

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 MSD OF NEW DURHAM TOWNSHIP ("Corporation") and JOSHUA T GOERINGER ("Teacher"). JOSHUA T GOERINGER 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, 2017 and ending on JUNE 30, 2019. 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 205.00 days. Ind. Code 20-28-6-2(a)(3)(B)
3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to Ind. Code 20-29-6-7, the number of hours per day the Teacher is expected to work under this Contract is as per the Master Contract. 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 \$ 65,000.00 during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in 26.0 installments on a biweekly 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 8TH day of MARCH, 2017.

Teacher

J. Goeringer

Attested:

[Signature]
Superintendent

School Corporation by:

[Signature]
President

[Signature]
Secretary

BELOW WORDING REFLECTS THE STATE'S LAST REGULAR TEACHER CONTRACT UPDATE

Regular teacher contract updated August 2015

Joshua T Goeringer

HIGH/MIDDLE SCHOOL ASSISTANT PRINCIPAL & ATHLETIC DIRECTOR

ADDENDUM TO CONTRACT

205 DAYS (180 student's day & 25 days directed by the superintendent)

Length of Contract - Two years

Year 1 - July 1, 2017 to June 30, 2018 - \$65,000

Year 2 - July 1, 2018 to June 30, 2019 - \$65,000 or TBD

The contract amount for year 2 may be adjusted based on performance, and no increase may be given without an evaluation result of Highly Effective or Effective. The salary is subject to state law and limitations, including the corporation's need to avoid deficit spending. Any increase for year 2 is to be decided by the Superintendent and approved by the board.

Insurance:

Health - The employee will contribute the same as the teacher amount.

Dental - The employee will contribute the same as the teacher amount.

Vision - The employee will contribute the same as the teacher amount on a single, Employee + Spouse, Employee + Child(ren) or Family plan.

Other Benefits:

Life Insurance - The employee will receive a \$100,000 term life. The employee will contribute \$1.00 each year to this cost.

LTD - The employee will receive LTD benefits as provided by the corporation. The employee will contribute \$1.00 to this cost.

TRF - The employee will contribute the 3% and the corporation will contribute per the State.

Annuity - The employee will receive a \$325 administrative annuity.

Personal Business Days - The employee will receive two (2) days per year for personal business and for the conduct of personal or civic affairs. A personal business day may be used for any legal purpose at the discretion of the employee. Any unused personal business days will be transferred at the end of the school year to the employee's sick days. Personal business days will be used as sick days when the employee has exhausted all accumulated sick days and is out of school because of illness.

Family Illness - The employee will receive two (2) days for family illness per school year; said days do not accumulate. Family illness days may be used in case of serious illness, major surgery, or serious accident involving a member of the immediate family. The term immediate family shall mean spouse, parents, children, or a person who is living in the employees home as a member of the family. After two (2) family illness days are used, seven (7) leave days may be used as family illness days. Upon request, additional accumulated leave days may be granted by the superintendent. Reasons must be given.

Sick/Leave Days – The employee will receive ten (10) sick/leave days in each school year. Sick/Leave days not used and not lost, but accumulate to no maximum.

The employee coming from another school corporation will be allowed to transfer fifty (50) days of accumulated leave right away to MSD of New Durham Township. Additionally, they will be allowed to have three (3) days of their previously accumulated total above fifty (50) added to their MSD of New Durham Township total for each school year, until all moved in.

Bereavement - The employee will receive for each death shall be granted for a period not to exceed five (5) school days for father, mother, brother, sister, husband, wife, child, father-in-law, mother-in-law, brother-in-law, sister-in-law, daughter-in-law, son-in-law, grandparent-in-law, grandchild, stepfather, stepchild, or any other person who prior to death was living as a member of the family. In cases where multiple deaths occur in one incident, only one leave will be permitted. In cases where multiple deaths occur in one incident, only one leave will be permitted. In computing this leave provision, either the day of the death, or the day on which the teacher receives notification of the death, or the day immediately following either of these events shall be counted as the first day of the leave, at the employee’s option.

