

REGULAR TEACHER'S CONTRACT

AEB 532 CONT.

(Official Form for Teachers of Public School Corporations as Prescribed by the State Superintendent of Public Instruction. Revised 1975)

This Regular Contract is between Covington Community School Corporation of Fountain

County, Indiana, hereinafter called employer, and Kevin R. Smith a teacher who holds a valid license issued by the Indiana State Department of Public Instruction.

WITNESSETH: That in consideration of the agreements hereinafter contained, said teacher agrees to teach in the Public Schools of said School Corporation

for the school year beginning July 1, 2018 consisting of 260 days, and continuing until June 30, 2021 1st of three years

Said employer further agrees to pay the said teacher for his or her services under this contract as Superintendent of Schools of said School Corporation the sum of Base Contract \$101,722 annually

dollars per year for the period of the contract.

Of said sum referred to above \$ 101,722 shall be paid in scheduled installments as follows: 26 pays per schedule and the balance

\$ due under this contract shall be paid by

to purchase from

a non-forfeitable annuity contract providing for payments in amounts, on dates, and to payee designated by the employee, provided that no payment is made in advance of the teacher having earned the compensation used to purchase such annuity.

All of the terms of Chapter 182 of the Acts of 1915 and acts supplemental thereto and amendatory thereof in effect at the time of the signing of this contract, commonly known as the Indiana Teachers' Retirement Fund Law, shall be in full force and effect with respect to said employer and said teacher and shall be construed to be a part of this contract.

It is agreed by the parties hereto that any agreements arrived at under the terms of Public Law 217 of the Acts of 1973 and acts supplemental thereto and amendatory thereof, commonly known as the Collective Bargaining Law Between School Corporations and Their Certificated Employees, shall be construed to be a part of this contract.

It is agreed by the parties hereto that in case the said teacher should, after opportunity for hearing with benefit of legal counsel, be held by said employer to be guilty of incompetency, immorality, insubordination or other offense recognized as just cause according to law for cancellation of contract, such teacher, subject to proper appeal, shall be deemed to be dismissed and shall thereafter hold no claim for further compensation, subject, however, to the provisions of law concerning the employment and dismissal of teachers which are in force and effect. Revocation of license by the State Department of Public Instruction for any statutory reason shall be deemed to constitute incompetency under this contract.

It is further agreed by the parties hereto that all laws governing the employment and dismissal of teachers shall be construed to be a part of this contract.

This contract is executed in duplicate this 14th day of May, 2018, and each party has a copy thereof.

Signed K.R. Smith (Teacher)

School Corporation By Carolyn J. Head, Jeffrey L. Lewis, Doug Hunter

By Kevin E. Smith, Jason Beckel

Approved: (Superintendent)

In consideration of the undersigned teacher agreeing to perform the following designated services (not to include Summer or Evening School) in addition to the services rendered pursuant to the Agreement set forth, the employer agrees to pay the said teacher the sum of \$, payable as

follows: Services to be Rendered: (Insert period [date(s)] for which services are to be rendered)

This agreement for additional services is executed this

(Teacher)

By


ADDENDUM TO THE REGULAR TEACHER'S CONTRACT
of
Kevin R. Smith

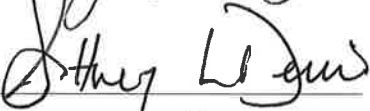
The Board of School Trustees of Covington Community Schools offers the following provisions to become a part of the Regular Teacher's Contract of Kevin R. Smith. The assignment shall be: **Superintendent of Schools.**

