leave days as accumulated leave days for use in future Contract Years, with no limit on the number of accumulated leave days that may be accumulated. Employee shall be permitted to use accumulated leave days as described in the Teacher's Master Contract. In addition, Employee may participate in the Catastrophic Illness and Injury Bank, as described in the Teachers' Master Contract.
- G. ISTRF Contribution. The School Corporation will pay Employee's share of retirement to the Indiana State Teachers' Retirement Fund for the period of time covered by the Addendum.



H. School Expenses. Upon presentation of a properly completed voucher, the School Corporation shall reimburse Employee for reasonable expenses incurred by Employee in performance of his duties with the School Corporation. Reimbursement for use of Employee's automobile shall be at the applicable federal income tax rate.

I. National Convention. At the request/approval of the Superintendent, Employee may attend a national conference for professional development in Employee's assigned area(s) of school administration. Employee's reasonable costs for attendance at the conference shall be reimbursed by School Corporation.

J. Professional Associations. Subject to the approval of the Superintendent, professional dues for active membership of Employee in one (1) or more professional organizations will be paid by the School Corporation.

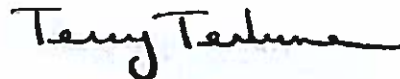
4. Miscellaneous. This Addendum supersedes any previously signed addendums. If, during the term of this Employment Contract, it is found that a specific clause of the Employment Contract or this Addendum is illegal in either federal or state court, the remainder of the Employment Contract and Addendum shall not be affected by such a ruling and shall remain in full force and effect.

This Addendum is entered into and signed this 1st day of July 2021.

BOARD OF EDUCATION OF  
THE GREENWOOD COMMUNITY  
SCHOOL CORPORATION



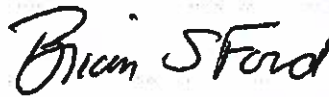
Mike Metzger, Board President



Terry Terhune, Superintendent



Board Member



Board Member



Board Member



Board Member

EMPLOYEE





**ADDENDUM TO REGULAR CONTRACT  
BETWEEN  
GREENWOOD COMMUNITY SCHOOL CORPORATION  
AND  
Steven Todd Pritchett**

WHEREAS, the Board of Education of the Greenwood Community School Corporation (the “Board”) has entered into a regular contract for employment with **Steven Todd Pritchett** (“Employee”), as **Assistant Superintendent** of the Greenwood Community School Corporation (the “School Corporation”), effective **July 1, 2020** (the “Employment Contract”); and

WHEREAS, the Board and Employee desire to supplement the provisions contained in the Employment Contract.

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

1. **Contract Amount and Length.** The Employee’s base contract shall be **\$126,509.00**. The Employee’s initial contract term and all provisions shall be from **July 1, 2020** through **June 30, 2023**. The parties agree that the term of this Contract shall automatically be extended one (1) school year on **July 1, 2021**, and then each successive year thereafter, unless a party gives the other written notice on or before the preceding July 1 that the party does not agree to the automatic extension of this Contract. The parties agree this shall result in a continuous three (3) year contract unless one party provides timely written notice to the other.
2. **Additional Basic Salary.**
  - A. **SRA Amount.** Except as otherwise hereinafter adjusted, Employee shall receive as additional basic salary an amount equal to ninety percent (90%) of the annual premium cost of the lowest deductible family coverage plan in the School Corporation’s Group Health Insurance Plan and one-hundred percent (100%) of the annual premium cost of family coverage in the School Corporation’s group dental and vision insurance plans, (the “SRA Amount”), as in effect from time to time during the term of this Employment Contract. For any adjustment in the SRA Amount occurring during the term of this Employment Contract, an appropriate adjustment will be made in the subsequent SRA Amount otherwise to be paid to Employee. (Any subsequent adjustment in the SRA Amount may be attached as an exhibit to this Addendum, but the adjustment and its impact shall otherwise be determined by the School Corporation’s business office.)
  - B. **Limits.** Notwithstanding the foregoing, the SRA Amount shall be limited as follows:
    - i. **Spousal Coverage.** If Employee’s spouse is a certified employee of the School Corporation, the SRA Amount shall be reduced by any amounts paid by the School Corporation on behalf of Employee, Employee’s spouse, Employee’s dependents for coverage under the School Corporation’s group health, major medical, or dental plans. This reduction shall not, however, apply to any salary reduction amounts contributed to a plan described in section 125 of the Internal Revenue Code (the “Code”) that are

then used to pay insurance premiums or other medical expenses of Employee, Employee's spouse and Employee's dependents

