

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 TIPPECANOE VALLEY SCHOOL CORPORATION ("Corporation") and BLAINE CONLEY ("Teacher"), BLAINE CONLEY 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, 2020** and ending on **JUNE 30, 2022** 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 **240.00** 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 **8.00**. 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 **\$111,600.00** 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 14TH day of DECEMBER, 2020.

Teacher

School Corporation by:

Attested:

Secretary

+3% TO BE PAID TO T. RETIREMENT

SUPERINTENDENT'S CONTRACT ADDENDUM

This Contract Addendum, a supplemental contract to the Regular Teacher's Contract form, is made and entered into this 1st day of July, 2018, by and between the Board of School Trustees of the Tippecanoe Valley School Corporation, hereinafter designated as the "Board" and Blaine Conley.

WHEREAS, the Board needs and desires to employ Blaine Conley to fulfill the duties of the Superintendent of Schools of the Tippecanoe Valley School Corporation, and

WHEREAS, the Board and Blaine Conley believe that a written employment contract which supplements the Regular Teacher's Contract form 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 the educational program of the Tippecanoe Valley School Corporation, and

WHEREAS, Blaine Conley has consented to fulfill the duties of the Superintendent of Schools during the time period as set out below.

NOW, THEREFORE, BE IT RESOLVED, that the Board and Blaine Conley herein specify and agree as follows:

1. **Term**. The Board hereby employs and Blaine Conley accepts employment as Superintendent of Schools of the Tippecanoe Valley School Corporation for a term of three years commencing July 1, 2018, and ending on June 30, 2021. The parties agree that the term of this Contract shall automatically be extended one (1) school year on June 30, 2019, effective the next day on July 1, and then each successive June 30, unless a party gives the other written notice on or before the preceding January 1, that the party does not agree to the automatic extension of this Contract. The parties agree this shall result in a continuous three (3) year contract unless one party provides timely written notice to the other. The parties further understand that any early termination of this Agreement is subject to the buyout severance limitations set forth in Indiana Code 20-28-8-6(b)(2).

2. **Duties**. Blaine Conley, in consideration of this Contract Addendum will serve as Superintendent of Schools.

3. **Base Salary**. The Board shall pay the Superintendent an initial annual salary of \$110,000 effective July 1, 2018. Thereafter, if the teachers employed by the School Corporation receive a base salary increase and/or a one-time stipend, then the Superintendent shall receive the same base salary increase or one-time stipend in the same amount as the teacher receiving the highest base salary increase and/or one-time stipend. To be eligible for a base

salary increase, the Superintendent must have been evaluated as either highly effective or effective and must meet the leadership objectives of the Board.

4. Benefits.

a. Vacation Leave and Personal Leave Days.

In each school year, the Superintendent shall be granted paid vacation days in accordance with the School Corporation's Administrator Handbook. The number of paid vacation days granted to the Superintendent via the Administrator Handbook shall never be lower than 20 days per year, but may be greater than 20 days per year.

In each school year, the Superintendent shall be granted paid personal leave days in accordance with the School Corporation's Administrator Handbook. The number of paid personal leave days granted to the Superintendent via the Administrator Handbook shall never be lower than 4 days per year, but may be greater than 4 days per year. If the Superintendent has more than two (2) unused personal days at the end of any school year, the Corporation shall contribute to the Corporation sponsored 403(b) plan \$70 per unused personal day for the Superintendent.

b. Sick Leave.

In each school year, the Superintendent shall be granted sick leave days in accordance with the School Corporation's Administrator Handbook. The number of paid sick leave days granted to the Superintendent via the Administrator Handbook shall never be lower than 12 days per year, but may be greater than 12 days per year.

c. Insurance.

The Board will provide the Superintendent with insurance benefits (health, dental, vision, life, etc.) under the same terms and conditions as such insurance benefits are provided to other 12 month administrators employed by the district.

d. Long Term Disability Insurance.

The Superintendent may participate in the School Corporation's long term disability plan under the same terms and conditions as all other 12 month administrators.

e. ISTRF Employee Contribution.

The Board will make any contribution to the Indiana State Teacher's Retirement Fund that would otherwise be required to be paid by the Superintendent.

f. 403(b) Contribution.

The School Corporation will provide the same match contribution to the Superintendent's 403(b) plan as is provided to teachers employed by the district.

g. Insurance Upon Separation from Employment.

In addition to the Insurance program for Blaine Conley in effect at the signing of this Agreement which will be maintained, the following will apply:

1. Upon retirement of employment at the Rule of 88 or beyond the Tippecanoe Valley School Corporation, any health insurance plan(s) (including medical, dental, vision, and prescription coverage) offered to certified administrative staff will be provided to Blaine Conley and his/her spouse at the same rate paid by administrators until both are eligible for full Medicare benefits. At the time of eligibility for full Medicare benefits either he and/or his spouse may continue with coverage under any plan(s) at the rate paid by other retirees for supplemental medical coverage.
2. If the Tippecanoe Valley School Corporation discontinues any current health insurance plan(s), the Tippecanoe Valley School Corporation will provide Blaine Conley and/or his/her spouse the same benefit(s) provided to any other 12 month administrator in lieu of the health insurance coverage. These benefits will be provided to Blaine Conley spouse in the event of his death.

h. Cell Phone and Laptop.

The School Corporation will provide a cell phone and laptop to the Superintendent for business purposes at no cost to the Superintendent.

i. Other Paid and Unpaid Leave.

In each school year, the Superintendent shall be granted any paid and/or unpaid leave that is required by state or federal law. The Superintendent shall also be granted any paid and/or unpaid leave that is authorized by the Board's policies then in force for its administrative employees in the Administrator Handbook, including the Board's recognized legal holidays each school year.

5. **Interpretation of Contract.** This Agreement shall be construed to be an Addendum to an Indiana Regular Teacher's Contract executed between the parties as required by applicable law, except that any monetary consideration set forth in this Agreement is to be considered an addendum and supercedes any conflicting terms or conditions set forth in the Regular Teacher's Contract.

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

IN WITNESS WHEREOF, the Tippecanoe Valley School Corporation has caused to be affixed hereto its official name and the signature of its President and attested to by its Secretary of said School District, and the Superintendent, Blaine Conley, has hereunto set his signature.

Entered into and agreed this 12th day of March, 2018.

Tippecanoe Valley School Corporation

Superintendent

By: 
Board President



Attest:

By: 
Board Secretary