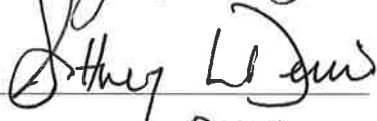
1. For the school years beginning July 1, 2018 and ending June 30, 2021. Each year services shall be performed annually for **two hundred sixty (260) days**. One hundred eighty-three (183) of those days shall correspond to teacher's days as scheduled on the school year calendar approved by the Board. There are nine paid holidays: Labor Day, Thanksgiving Day, and the day after, Christmas Eve, Christmas Day, New Year's Eve, New Year's Day, Memorial Day, and Independence Day. All professional, sick, vacation, and personal days must be reported to the central office during the payroll period they occur.
2. A salary of \$101,772 shall be paid for services rendered. Payment for services will be made in 26 pay periods beginning with the first payroll after July 1, 2018. Payment shall be made on the standard and normal school pay period.
3. The retirement contribution to the Indiana Teacher Retirement Fund shall be paid by the Board.
4. The Corporation shall contribute to a 403(b) tax shelter annuity of the employee's choice, in the amount of \$5,000 per year.
5. The following corporation sponsored insurance premiums shall be paid as follows:
 - a. Medical health HSA 1, up to \$15,000 per year.
 - b. Group term life and A. D. & D. insurance in the amount of \$50,000.
 - c. Long term disability insurance.
 - d. Dental insurance
6. Eleven (11) sick leave days shall be provided each year. Accumulated sick days from prior employment may be transferred. Unused days shall accumulate to a maximum of 260.
7. Five (5) personal days shall be provided annually. Any unused personal days will accumulate as sick leave days.
8. Twenty (20) vacation days shall be provided per year with no accumulation. School shall pay Superintendent for any unused vacation days up to ten (10) days per year based upon his calculated daily salary per diem
9. The corporation shall pay the annual dues for membership to AASA, IASSP, and IASBO.
10. The Board agrees 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.
11. The parties agree that the Contract may be extended pursuant to IC 20-28-8-6. Nothing prohibits the parties from negotiating longer extensions of the contract by written mutual consent. .
12. Superintendent shall be given an annual evaluation and may earn a base salary increase and/or stipend increase commensurate with increases provided to certified employees if the rating is "Effective" or "Highly Effective."
13. This contract shall automatically renew on a year to year basis after June 30, 2021 unless either party provides written notice to the other by January 1, 2021 to not extend the contract. Superintendent is obligated to advise the School Board in writing of this automatic extension provision by April 1 of each calendar year starting April 1, 2021.
14. Superintendent shall be entitled to all the benefits applicable to certified employees as are incident to their employment relationship with Corporation including, but not limited to, benefits and leaves, any other forms of insurance protection, retirement program, mileage reimbursement and out of pocket expense reimbursement, and other certified employee benefits.
15. The Corporation will also provide Superintendent with a suitable laptop and peripheral devices for performing School business. Such laptop will remain the sole property of the Corporation. Also, Corporation shall pay an annual stipend of \$500 to Superintendent to offset costs of an I phone or similar device for Superintendent to use for school business.
16. The Corporation shall provide a one-time stipend of up to \$4,000.00 to cover moving expenses of the Superintendent to relocate to the Covington area. Superintendent shall provide receipts documenting such expenses and Corporation shall provide reimbursement within 30 days.

17. This contract may be terminated as follows:
- a. By written mutual agreement between the parties.
 - b. Upon the death of Superintendent.
 - c. Upon Superintendent's inability to perform his duties arising from a continuing disability.
 - d. This contract may be terminated and Superintendent discharged for any cause under the provisions of IC 20-28-8-6 and 20-28-8-7.
 - e. This contract may be terminated and Superintendent discharged upon Superintendent's failure to hold a valid Indiana Supervisor-Superintendent's certificate.
 - f. Superintendent waives all rights under IC 20-28-7.5-1 et seq. relating to dismissal of his teacher contractual rights
18. This addendum supersedes any previously signed agreement. If any provision of this contract is found to be illegal or void, it shall not affect or impair the enforceability or validity of other provisions of the contract. The terms of this agreement shall be construed pursuant to the laws of the State of Indiana. This contract contains and supersedes all previous agreements between the parties and no verbal agreements exist between the parties and its provisions cannot be modified except by a written modification thereto executed by both.

Attested to by a majority of members of the Board of School Trustees of the Covington Community School Corporation on this 14th day of May, 2018.









Approved: 

Superintendent

REGULAR TEACHER'S CONTRACT

AEB 532 CONT.

(Official Form for Teachers of Public School Corporations as Prescribed by the State Superintendent of Public Instruction (Revised 1975))

This Regular Contract is between Covington Community School Corporation of Fountain

County, Indiana, hereinafter called employer, and Philip F. Cunningham a teacher who holds a valid license issued by the Indiana State Department of Public Instruction.