- C. Payment Elections. The SRA Amount shall be made available to Employee in the same manner that Employee's other basic salary is made payable to Employee. At Employee's election, the SRA Amount can be used to: (i) 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, (ii) make salary reduction contributions to Code section 403(b) and/or 457(b) plans, or (iii) paid as additional wages to the electing Administrator. However, unless and until Employee completes an applicable salary reduction agreement, the SRA Amount shall be paid throughout the Contract Year in installments directly to Employee less applicable income and employment tax withholdings. (Applicable salary reduction agreements may be obtained from the School Corporation's business office.)
- D. ISTRF Compensation. It is intended that the SRA Amount shall be: (i) included in Employee'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 for purposes of calculating Employee's retirement benefit.

### 3. Fringe Benefits.

- A. Teachers' Master Contract. In addition to those benefits described herein, Employee is entitled to those fringe benefits included in the negotiated agreement between the Board of Education of the Greenwood Community School Corporation and the Greenwood Education Association, as amended, (the "Teachers' Master Contract"), but otherwise subject to the adjustments described hereinafter.
- B. Group Health and Dental Plans.
  - i. Employee Coverage. Employee, as well as Employee's spouse and dependents, if any, may participate in the School Corporation's Group Health and Accident Plan, as well as major medical and dental insurance plans, but otherwise subject to the eligibility requirements of such plans. Employee will be responsible for the entire cost of their participation in such group health, major medical, vision, and dental plans.
  - ii. Retiree Coverage. Following retirement or severance of employment, Employee and Employee's spouse are entitled to continuing coverage in the group health, major medical and dental plans of the School Corporation in accordance with the terms of the Teachers' Master Contract, with premiums otherwise due from Employee or the School Corporation as provided in the Teachers' Master Contract for retiring teachers.
- C. Life Insurance. Provided Employee is otherwise insurable, Employee may participate in the group term life insurance plan offered by the School Corporation. The face amount of coverage for Employee shall be **\$100,000**. The School Corporation shall pay all, but one

dollar (\$1.00) of the premium cost for such coverage, with Employee responsible for the remaining cost.

D. Qualified Annuity Plan.

- i. Salary Reduction Contributions. Employee 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 Employee's written election, the SRA Amount 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. Each calendar year, the School Corporation shall match dollar for dollar, up to **\$4500.00**, Employee's salary reduction contributions made to any Code section 403(b) plan investment vendor previously approved by the School Corporation. These matching contributions shall be contributed monthly by the School Corporation to an investment vendor selected by the School Corporation. Matching contributions shall otherwise be subject to the terms and conditions contained in the Code section 403(b) plan adopted by the School Corporation, including, but not limited to the following vesting schedule:

| <u>Post-01/01/06 Years<br/>of Creditable Service</u> | <u>Vesting Percentage</u> |
|--|---------------------------|
| Less than 1  | 0%                        |
| 1, but less than 2                                   | 20%                       |
| 2, but less than 3                                   | 40%                       |
| 3, but less than 4                                   | 60%                       |
| 4, but less than 5                                   | 80%                       |
| 5 or more  | 100%                      |

*(Employee shall not be entitled to also participate in the matching contribution program included in the Teachers' Master Contract.)*

- E. Vacation. At the beginning of each Contract Year as an administrator with the School Corporation, Employee shall be entitled to fifteen (15) days of paid vacation for use any time during the immediately succeeding Contract Year. Unused vacation days will not accumulate and are otherwise lost, without any further compensation to Employee.
- F. Annual Leave. At the beginning of each Contract Year, Employee shall be entitled to fifteen (15) annual leave days of which five (5) may be used for personal business. Employee shall be permitted to accumulate unused annual leave days as accumulated leave days for use in future Contract Years, with no limit on the number of accumulated leave days that may be accumulated. Employee shall be permitted to use accumulated leave days as described in the Teacher's Master Contract. In addition, Employee may participate in the Catastrophic Illness and Injury Bank, as described in the Teachers' Master Contract.

