

# 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 Union Township School Corporation ("Corporation") and John E. Hunter ("Teacher"). John E. Hunter 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:

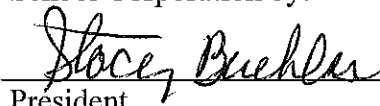
1. The Teacher shall teach in the schools of the Corporation for the school term, beginning July 1, 2018 and ending on June 30, 2021. Ind. Code 20-28-6-2(a)(3)(A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of 260 days. Ind. Code 20-28-6-2(a)(3)(B)
3. The number of hours per day the Teacher is expected to work under this Contract is 8. Ind. Code 20-28-6-2(a)(3)(E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary \$124,745.00 during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in 26 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 9<sup>th</sup> day of April 2019.


Teacher

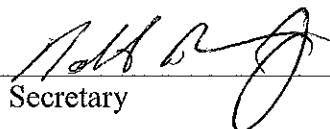
  
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School Corporation by:

  
\_\_\_\_\_  
President

Attested:

  
\_\_\_\_\_  
Superintendent

  
\_\_\_\_\_  
Secretary

**UNION TOWNSHIP SCHOOL CORPORATION  
SUPERINTENDENT'S CONTRACT ADDENDA  
REVISION #8 - SUPERSEDES ADDENDA OF APRIL 21, 2005**

**THIS CONTRACT**, made and entered into at Valparaiso, Indiana, this 9th day of April 2019, between the Board of School Trustees of Union Township School Corporation, hereinafter designated the "Board", and **JOHN E. HUNTER** of Valparaiso, Indiana, hereinafter designated as "Superintendent".

**WHEREAS**, the Board now needs and desires to employ a Superintendent to fulfill the duties of the Superintendent of Schools of Union Township School Corporation, and

**WHEREAS**, the Board and Superintendent believe that a written employment contract is necessary to describe specifically their relationship and to serve as a basis of effective communication between them as they fulfill their governance and administrative functions in the operation of education programs of the school corporation and

**WHEREAS, JOHN E. HUNTER** has consented to fulfill the duties of Superintendent during the time period set below.

**NOW, THEREFORE, BE IT RESOLVED** that the Board and Superintendent herein agree as follows:

1. **TERM.** The Board hereby employs and the Superintendent accepts employment as Superintendent of Union Township School Corporation for a term commencing **JULY 1, 2018** and ending **JUNE 30, 2021**.

2. **DUTIES.** The Superintendent, in consideration of his employment and the salary and other sums and benefits to be provided to him by the Board, hereby accepts said employment on the terms and conditions herein contained and promises and agrees:

A. That he will act as the Chief Executive Officer of the governing body of the school corporation.

B. That he will assume the duties set forth in the position responsibilities statement of the Superintendent.

C. That he will faithfully perform all the duties imposed upon the Superintendent of Schools applicable to this school corporation by the laws of the State of Indiana, and the rules, regulations and directives promulgated by any Board Commission, or other agency of the State of Indiana, and all proper directives of the Board of School Trustees.

3. **COMPENSATION.** The Board shall pay the Superintendent an annual salary of **\$124,745.00** effective July 1, 2018. This annual salary rate shall be paid to Superintendent in 26 nearly equal installments.

The Board and Superintendent shall annually review the salary and term of the contract during the month of June, for potential implementation effective July 1. The parties may mutually agree to increase the salary of the Superintendent during the term of this contract. Any adjustment in salary or term made during the life of this contract shall be in the form of amendment, but it shall not be deemed that they have entered into a new contract. The Board shall, on at least an annual basis, at such times as shall be reasonably agreed upon by Board and Superintendent, review the performance of Superintendent.

4. **TAX SHELTERED ANNUITY.** To provide for future financial security, the Superintendent will receive an annual contribution of **\$10,000.00** in the form of a tax sheltered annuity with a company mutually chosen by the Superintendent and the Board effective **July 1, 2018**.

**5. VACATION AND OTHER BENEFITS.** The Superintendent shall be entitled to all benefits, including fringe benefits, applicable to **260-day** administrative employees with amendments as follows. In no case shall the benefit package be less than the benefit package provided to other certified staff members employed by the Corporation.

**A. Vacation Days.** The Superintendent shall be entitled to **20** vacation days each year of the contract (July 1- June 30). The remaining 240 days will be considered work days subject to the following holidays, sick and personal leave days below. Unused vacation days are not accumulative from year to year.

**B. Holidays.** The Superintendent shall be entitled to **14** holidays each year of the contract (July 1-June 30) as follows: July 4, Labor Day, Thursday and Friday UTSC October Fall Break, Thanksgiving Day, Day after Thanksgiving, Christmas Eve, Christmas Day, New Year's Eve, New Year's Day, Friday and Monday of UTSC President's Weekend in February, Good Friday and Memorial Day.

**C. Sick Leave.** In order to protect the Superintendent against the effects of extensive disability or illness, he will be entitled to initially transfer from previous Indiana School employers **90** accumulated sick days to be immediately available.