Bereavement leave for each death of aunts, uncles, nieces, or nephews shall be granted for a period not to exceed one (1) day. An employee shall be allowed to use one (1) day of bereavement leave to attend the funeral of a close personal friend to perform an active role in a funeral service (e.g. pallbearer, organist, vocalist, eulogist, etc.). If evidence exists that this provision is abused, the School Board reserves the right to declare the day as unpaid leave.

Jury Duty – The employee will receive normal pay and be docked what is paid by the court. The employee when returns to work turns in sheet from the court to payroll. When the employee receives the check from the court they just cash and keep.

Travel - All trips must receive prior approval by the superintendent. If is an overnight trip it then also needs to receive prior approval by the school board. Employee will be reimbursed for the following expenses while at approved in-service’s, professional development, meetings, and training.

Enrollment fee for workshop	Full Cost
Lodging	Full Cost
** Mileage	\$0.40/mile
Food	Reimbursement ONLY if Overnight and not being provided at function & hotel. \$15.00 maximum limit per day if not provided and on non-travel days.

*Original receipts and State Board of Accounts approved forms must be submitted for reimbursement.

** Mileage will only be reimbursed when workshop is paid through grant funds.

Severance Pay – The employee will receive who retires from MSD of New Durham Township after reaching age fifty-five (55) prior to July 1st of any calendar year shall be paid the following:

SEVERANCE	YEARS OF SERVICE	LEAVE DAYS
\$300/Year	10-14	\$30/day
\$400/Year	15-19	\$35/day

\$500/Year
\$600/Year

20-29
30+

\$40/day
\$45/day

Early Retirement Health – Dental – Vision Insurance Benefit:

In order to be eligible for this benefit, the Assistant Principal/Athletic Director:

Must be at least 55 years of age by June 30 at the end of their final school year of employment.

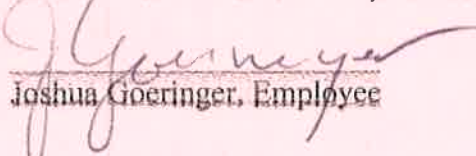
Must have served as a MSD of New Durham Township Assistant Principal/Athletic Director for at least ten (10) years.

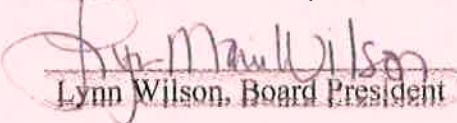
Must notify the superintendent of retirement by October 1 of their intent to retire. If the Assistant Principal/Athletic Director decides not to retire, they must indicate their intent not to retire in a letter to the superintendent by December 1st.

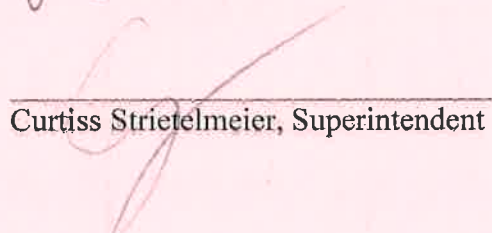
The Assistant Principal/Athletic Director shall pay an amount equal to one hundred percent (100%) of a health-dental-vision insurance plan available to Assistant Principal/Athletic Director through the MSD of New Durham Township. This benefit is available to those who qualify above. Assistant Principal/Athletic Director can stay on the insurance until age 65. If a payment is not made on time you lose the insurance coverage.

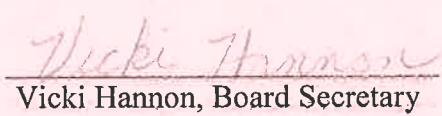
The employee agrees to faithfully perform all the services/duties as prescribed by said employer and to observe all reasonable rules and regulations of the properly constituted school authorities.

This contract executed in triplicate on the 3rd day of July, 2017, and each party has a copy thereof.


Joshua Goering, Employee


Lynn Wilson, Board President


Curtiss Strietelmeier, Superintendent


Vicki Hannon, Board Secretary