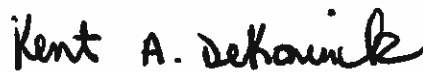
- G. ISTRF Contribution. The School Corporation will pay Employee's share of retirement to the Indiana State Teachers' Retirement Fund for the period of time covered by the Addendum.
  - H. School Expenses. Upon presentation of a properly completed voucher, the School Corporation shall reimburse Employee for reasonable expenses incurred by Employee in performance of his duties with the School Corporation. Reimbursement for use of Employee's automobile shall be at the applicable federal income tax rate.
  - I. National Convention. At the request/approval of the Superintendent, Employee may attend a national conference for professional development in Employee's assigned area(s) of school administration. Employee's reasonable costs for attendance at the conference shall be reimbursed by School Corporation.
  - J. Professional Associations. Subject to the approval of the Superintendent, professional dues for active membership of Employee in one (1) or more professional organizations will be paid by the School Corporation.
4. Miscellaneous. This Addendum supersedes any previously signed addendums. If, during the term of this Employment Contract, it is found that a specific clause of the Employment Contract or this Addendum is illegal in either federal or state court, the remainder of the Employment Contract and Addendum shall not be affected by such a ruling and shall remain in full force and effect.

This Addendum is entered into and signed this 1st day of July 2020.

BOARD OF EDUCATION OF  
THE GREENWOOD COMMUNITY  
SCHOOL CORPORATION



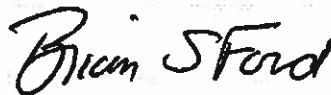
Steven Moan, Board President



Kent A. DeKoninck, Superintendent



Board Member



Board Member



Board Member



Board Member

EMPLOYEE \_\_\_\_\_

**ADDENDUM TO REGULAR CONTRACT  
BETWEEN  
GREENWOOD COMMUNITY SCHOOL CORPORATION  
AND  
Amy Sander**

WHEREAS, the Board of Education of the Greenwood Community School Corporation (the "Board") has entered into a regular contract for employment with Amy Sander ("Employee"), as Elementary Principal of the Greenwood Community School Corporation (the "School Corporation"), effective 7/1/2021 (the "Employment Contract"); and

WHEREAS, the Board and Employee desire to supplement the provisions contained in the Employment Contract.

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

1. Contract Amount and Length. The Employee's base contract shall be \$117,450. The Employee's contract length and all provisions shall be from 7/1/2021 through 6/30/2022.
2. Additional Basic Salary.
  - A. SRA Amount. Except as otherwise hereinafter adjusted, Employee shall receive as additional basic salary an amount equal to ninety percent (90%) of the annual premium cost of the lowest deductible family coverage plan in the School Corporation's Group Health Insurance Plan and one-hundred percent (100%) of the annual premium cost of family coverage in the School Corporation's group dental and vision insurance plans, (the "SRA Amount"), as in effect from time to time during the term of this Employment Contract. For any adjustment in the SRA Amount occurring during the term of this Employment Contract, an appropriate adjustment will be made in the subsequent SRA Amount otherwise to be paid to Employee. (Any subsequent adjustment in the SRA Amount may be attached as an exhibit to this Addendum, but the adjustment and its impact shall otherwise be determined by the School Corporation's business office.)
  - B. Limits. Notwithstanding the foregoing, the SRA Amount shall be limited as follows:
    - i. Spousal Coverage. If Employee's spouse is a certified employee of the School Corporation, the SRA Amount shall be reduced by any amounts paid by the School Corporation on behalf of Employee, Employee's spouse, Employee's dependents for coverage under the School Corporation's group health, major medical, or dental plans. This reduction shall not, however, apply to any salary reduction amounts contributed to a plan described in section 125 of the Internal Revenue Code (the "Code") that are then used to pay insurance premiums or other medical expenses of Employee, Employee's spouse and Employee's dependents

- C. Payment Elections. The SRA Amount shall be made available to Employee in the same manner that Employee's other basic salary is made payable to Employee. At Employee's election, the SRA Amount can be used to: (i) 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, (ii) make salary reduction contributions to Code section 403(b) and/or 457(b) plans, or (iii) paid as additional wages to the electing Administrator. However, unless and until Employee completes an applicable salary reduction agreement, the SRA Amount shall be paid throughout the Contract Year in installments directly to Employee less applicable income and employment tax withholdings. (Applicable salary reduction agreements may be obtained from the School Corporation's business office.)
- D. ISTRF Compensation. It is intended that the SRA Amount shall be: (i) included in Employee'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 for purposes of calculating Employee's retirement benefit.

