

REGULAR TEACHER CONTRACT

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

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

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

1. The Teacher shall teach in the schools of the Corporation for the school term, beginning **July 1, 2016**, and ending on **June 30, 2017**. Ind. Code 20-28-6-2(a)(3)(A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **215** days. Ind. Code 20-28-6-2(a)(3)(B)
3. The number of hours per day the Teacher is expected to work under this Contract is **8.0**. Ind. Code 20-28-6-2(a)(3)(E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **70,000.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in **24** installments on a **twice a month** basis. Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this 13 day of July, 2016.

Teacher

Justin Hoard

School Corporation by:

[Signature]
President

Attested:

[Signature]
Superintendent

[Signature]
Secretary

**Hamilton Community Schools
903 S. Wayne Street
Hamilton, IN 46742**

Administrative Fringe Benefit Package

The following benefit package is offered to Justin Hoard, Administrator in the Hamilton Community School Corporation.

Salary: \$ 70,000.00

Term of Contract: July 1, 2016 to June 30, 2018, 215 days

Insurance Benefits:

The Board shall provide annually the opportunity to participate in the group insurance plans, to include but not be limited to, Group Life, Long Term Disability, Health and Major Medical Insurance. The Corporation will pay all but \$1.00 of the premiums for Group Life and Long Term Disability Insurance. The Board will pay 70% of the premium of family medical Plan 3, and or 90% of a single medical Plan 3 with the employee picking up the balance. Premium payments shall be made through the salary reduction agreement under Section 125. The school corporation will pay all administrative fees.

Professional Organizations:

The Board encourages the continuing professional growth of its building administrators through participation in the following:

- a) Operations, programs or activities of IASP, IHSAA, and the Northeast Indiana Special Education Cooperative;
- b) Seminars and courses offered by public or private educational institutions;
- c) Informational meetings with other individuals whose particular skills or background would serve to improve the capacity of the administrator to perform his/her duties and responsibilities for the school corporation; and
- d) The visitations of other institutions and school corporations.

Reimbursement for actual expenses from attendance at workshops and conferences shall be dictated by policy and in keeping with the regulations and rules of the Indiana State Board of Accounts.

Mileage:

When an administrator uses a personal vehicle for duties related to obligations under this contract, reimbursement for mileage will be at a rate established by the Internal Revenue Service.

Electronic Communication:

Due to the nature of the professional duties of a school Administrator with Hamilton Community Schools, the Board of School Trustees shall provide the Administrator a reimbursement of \$30 per month for their cell phone service plan. This payment will be made in monthly installments as an addition to their regular pay.

Teacher Retirement Fund (TRF):

The Board shall contribute and pay the employee share of contribution to the ISTRF, which is equal to three percent (3%) of the annual wage.

Sick Leave/Family Illness Leave:

The administrator shall be granted twelve (12) days of leave for personal illness or injury, or the illness or injury of an immediate family member, each year of employment with the school corporation. Such days may accumulate to a total equal to the waiting period for the Long Term Disability Insurance (LTD) program. At the end of the school year (June 30): (1) unused flexible leave days shall be added to the administrator's accumulated illness days in order to maintain the LTD waiting period; and (2) The administrator shall receive payment into his/her 401(a) account at a rate of 0.001 of his/her annual salary for unused illness days that exceed days beyond the waiting period.

Personal Leave:

The administrator shall be entitled to four (4) personal leave days per year (July 1-June 30). Unused personal leave days shall be added to the unused accumulated sick leave at the end of the school year.

Professional Leave:

Professional leave shall be made available to the Administrator upon request and with the approval of the Superintendent of Schools.

Separation of Employment Benefits:

As a matter of policy, the Board of School Trustees of Hamilton Community Schools will provide administrators employed by the school corporation no less a fringe benefit package than that provided to certified staff members employed by Hamilton Community Schools.

Professional Liability:

The school corporation shall procure and pay for professional liability insurance that covers the administrator. The Board of Trustees shall defend and hold harmless and indemnify the administrator from any and all demands, claims, litigation, causes of action and/or other legal proceedings brought against him/her, either in his/her individual capacity or his official capacity as an agent or employee of the school corporation, provided the administrator was acting within the scope of employment with the Board. The term "scope of employment" excludes any and all criminal litigation or criminal liability.

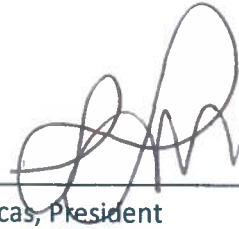
This provision shall require the Board to pay all legal fees, court costs, and any and all other litigation expense directly, or to reimburse the administrator for any such fees costs or expenses necessary to defend himself/herself from any and all such demands, claims, suits, actions or legal

proceedings brought against them for actions, choices, decisions, or omissions made while an employee of the school corporation, unless the administrator was clearly acting outside his/her scope of employment as defined above. This hold harmless indemnification provision shall continue after severance or termination of employment. In no case shall any individual member of the Board of Trustees be considered personally liable for indemnifying the administrator pursuant to this provision.

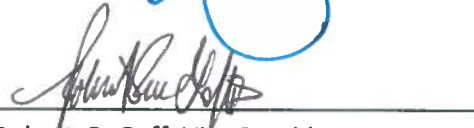
Adopted this 13th day of July, 2016



Superintendent



Scott Lucas, President



Robert R. Gaff, Vice President



Lee Stoy, Secretary



Stacy Shull, Member



Jeremy Hill, Member