WITNESSETH: That in consideration of the agreements hereinafter contained, said teacher agrees to teach in the Public Schools of said School Corporation for the school year beginning July 1, 2017 consisting of 220 days, and continuing until June 30, 2019

Said employer further agrees to pay the said teacher for his or her services under this contract as High School Principal, 1st of 2 years of said School Corporation the sum of \$79,000.00 Base Contract dollars per year for the period of the contract.

Of said sum referred to above \$ 79,000.00 shall be paid in scheduled installments as follows: 26 pays per schedule and the balance \$ due under this contract shall be paid by

to purchase from

a non-forfeitable annuity contract providing for payments in amounts, on dates, and to payee designated by the employee, provided that no payment is made in advance of the teacher having earned the compensation used to purchase such annuity.

All of the terms of Chapter 182 of the Acts of 1915 and acts supplemental thereto and amendatory thereof in effect at the time of the signing of this contract, commonly known as the Indiana Teachers' Retirement Fund Law, shall be in full force and effect with respect to said employer and said teacher and shall be construed to be a part of this contract.

It is agreed by the parties hereto that any agreements arrived at under the terms of Public Law 217 of the Acts of 1973 and acts supplemental thereto and amendatory thereof, commonly known as the Collective Bargaining Law Between School Corporations and Their Certificated Employees, shall be construed to be a part of this contract.

It is agreed by the parties hereto that in case the said teacher should, after opportunity for hearing with benefit of legal counsel, be held by said employer to be guilty of incompetency, immorality, insubordination or other offense recognized as just cause according to law for cancellation of contract, such teacher, subject to proper appeal, shall be deemed to be dismissed and shall thereafter hold no claim for further compensation, subject, however, to the provisions of law concerning the employment and dismissal of teachers which are in force and effect. Revocation of license by the State Department of Public Instruction for any statutory reason shall be deemed to constitute incompetency under this contract.

It is further agreed by the parties hereto that all laws governing the employment and dismissal of teachers shall be construed to be a part of this contract.

This contract is executed in duplicate this 12th day of June, 2017, and each party has a copy thereof.

Signed Philip F. Cunningham (Teacher)

School Corporation

By [Signature] By _____

Approved: [Signature] (Superintendent)

In consideration of the undersigned teacher agreeing to perform the following designated services (not to include Summer or Evening School) in addition to the services rendered pursuant to the Agreement set forth, the employer agrees to pay the said teacher the sum of \$, payable as

follows: Services to be Rendered: (Insert period [date(s)] for which services are to be rendered)

This agreement for additional services is executed this 12th day of June, 2017

Maximum Health Insurance contribution of \$15,000 to be paid toward employee's chosen plan Annual Annuity contribution of \$3,000.00 Dental Insurance as provided by The Corp. Long Term Disability and \$50,000.00 Life Insurance

[Signature] (Teacher)

By [Signature]

REGULAR TEACHER'S CONTRACT

AEB 532 CONT.

(Official Form for Teachers of Public School Corporations as Prescribed by the State Superintendent of Public Instruction, Revised 1975)

This Regular Contract is between Covington Community School Corporation of Fountain

County, Indiana, hereinafter called employer, and Stephen L. Reynolds a teacher who holds a valid license issued by the Indiana State Department of Public Instruction.

WITNESSETH: That in consideration of the agreements hereinafter contained, said teacher agrees to teach in the Public Schools of said School Corporation for the school year beginning July 1, 2017 consisting of 210 days, and continuing until June 30, 2019

Said employer further agrees to pay the said teacher for his or her services under this contract as Middle School Principal, 1st of 2 yrs of said School Corporation the sum of \$78,227.00 Base Contract dollars per year for the period of the contract.

Of said sum referred to above \$ 78,227.00 shall be paid in scheduled installments as follows: 26 pays per schedule and the balance \$ due under this contract shall be paid by

to purchase from

a non-forfeitable annuity contract providing for payments in amounts, on dates, and to payee designated by the employee, provided that no payment is made in advance of the teacher having earned the compensation used to purchase such annuity.

All of the terms of Chapter 182 of the Acts of 1915 and acts supplemental thereto and amendatory thereof in effect at the time of the signing of this contract, commonly known as the Indiana Teachers' Retirement Fund Law, shall be in full force and effect with respect to said employer and said teacher and shall be construed to be a part of this contract.