3. Fringe Benefits.

- A. Teachers' Master Contract. In addition to those benefits described herein, Employee is entitled to those fringe benefits included in the negotiated agreement between the Board of Education of the Greenwood Community School Corporation and the Greenwood Education Association, as amended, (the "Teachers' Master Contract"), but otherwise subject to the adjustments described hereinafter.
- B. Group Health and Dental Plans.
  - i. Employee Coverage. Employee, as well as Employee's spouse and dependents, if any, may participate in the School Corporation's Group Health and Accident Plan, as well as major medical and dental insurance plans, but otherwise subject to the eligibility requirements of such plans. Employee will be responsible for the entire cost of their participation in such group health, major medical, vision, and dental plans.
  - ii. Retiree Coverage. Following retirement or severance of employment, Employee and Employee's spouse are entitled to continuing coverage in the group health, major medical and dental plans of the School Corporation in accordance with the terms of the Teachers' Master Contract, with premiums otherwise due from Employee or the School Corporation as provided in the Teachers' Master Contract for retiring teachers.
- C. Life Insurance. Provided Employee is otherwise insurable, Employee may participate in the group term life insurance plan offered by the School Corporation. The face amount of coverage for Employee shall be **\$100,000**. The School Corporation shall pay all, but one dollar (\$1.00) of the premium cost for such coverage, with Employee responsible for the remaining cost.
- D. Qualified Annuity Plan.

- i. Salary Reduction Contributions. Employee 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 Employee's written election, the SRA Amount 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. Each calendar year, the School Corporation shall match dollar for dollar, up to **\$2500**, Employee's salary reduction contributions made to any Code section 403(b) plan investment vendor previously approved by the School Corporation. These matching contributions shall be contributed monthly by the School Corporation to an investment vendor selected by the School Corporation. Matching contributions shall otherwise be subject to the terms and conditions contained in the Code section 403(b) plan adopted by the School Corporation, including, but not limited to the following vesting schedule:

| <u>Post-01/01/06 Years<br/>of Creditable Service</u> | <u>Vesting Percentage</u> |
|--|---------------------------|
| Less than 1  | 0%                        |
| 1, but less than 2                                   | 20%                       |
| 2, but less than 3                                   | 40%                       |
| 3, but less than 4                                   | 60%                       |
| 4, but less than 5                                   | 80%                       |
| 5 or more  | 100%                      |

*(Employee shall not be entitled to also participate in the matching contribution program included in the Teachers' Master Contract.)*

- E. Vacation. At the beginning of each Contract Year as an administrator with the School Corporation, Employee shall be entitled to fifteen (15) days of paid vacation for use any time during the immediately succeeding Contract Year. Unused vacation days will not accumulate and are otherwise lost, without any further compensation to Employee.
- F. Annual Leave. At the beginning of each Contract Year, Employee shall be entitled to fifteen (15) annual leave days of which five (5) may be used for personal business. Employee shall be permitted to accumulate unused annual leave days as accumulated leave days for use in future Contract Years, with no limit on the number of accumulated leave days that may be accumulated. Employee shall be permitted to use accumulated leave days as described in the Teacher's Master Contract. In addition, Employee may participate in the Catastrophic Illness and Injury Bank, as described in the Teachers' Master Contract.
- G. ISTRF Contribution. The School Corporation will pay Employee's share of retirement to the Indiana State Teachers' Retirement Fund for the period of time covered by the Addendum.



