

**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 Daleville Community Schools ("Corporation") and Robert Paul Garrison ("Teacher"). Robert Paul Garrison 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 three (3) school terms, beginning July 1, 2016 and continuing through June 30, 2019.
2. Each school term described in paragraph 1 immediately above consists of 260 days per contract year, exclusive of any extracurricular or co-curricular assignments.
3. The Teacher's expected work day shall consist of a minimum of 8 hours daily, exclusive of any extracurricular or co-curricular assignments.
4. The number of days and hours may be modified by the Corporation during and after the term of the Contract.
5. The Corporation shall pay the Teacher for services under this Contract the total sum of \$ 105,000 per school term.
6. The Corporation shall pay this amount in 26 installments per school term on a biweekly basis.
7. Additional provisions contained in the "Daleville Community Schools Addendum to Administrator's Contract: Superintendent" are incorporated herein by reference.
8. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(e) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
9. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

**Agreed this 23<sup>rd</sup> day of May, 2016.**

Teacher

School Corporation by:

\_\_\_\_\_  
Attested:

\_\_\_\_\_  
President

\_\_\_\_\_  
Superintendent

\_\_\_\_\_  
Secretary

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DALEVILLE COMMUNITY SCHOOLS  
ADDENDUM TO ADMINISTRATOR'S CONTRACT: SUPERINTENDENT

This document serves as a contractual understanding and agreement and shall be considered to be a supplement to the applicable provisions of the Regular Teacher's Contract that refers to the Superintendent.

This Addendum is entered into as of the 23<sup>rd</sup> day of May, 2016, between the Board of School Trustees of and behalf of Daleville Community Schools and Robert Paul Garrison, Superintendent, Daleville Community Schools.

This addendum is in effect July 1, 2016, unless otherwise specified, with the following terms:

1. The Superintendent's work year will be 260 days, from July 1<sup>st</sup> through June 30<sup>th</sup> of each contract year.
2. The work year will include 20 paid vacation days, paid holidays as per the current classified handbook for full-time employees, and paid and unpaid leave days as per the Teachers' Master Contract in place on June 30, 2016. The contract will grant Mr. Garrison all sick days accumulated as of June 30, 2016, to be used in accordance with the terms of the Teachers' Master Contract including language regarding cap on number and future accrual. The superintendent may substitute weekend work days for week day work days within any pay period at his discretion.
3. Long Term Disability Insurance to be paid by the school corporation except for \$1.00.
4. Business mileage reimbursement at the current school corporation rate in effect at the time the mileage is incurred.
5. A \$150,000 Life Insurance Policy to be paid by the school corporation except for \$1.00, subject to applicable state and federal tax withholding requirements.
6. Superintendent will receive an annual annuity contribution that is equal to 6% of his salary, to be paid beginning in the 2015-2016 school year.
7. Performance Incentive: The Board may provide the Superintendent a one-time performance incentive payment of up to \$5,000 per year if the Superintendent is rated "Highly Effective" pursuant to the evaluation instrument in effect on July 1, 2016. If awarded, the payment shall be paid as a stipend on the pay period immediately following the completion of the evaluation each contract year.
8. The Board may provide a salary increase of up to \$5,000 per year if the Superintendent is rated "Highly Effective" pursuant to the evaluation instrument in effect on July 1, 2016. The salary increase, if determined to be appropriate by the Board, will take effect July 1 following the completion of his evaluation each contract year.
9. Budget provided for professional development and business travel.
10. This administrator is expected to have cell phone accessibility to the administrative staff of Daleville Community Schools. Therefore, he will be paid a cell phone allowance of \$1,800 per contract year (July 1st of one year through June 30th of the next). This allowance will be paid through the submission of one payroll claim in full for each administrative year to be submitted by the administrator between July 1<sup>st</sup> and December 31<sup>st</sup> of each contract year.
11. An Early Retirement Family Health Insurance plan to be paid by the school corporation except for \$1.00. The plan will be the High Deductible/ HSA plan (family or single) or at the administrator's discretion, the same amount of money will be applied towards the purchase of any other school sponsored health plan. The superintendent will be responsible for any additional cost of a selected plan beyond the current cost of the corporation sponsored High (\$3,000/\$6,000) Deductible/HSA Plan.
12. If the Board of School Trustees does not inform the Superintendent, in writing of its intention to not extend his contract another year, prior to January 1 of any school year, the contract will automatically be extended one additional year beyond its current date of expiration.

FOR DALEVILLE COMMUNITY SCHOOLS:

\_\_\_\_\_  
Vickie Rees  
School Board Secretary

\_\_\_\_\_  
Diane Evans  
School Board President

\_\_\_\_\_  
Paul Garrison  
Superintendent

\_\_\_\_\_  
Date

FOR EMPLOYEE:

\_\_\_\_\_  
Paul Garrison  
Superintendent

\_\_\_\_\_  
Date