The Superintendent shall be entitled to **15** days for sick leave each year of the contract (July 1 - June 30). At the end of the year, any unused sick leave days will be added to the Superintendent's accumulated sick leave balance and the Superintendent shall be entitled to carry forward this balance to maintain a sick leave balance not less than the wait period for LTD coverage. He shall receive payment to his 401(a) account at the rate of .001 of his then annual salary for accumulated sick leave days exceeding beyond the wait period.

**D. Personal Leave.** The Superintendent shall be entitled to **4** days of personal leave each year of the contract (July 1 - June 30). Unused days are not accumulative from year to year.

Payment for all vacation, holidays, sick and personal days is considered included in the Superintendent's stated annual salary. Any other leave days must be mutually agreed upon by the Board and Superintendent.

**E. Insurance Package.** The Board will provide upon payment of \$1.00 enrollment fee a fully paid family insurance package of health/medical, dental, and vision plans. The Board will also provide a full paid long-term disability policy with benefits as 66 2/3% of salary with terms consistent with the LTD plan in effect in the school corporation. The Board will provide term life insurance in the amount of **\$100,000**.

**6. EXPENSES.** The Board shall pay or reimburse the Superintendent for expenses incurred, and in the case of out-of-state travel upon approval by the Board, in the continuing performance of his duties under this contract.

**7. AUTOMOBILE ENTITLEMENT.** In light of the unique nature of the professional duties of the Superintendent and of the travel inherent in the position, the Board shall provide the Superintendent with an automobile for use in the furtherance of his duties which shall be maintained by the Board and the Board providing all expenses incidental to its use, i.e. maintenance, insurance, license and gasoline. The automobile may be utilized by the Superintendent for his personal use with the Superintendent providing the gasoline for such purpose. In the event the Board determines that the currently provided vehicle, a Ford 500/2005 or any other vehicle, will no longer be provided under this Agreement then the compensation provided for in paragraph three (3) of this contract will be increased by \$7371.00 and the Superintendent will be given the right of first refusal to purchase the vehicle for the fair market value based on Kelly Blue Book Good Condition July 1, 2012 and the Superintendent will be provided reimbursement for all business mileage at the then current IRS rate.

Beginning July 1, 2017, The Board shall provide the Superintendent with a monthly car allowance in the amount of \$300.00 to cover Porter County expenses. Out of county travel shall be reimbursed at the applicable IRS rate in addition to reimbursement for actual food/lodging expenses for travel.

The Superintendent shall be responsible for maintaining a log or records incidental to business mileage for IRS or State of Indiana tax or accounting record keeping.

**8. INDIANA TEACHERS RETIREMENT FUND.** The Board shall annually contribute and pay to the Indiana Teacher's Retirement Fund an amount equal to three percent (3%) of the Superintendent's then annual wage.

**9. PROFESSIONAL MEMBERSHIPS.** The Board agrees to pay the cost of annual memberships in IAPSS, DALI, and AASA for the Superintendent.

**10. COMMUNICATION DEVICES.** The Board agrees to pay a monthly allowance of \$50 for the use of a personal communication device owned by the Superintendent for business use.

**11. OTHER BENEFITS.** The Board agrees to provide the Superintendent with other benefits provided to its other twelve month administrators that are not inconsistent with the Superintendents contract per the Administrators and Directors Contract Addendum schedule effective July 1, 2015.

**12. PROFESSIONAL LIABILITY.** The Board agrees that it shall defend, hold harmless, and indemnify the Superintendent from any and all demands, claims, suits, actions and legal proceedings brought against the Superintendent in either his official or individual capacity, provided the incident arose while the Superintendent was acting within the scope of his employment and excluding criminal litigation and as such liability coverage is within the authority of the Board to provide under State law.

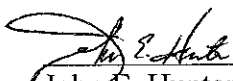
**13. INTERPRETATION OF CONTRACT.** This agreement shall be construed to be an addendum to any Regular Teacher's Contract executed between the parties as required by applicable law, except that any monetary and benefit considerations set forth in this agreement shall supersede the applicable monetary and benefit terms set forth in any Regular Teacher's Contract to the extent addressed by said contract.

**14. SAVINGS CLAUSE.** If, during the term of this contract it is found that a specific clause of the contract is illegal in federal or state court, the remainder of the contract not affected by such a ruling shall remain in full force and effect.

**IN WITNESS WHEREOF**, the Union Township School Corporation of Porter County, Indiana, has caused to be affixed hereto its official name and seal and the signature of its President, attested to by the Secretary, of said school corporation and has hereunto set her hand and seal.

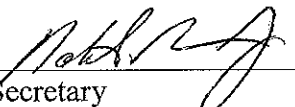
Dated this 9th day of April, 2019.

Superintendent

  
John E. Hunter

BOARD OF SCHOOL TRUSTEES  
UNION TOWNSHIP SCHOOL CORP.

BY:   
President

ATTEST:   
Secretary