- H. School Expenses. Upon presentation of a properly completed voucher, the School Corporation shall reimburse Employee for reasonable expenses incurred by Employee in performance of his duties with the School Corporation. Reimbursement for use of Employee's automobile shall be at the applicable federal income tax rate.
  - I. National Convention. At the request/approval of the Superintendent, Employee may attend a national conference for professional development in Employee's assigned area(s) of school administration. Employee's reasonable costs for attendance at the conference shall be reimbursed by School Corporation.
  - J. Professional Associations. Subject to the approval of the Superintendent, professional dues for active membership of Employee in one (1) or more professional organizations will be paid by the School Corporation.
4. Miscellaneous. This Addendum supersedes any previously signed addendums. If, during the term of this Employment Contract, it is found that a specific clause of the Employment Contract or this Addendum is illegal in either federal or state court, the remainder of the Employment Contract and Addendum shall not be affected by such a ruling and shall remain in full force and effect.

This Addendum is entered into and signed this 1st day of July 2021.

BOARD OF EDUCATION OF  
THE GREENWOOD COMMUNITY  
SCHOOL CORPORATION



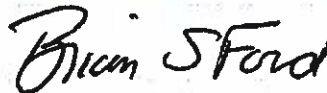
Mike Metzger, Board President



Terry Terhune, Superintendent



Board Member



Board Member



Board Member



Board Member

EMPLOYEE





**ADDENDUM TO REGULAR CONTRACT  
BETWEEN  
GREENWOOD COMMUNITY SCHOOL CORPORATION  
AND  
Christopher Sutton**

WHEREAS, the Board of Education of the Greenwood Community School Corporation (the "Board") has entered into a regular contract for employment with **Christopher Sutton** ("Employee"), as **MS Principal** of the Greenwood Community School Corporation (the "School Corporation"), effective **7/1/2021** (the "Employment Contract"); and

WHEREAS, the Board and Employee desire to supplement the provisions contained in the Employment Contract.

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

1. **Contract Amount and Length.** The Employee's base contract shall be **\$120,048**. The Employee's contract length and all provisions shall be from **7/1/2021** through **6/30/2022**.
2. **Additional Basic Salary.**
  - A. **SRA Amount.** Except as otherwise hereinafter adjusted, Employee shall receive as additional basic salary an amount equal to ninety percent (90%) of the annual premium cost of the lowest deductible family coverage plan in the School Corporation's Group Health Insurance Plan and one-hundred percent (100%) of the annual premium cost of family coverage in the School Corporation's group dental and vision insurance plans, (the "SRA Amount"), as in effect from time to time during the term of this Employment Contract. For any adjustment in the SRA Amount occurring during the term of this Employment Contract, an appropriate adjustment will be made in the subsequent SRA Amount otherwise to be paid to Employee. (Any subsequent adjustment in the SRA Amount may be attached as an exhibit to this Addendum, but the adjustment and its impact shall otherwise be determined by the School Corporation's business office.)
  - B. **Limits.** Notwithstanding the foregoing, the SRA Amount shall be limited as follows:
    - i. **Spousal Coverage.** If Employee's spouse is a certified employee of the School Corporation, the SRA Amount shall be reduced by any amounts paid by the School Corporation on behalf of Employee, Employee's spouse, Employee's dependents for coverage under the School Corporation's group health, major medical, or dental plans. This reduction shall not, however, apply to any salary reduction amounts contributed to a plan described in section 125 of the Internal Revenue Code (the "Code") that are then used to pay insurance premiums or other medical expenses of Employee, Employee's spouse and Employee's dependents

- C. Payment Elections. The SRA Amount shall be made available to Employee in the same manner that Employee's other basic salary is made payable to Employee. At Employee's election, the SRA Amount can be used to: (i) 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, (ii) make salary reduction contributions to Code section 403(b) and/or 457(b) plans, or (iii) paid as additional wages to the electing Administrator. However, unless and until Employee completes an applicable salary reduction agreement, the SRA Amount shall be paid throughout the Contract Year in installments directly to Employee less applicable income and employment tax withholdings. (Applicable salary reduction agreements may be obtained from the School Corporation's business office.)
- D. ISTRF Compensation. It is intended that the SRA Amount shall be: (i) included in Employee'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 for purposes of calculating Employee's retirement benefit.