It is agreed by the parties hereto that any agreements arrived at under the terms of Public Law 217 of the Acts of 1973 and acts supplemental thereto and amendatory thereof, commonly known as the Collective Bargaining Law Between School Corporations and Their Certificated Employees, shall be construed to be a part of this contract.

It is agreed by the parties hereto that in case the said teacher should, after opportunity for hearing with benefit of legal counsel, be held by said employer to be guilty of incompetency, immorality, insubordination or other offense recognized as just cause according to law for cancellation of contract, such teacher, subject to proper appeal, shall be deemed to be dismissed and shall thereafter hold no claim for further compensation, subject, however, to the provisions of law concerning the employment and dismissal of teachers which are in force and effect. Revocation of license by the State Department of Public Instruction for any statutory reason shall be deemed to constitute incompetency under this contract.

It is further agreed by the parties hereto that all laws governing the employment and dismissal of teachers shall be construed to be a part of this contract. This contract is executed in duplicate this 12th day of June, 2017, and each party has a copy thereof.

Signed Stephen L. Reynolds (Teacher)

School Corporation

By [Signature]

By _____

Approved: [Signature] (Superintendent)

In consideration of the undersigned teacher agreeing to perform the following designated services (not to include Summer or Evening School) in addition to the services rendered pursuant to the Agreement set forth, the employer agrees to pay the said teacher the sum of \$ _____, payable as

follows: Services to be Rendered: (Insert period [date(s)] for which services are to be rendered)

This agreement for additional services is executed this 12th day of June, 2017 Maximum Health Insurance contribution of \$15,000 to be paid toward employee's chosen plan Annual Annuity contribution of \$3,000.00 Dental Insurance as provided by the Corp. Long Term Disability and \$50,000.00 Life Insurance

[Signature] (Teacher)

By [Signature]

REGULAR TEACHER'S CONTRACT

AEB 532 CONT.

(Official Form for Teachers of Public School Corporations as Prescribed by the State Superintendent of Public Instruction Revised 1975)

This Regular Contract is between Livingston Community School Corporation of Fountain

County, Indiana, hereinafter called employer, and Alison Karrfalt a teacher who holds a valid license issued by the Indiana State Department of Public Instruction.

WITNESSETH: That in consideration of the agreements hereinafter contained, said teacher agrees to teach in the Public Schools of said School Corporation for the school year beginning July 1, 2017 consisting of 205 days, and continuing until June 20, 2019

Said employer further agrees to pay the said teacher for his or her services under this contract as Elementary Principal, 1st of 2 years of said School Corporation the sum of \$78,227.00 Base Contract dollars per year for the period of the contract.

Of said sum referred to above \$ 78,227.00 shall be paid in scheduled installments as follows: 26 pays per schedule and the balance \$ _____ due under this contract shall be paid by _____

to purchase from _____

a non-forfeitable annuity contract providing for payments in amounts, on dates, and to payee designated by the employee, provided that no payment is made in advance of the teacher having earned the compensation used to purchase such annuity.

All of the terms of Chapter 182 of the Acts of 1915 and acts supplemental thereto and amendatory thereof in effect at the time of the signing of this contract, commonly known as the Indiana Teachers' Retirement Fund Law, shall be in full force and effect with respect to said employer and said teacher and shall be construed to be a part of this contract.

It is agreed by the parties hereto that any agreements arrived at under the terms of Public Law 217 of the Acts of 1973 and acts supplemental thereto and amendatory thereof, commonly known as the Collective Bargaining Law Between School Corporations and Their Certificated Employees, shall be construed to be a part of this contract.

It is agreed by the parties hereto that in case the said teacher should, after opportunity for hearing with benefit of legal counsel, be held by said employer to be guilty of incompetency, immorality, insubordination or other offense recognized as just cause according to law for cancellation of contract, such teacher, subject to proper appeal, shall be deemed to be dismissed and shall thereafter hold no claim for further compensation, subject, however, to the provisions of law concerning the employment and dismissal of teachers which are in force and effect. Revocation of license by the State Department of Public Instruction for any statutory reason shall be deemed to constitute incompetency under this contract.

It is further agreed by the parties hereto that all laws governing the employment and dismissal of teachers shall be construed to be a part of this contract.

