

ADDENDUM TO REGULAR TEACHER'S CONTRACT

The Regular Teacher's Contract entered into between Brad Schneider (hereinafter referred to as "Schneider"), and the Board of School Trustees ("Board") of the South Spencer County School Corporation ("School Corporation") dated July 1, 2025, is hereby supplemented by the following addendum, the terms of which are incorporated into the Regular Teacher's Contract and the consideration for which is as stated in the Regular Teacher's Contract:

1. EFFECTIVE DATE. The effective date of this contract shall be July 1, 2025.
2. TERM OF AGREEMENT. The term of this Agreement shall begin on July 1, 2025, and shall terminate on June 30, 2028. This Agreement can be terminated prior to June 30, 2028 pursuant to Indiana Code 20-28-8-7. Schneider understands and agrees that the Board shall not be required to provide statutory nonrenewal notices required by Indiana Code prior to June 30, 2028, and that this Agreement shall expire by its own terms on June 30, 2028 unless renewed by the School Corporation.
3. POSITION. Schneider is hereby employed as the Superintendent of Schools of the South Spencer County School Corporation.
4. LICENSE. Schneider shall hold a valid superintendent's license issued by the State of Indiana throughout the term of this Agreement and any extension thereof.
5. DAYS OF SERVICE. Schneider shall provide services as Superintendent on two hundred sixty (260) days during each school year. The two hundred sixty (260) work days shall include vacation days pursuant to paragraph 8 of this Addendum and sick and personal days pursuant to paragraph 9 of this Addendum.
6. SALARY. The salary of Schneider for the contract year 2025-2026 shall be One Hundred-Fourteen Thousand, Two Hundred Fifty Dollars (\$114,250.00). The salary each year shall increase at the same amount approved for the teachers by the Collective Bargaining Agreement, subject to paragraph 7 below.
7. ANNUAL EVALUATION. The Board shall provide an annual performance evaluation to Schneider to be completed no later than December 1, of each year. The Superintendent shall receive any raise or increment for the following year only if he receives a performance rating of "effective" or "highly effective" for that contract year.
8. VACATION. Schneider shall be entitled to twenty (20) days of paid vacation each year, which shall vest on July 1 of each year. Vacation days shall be non-cumulative and shall be deemed waived if not used within three (3) months of each July 1. Unused vacation days are not compensable.

9. SICK AND PERSONAL DAYS. Schneider shall be entitled to ten (10) sick leave days per contract year to accumulate if unused with a limit of one hundred eighty (180) days total. In addition, Schneider shall receive five (5) personal leave days per year. Any unused personal leave shall be added to the accumulated sick leave.
10. HEALTH INSURANCE. South Spencer County School Corporation shall pay all but \$1.00 toward the premium for the health insurance plan selected by Schneider.
11. TERM-LIFE INSURANCE. Schneider shall be entitled to a term life insurance policy on his life in the amount of One Hundred Thousand Dollars (\$100,000.00) with the premium paid by the Corporation.
12. SUPERINTENDENT'S LIABILITY PROTECTION. The Corporation agrees to provide the Superintendent with legal counsel selected and paid for by the Board of School Trustees and to defend and indemnify and hold the Superintendent harmless for all claims, demands and judgements arising out of the performance of duties within the Superintendent's scope of employment, except for claims, demands and judgements arising out of the Superintendent's intentional acts.
13. USE OF CORPORATION OWNED VEHICLE. Schneider shall be entitled to use of a vehicle owned by South Spencer County School Corporation when said vehicle is available and at no expense; however, such use shall be limited to school business and shall not be for personal use. In the event that such vehicle is not available, he shall receive payment at the current mileage rate awarded by South Spencer County School Corporation for use of his vehicle for school business upon the submission of a properly executed and documented claim.
14. PROFESSIONAL LEAVE. Schneider shall be entitled to paid leave for the purpose of attending local, state and national workshops and conferences upon prior approval by the Board of School Trustees.
15. DUES. South Spencer County School Corporation shall pay the membership dues to the Indiana Association of Public School Superintendents Association, Indiana Association of School Business Officials, and the Indiana School Board Association each year in the name of Brad Schneider.
16. RETIREMENT PAY. Schneider shall receive fifty dollars (\$50.00) for each day of unused sick leave upon his retirement to a maximum of 180 days. The first two thousand (\$2,000.00) dollars will be added to the Superintendent's contract in the year the Superintendent retires. The remainder of the monies owed shall be paid into the administrator's Section 401 (a) account by June 30 of the year of retirement.

Schneider shall be allowed to transfer his accumulated sick days totaling 180 days from the Warrick County School Corporation into the South Spencer County School Corporation. Any additional accumulated sick leave days exceeding 50 shall be transferred into the South Spencer County School Corporation at the rate of 5 days per year, up to the maximum of 180 days set forth in paragraph 9 herein.

If Schneider dies in active service, a retirement benefit shall be paid in a lump sum to his beneficiary or estate. Said lump sum shall be 100% of eligible retirement pay at the time of death. The 55-age qualification and notice of retirement shall be waived. The named beneficiary shall be as filed with the Indiana State Teachers Retirement Fund.

In order to qualify for retirement pay, Schneider must:

- a. Be at least fifty-five years of age by December 31 of the calendar year in which he retires:
- b. Have been an administrator in the South Spencer County School Corporation for a minimum of five (5) years and be employed as an administrator at the time he retires from South Spencer County School Corporation.

17. FRINGE BENEFITS. Schneider shall be entitled to all other fringe benefits accorded to all South Spencer County School Corporation Employees not otherwise outlined above.

In witness whereof, the parties executed this Agreement on the date set forth below.

Dated _____ day of _____, 2025.

Superintendent:

By: _____
Brad Schneider

Board of Trustees of South Spencer County School Corporation

By: _____

By: _____

By: _____

By: _____

By: _____