3. Fringe Benefits.

A. Teachers' Master Contract. In addition to those benefits described herein, Employee is entitled to those fringe benefits included in the negotiated agreement between the Board of Education of the Greenwood Community School Corporation and the Greenwood Education Association, as amended, (the "Teachers' Master Contract"), but otherwise subject to the adjustments described hereinafter.

B. Group Health and Dental Plans.

i. Employee Coverage. Employee, as well as Employee's spouse and dependents, if any, may participate in the School Corporation's Group Health and Accident Plan, as well as major medical and dental insurance plans, but otherwise subject to the eligibility requirements of such plans. Employee will be responsible for the entire cost of their participation in such group health, major medical, vision, and dental plans.

ii. Retiree Coverage. Following retirement or severance of employment, Employee and Employee's spouse are entitled to continuing coverage in the group health, major medical and dental plans of the School Corporation in accordance with the terms of the Teachers' Master Contract, with premiums otherwise due from Employee or the School Corporation as provided in the Teachers' Master Contract for retiring teachers.

C. Life Insurance. Provided Employee is otherwise insurable, Employee may participate in the group term life insurance plan offered by the School Corporation. The face amount of coverage for Employee shall be \$100,000. The School Corporation shall pay all, but one dollar (\$1.00) of the premium cost for such coverage, with Employee responsible for the remaining cost.

D. Qualified Annuity Plan.

- i. Salary Reduction Contributions. Employee 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 Employee's written election, the SRA Amount 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. Each calendar year, the School Corporation shall match dollar for dollar, up to **\$3000**, Employee's salary reduction contributions made to any Code section 403(b) plan investment vendor previously approved by the School Corporation. These matching contributions shall be contributed monthly by the School Corporation to an investment vendor selected by the School Corporation. Matching contributions shall otherwise be subject to the terms and conditions contained in the Code section 403(b) plan adopted by the School Corporation, including, but not limited to the following vesting schedule:

| <u>Post-01/01/06 Years<br/>of Creditable Service</u> | <u>Vesting Percentage</u> |
|--|---------------------------|
| Less than 1  | 0%                        |
| 1, but less than 2                                   | 20%                       |
| 2, but less than 3                                   | 40%                       |
| 3, but less than 4                                   | 60%                       |
| 4, but less than 5                                   | 80%                       |
| 5 or more  | 100%                      |

*(Employee shall not be entitled to also participate in the matching contribution program included in the Teachers' Master Contract.)*

- E. Vacation. At the beginning of each Contract Year as an administrator with the School Corporation, Employee shall be entitled to fifteen (15) days of paid vacation for use any time during the immediately succeeding Contract Year. Unused vacation days will not accumulate and are otherwise lost, without any further compensation to Employee.
- F. Annual Leave. At the beginning of each Contract Year, Employee shall be entitled to fifteen (15) annual leave days of which five (5) may be used for personal business. Employee shall be permitted to accumulate unused annual leave days as accumulated leave days for use in future Contract Years, with no limit on the number of accumulated leave days that may be accumulated. Employee shall be permitted to use accumulated leave days as described in the Teacher's Master Contract. In addition, Employee may participate in the Catastrophic Illness and Injury Bank, as described in the Teachers' Master Contract.
- G. ISTRF Contribution. The School Corporation will pay Employee's share of retirement to the Indiana State Teachers' Retirement Fund for the period of time covered by the Addendum.

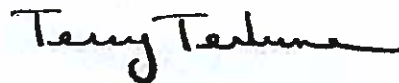
- H. School Expenses. Upon presentation of a properly completed voucher, the School Corporation shall reimburse Employee for reasonable expenses incurred by Employee in performance of his duties with the School Corporation. Reimbursement for use of Employee's automobile shall be at the applicable federal income tax rate.
  - I. National Convention. At the request/approval of the Superintendent, Employee may attend a national conference for professional development in Employee's assigned area(s) of school administration. Employee's reasonable costs for attendance at the conference shall be reimbursed by School Corporation.
  - J. Professional Associations. Subject to the approval of the Superintendent, professional dues for active membership of Employee in one (1) or more professional organizations will be paid by the School Corporation.
4. Miscellaneous. This Addendum supersedes any previously signed addendums. If, during the term of this Employment Contract, it is found that a specific clause of the Employment Contract or this Addendum is illegal in either federal or state court, the remainder of the Employment Contract and Addendum shall not be affected by such a ruling and shall remain in full force and effect.