This contract is executed in duplicate this 12th day of June, 2017, and each party has a copy thereof.

Signed Alison Karrfalt (Teacher)

School Corporation By [Signature]

By _____

Approved: [Signature] (Superintendent)

In consideration of the undersigned teacher agreeing to perform the following designated services (not to include Summer or Evening School) in addition to the services rendered pursuant to the Agreement set forth, the employer agrees to pay the said teacher the sum of \$ _____, payable as

follows:

Services to be Rendered: _____ (Insert period [date(s)] for which services are to be rendered)

This agreement for additional services is executed this 12th day of June, 2017

Maximum Health Insurance contribution of \$15,000.00 to be paid toward employee's chosen plan Annual Annuity contribution of \$3,000.00 Dental Insurance as provided by the Corp. Long Term Disability and \$50,000.00 Life Insurance

Alison Karrfalt (Teacher)

By [Signature]

REGULAR TEACHER'S CONTRACT

(Official Form for Teachers of Public School Corporations
as Prescribed by the State Superintendent of Public Instruction (Revised 1975)

This Regular Contract is between Covington Community School Corporation of Fountain

County, Indiana, hereinafter called employer, and Randy E. Tolley a teacher who holds a valid license issued by the Indiana State Department of Public Instruction.

WITNESSETH: That in consideration of the agreements hereinafter contained, said teacher agrees to teach in the Public Schools of said School Corporation

for the school year beginning July 1, 2017 consisting of 205 days, and continuing until June 30, 2019

Said employer further agrees to pay the said teacher for his or her services under this contract as Assistant High School Principal / Athletic Director for CHS, 1st of 2 yrs of said School Corporation the sum of 72,126.00 Base Contract

dollars per year for the period of the contract.

Of said sum referred to above \$ 72,126.00 shall be paid in scheduled installments as follows: 26 pays per schedule and the balance

\$ _____ due under this contract shall be paid by _____

to purchase from _____

a non-forfeitable annuity contract providing for payments in amounts, on dates, and to payee designated by the employee, provided that no payment is made in advance of the teacher having earned the compensation used to purchase such annuity.

All of the terms of Chapter 182 of the Acts of 1915 and acts supplemental thereto and amendatory thereof in effect at the time of the signing of this contract, commonly known as the Indiana Teachers' Retirement Fund Law, shall be in full force and effect with respect to said employer and said teacher and shall be construed to be a part of this contract.

It is agreed by the parties hereto that any agreements arrived at under the terms of Public Law 217 of the Acts of 1973 and acts supplemental thereto and amendatory thereof, commonly known as the Collective Bargaining Law Between School Corporations and Their Certificated Employees, shall be construed to be a part of this contract.

It is agreed by the parties hereto that in case the said teacher should, after opportunity for hearing with benefit of legal counsel, be held by said employer to be guilty of incompetency, immorality, insubordination or other offense recognized as just cause according to law for cancellation of contract, such teacher, subject to proper appeal, shall be deemed to be dismissed and shall thereafter hold no claim for further compensation, subject, however, to the provisions of law concerning the employment and dismissal of teachers which are in force and effect. Revocation of license by the State Department of Public Instruction for any statutory reason shall be deemed to constitute incompetency under this contract.

It is further agreed by the parties hereto that all laws governing the employment and dismissal of teachers shall be construed to be a part of this contract.

This contract is executed in duplicate this 12th day of June, 2017, and each party has a copy thereof.

Signed Randy E. Tolley
(Teacher)

School Corporation

By John L. Dennis

By _____

Approved: Cynthia W. Boyd

(Superintendent)

* * * * *

In consideration of the undersigned teacher agreeing to perform the following designated services (not to include Summer or Evening School) in addition to the services rendered pursuant to the Agreement set forth, the employer agrees to pay the said teacher the sum of \$ _____, payable as

follows:

Services to be Rendered: _____ (Insert period [date(s)] for which services are to be rendered)

This agreement for additional services is executed this 12th day of June, 2017

Maximum Health Insurance contribution of \$15,000 to be paid toward employee's chosen plan
Annual Annuity contribution of \$3,000.00
Dental Insurance as provided by the Corp.
Long Term Disability and \$50,000.00 Life Insurance

Randy E. Tolley
(Teacher)

By Randy E. Tolley