This Addendum is entered into and signed this 1st day of July 2021.

BOARD OF EDUCATION OF  
THE GREENWOOD COMMUNITY  
SCHOOL CORPORATION



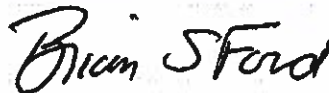
Mike Metzger, Board President



Terry Terhune, Superintendent



Board Member



Board Member

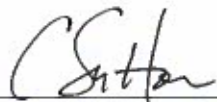


Board Member



Board Member

EMPLOYEE



**ADDENDUM TO REGULAR CONTRACT  
BETWEEN  
GREENWOOD COMMUNITY SCHOOL CORPORATION  
AND  
Julie Young**

WHEREAS, the Board of Education of the Greenwood Community School Corporation (the “Board”) has entered into a regular contract for employment with **Julie Young** (“Employee”), as **Elementary Principal** of the Greenwood Community School Corporation (the “School Corporation”), effective **7/1/2021** (the “Employment Contract”); and

WHEREAS, the Board and Employee desire to supplement the provisions contained in the Employment Contract.

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

1. **Contract Amount and Length.** The Employee’s base contract shall be **\$117,450**. The Employee’s contract length and all provisions shall be from **7/1/2021** through **6/30/2022**.
2. **Additional Basic Salary.**
  - A. **SRA Amount.** Except as otherwise hereinafter adjusted, Employee shall receive as additional basic salary an amount equal to ninety percent (90%) of the annual premium cost of the lowest deductible family coverage plan in the School Corporation’s Group Health Insurance Plan and one-hundred percent (100%) of the annual premium cost of family coverage in the School Corporation’s group dental and vision insurance plans, (the “SRA Amount”), as in effect from time to time during the term of this Employment Contract. For any adjustment in the SRA Amount occurring during the term of this Employment Contract, an appropriate adjustment will be made in the subsequent SRA Amount otherwise to be paid to Employee. (Any subsequent adjustment in the SRA Amount may be attached as an exhibit to this Addendum, but the adjustment and its impact shall otherwise be determined by the School Corporation’s business office.)
  - B. **Limits.** Notwithstanding the foregoing, the SRA Amount shall be limited as follows:
    - i. **Spousal Coverage.** If Employee’s spouse is a certified employee of the School Corporation, the SRA Amount shall be reduced by any amounts paid by the School Corporation on behalf of Employee, Employee’s spouse, Employee’s dependents for coverage under the School Corporation’s group health, major medical, or dental plans. This reduction shall not, however, apply to any salary reduction amounts contributed to a plan described in section 125 of the Internal Revenue Code (the “Code”) that are then used to pay insurance premiums or other medical expenses of Employee, Employee’s spouse and Employee’s dependents

- C. Payment Elections. The SRA Amount shall be made available to Employee in the same manner that Employee's other basic salary is made payable to Employee. At Employee's election, the SRA Amount can be used to: (i) 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, (ii) make salary reduction contributions to Code section 403(b) and/or 457(b) plans, or (iii) paid as additional wages to the electing Administrator. However, unless and until Employee completes an applicable salary reduction agreement, the SRA Amount shall be paid throughout the Contract Year in installments directly to Employee less applicable income and employment tax withholdings. (Applicable salary reduction agreements may be obtained from the School Corporation's business office.)
- D. ISTRF Compensation. It is intended that the SRA Amount shall be: (i) included in Employee'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 for purposes of calculating Employee's retirement benefit.

3. Fringe Benefits.

- A. Teachers' Master Contract. In addition to those benefits described herein, Employee is entitled to those fringe benefits included in the negotiated agreement between the Board of Education of the Greenwood Community School Corporation and the Greenwood Education Association, as amended, (the "Teachers' Master Contract"), but otherwise subject to the adjustments described hereinafter.
- B. Group Health and Dental Plans.
  - i. Employee Coverage. Employee, as well as Employee's spouse and dependents, if any, may participate in the School Corporation's Group Health and Accident Plan, as well as major medical and dental insurance plans, but otherwise subject to the eligibility requirements of such plans. Employee will be responsible for the entire cost of their participation in such group health, major medical, vision, and dental plans.
  - ii. Retiree Coverage. Following retirement or severance of employment, Employee and Employee's spouse are entitled to continuing coverage in the group health, major medical and dental plans of the School Corporation in accordance with the terms of the Teachers' Master Contract, with premiums otherwise due from Employee or the School Corporation as provided in the Teachers' Master Contract for retiring teachers.
- C. Life Insurance. Provided Employee is otherwise insurable, Employee may participate in the group term life insurance plan offered by the School Corporation. The face amount of coverage for Employee shall be \$100,000. The School Corporation shall pay all, but one dollar (\$1.00) of the premium cost for such coverage, with Employee responsible for the remaining cost.
- D. Qualified Annuity Plan.

- i. Salary Reduction Contributions. Employee 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 Employee's written election, the SRA Amount 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. Each calendar year, the School Corporation shall match dollar for dollar, up to **\$2500**, Employee's salary reduction contributions made to any Code section 403(b) plan investment vendor previously approved by the School Corporation. These matching contributions shall be contributed monthly by the School Corporation to an investment vendor selected by the School Corporation. Matching contributions shall otherwise be subject to the terms and conditions contained in the Code section 403(b) plan adopted by the School Corporation, including, but not limited to the following vesting schedule:

| <u>Post-01/01/06 Years<br/>of Creditable Service</u> | <u>Vesting Percentage</u> |
|--|---------------------------|
| Less than 1  | 0%                        |
| 1, but less than 2                                   | 20%                       |
| 2, but less than 3                                   | 40%                       |
| 3, but less than 4                                   | 60%                       |
| 4, but less than 5                                   | 80%                       |
| 5 or more  | 100%                      |

*(Employee shall not be entitled to also participate in the matching contribution program included in the Teachers' Master Contract.)*

- E. Vacation. At the beginning of each Contract Year as an administrator with the School Corporation, Employee shall be entitled to fifteen (15) days of paid vacation for use any time during the immediately succeeding Contract Year. Unused vacation days will not accumulate and are otherwise lost, without any further compensation to Employee.
- F. Annual Leave. At the beginning of each Contract Year, Employee shall be entitled to fifteen (15) annual leave days of which five (5) may be used for personal business. Employee shall be permitted to accumulate unused annual leave days as accumulated leave days for use in future Contract Years, with no limit on the number of accumulated leave days that may be accumulated. Employee shall be permitted to use accumulated leave days as described in the Teacher's Master Contract. In addition, Employee may participate in the Catastrophic Illness and Injury Bank, as described in the Teachers' Master Contract.
- G. ISTRF Contribution. The School Corporation will pay Employee's share of retirement to the Indiana State Teachers' Retirement Fund for the period of time covered by the Addendum.



- H. School Expenses. Upon presentation of a properly completed voucher, the School Corporation shall reimburse Employee for reasonable expenses incurred by Employee in performance of his duties with the School Corporation. Reimbursement for use of Employee's automobile shall be at the applicable federal income tax rate.
  - I. National Convention. At the request/approval of the Superintendent, Employee may attend a national conference for professional development in Employee's assigned area(s) of school administration. Employee's reasonable costs for attendance at the conference shall be reimbursed by School Corporation.
  - J. Professional Associations. Subject to the approval of the Superintendent, professional dues for active membership of Employee in one (1) or more professional organizations will be paid by the School Corporation.
4. Miscellaneous. This Addendum supersedes any previously signed addendums. If, during the term of this Employment Contract, it is found that a specific clause of the Employment Contract or this Addendum is illegal in either federal or state court, the remainder of the Employment Contract and Addendum shall not be affected by such a ruling and shall remain in full force and effect.

This Addendum is entered into and signed this 1st day of July 2021.

BOARD OF EDUCATION OF  
THE GREENWOOD COMMUNITY  
SCHOOL CORPORATION



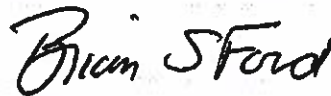
Mike Metzger, Board President



Terry Terhune, Superintendent



Board Member



Board Member



Board Member



Board Member

EMPLOYEE 