

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 COMMUNITY SCHOOL CORPORATION OF EASTERN HANCOCK COUNTY ("Corporation") and Dr. George Philhower ("Teacher").

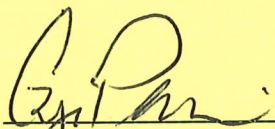
Dr. Philhower is a teacher as defined in Ind. Code 20-18-22.

In exchange for the Teacher's services described below, the Corporation and the Teacher agree that:

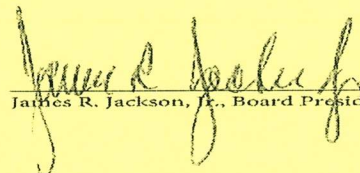
1. The Teacher shall teach in the schools of the Corporation for the school term, beginning JULY 1, 2022 and ending on JUNE 30, 2029. *Ind. Code 20-28-6-2(a)(3)(A)*
2. The school term described in paragraph 1 immediately above for services under this Contract consists of 260 days per year. *Ind. Code 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 eight (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 of \$121,797.50 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(e) 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.

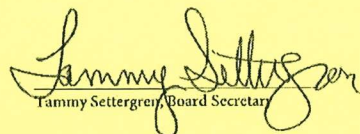
Agreed this 14th day of November, 2022.

Teacher:


Dr. George Philhower, Superintendent

School Corporation by:


James R. Jackson, Jr., Board President


Tammy Settegrei, Board Secretary

Initials _____

Administrative Employees are entitled to benefits included in the Master Teacher Contract.

In addition to those benefits:

Superintendent

260 Day Contract

Twelve (12) sick days per year, plus 60 additional days upon hire in lieu of short-term disability coverage. Sick day transfer in from current corp. - 25% upon hiring, another 35% at the beginning of year 2 and the balance, but not over our max amount, at the beginning of year 3. Can accumulate up to 260 days.

Four (4) personal business days per year. Can accumulate up to 6 days.

Ten paid holidays

- Labor Day
- Thanksgiving (3 days – day before, day of, day after)
- Christmas (2 working days if school is not in session)
- New Year's Day (1 working day if school is not in session)
- President's Day (if school is not in session)
- Memorial Day (if school is in session)
- Independence Day (for 12 month employees)

Bereavement Days – To follow Collective Bargaining Agreement

Vacation Days: Twenty (20) paid vacation days per year awarded on July 1 each year. Initial vacation days will be prorated at a rate of two (2) days per month from start date through June 30.

Health Coverage at the cost of \$1
Medical Stipend - \$6000

Indiana Teacher Retirement 8.5% – Corporation Paid
5% Annuity – Corporation Paid

\$200,000 Life Insurance Policy – Corporation Paid

Long Term Disability – Corporation Paid

All mileage for school business is to be allowed at the approved rate per mile.

\$50.00 per month stipend for corporation use of personal cellphone.

"Hold Harmless" language pending. ***“Professional Liability and Indemnity.*** *Consistent with the provisions of IC 20-26-5-4(17), the Board agrees that it shall provide the Superintendent with legal counsel selected and paid for by the Board and shall defend, hold harmless, and indemnify the Superintendent from any and all liability, cost or damage in connection with his performance, as well as from any demands, claims, suits, actions and legal proceedings brought against the Superintendent in either his official or individual capacity, provided that the Board determines by resolution that said incident or claim arose while the Superintendent was acting within the scope of his employment and was taken in good faith. The Board's obligations hereunder shall not extend to instances wherein such liability, costs or damages are predicated upon claims arising out of bad faith actions taken by the Superintendent or is a claim or judgment based upon the Superintendent's criminal malfeasance in office or employment. This clause shall not be read to require provision of counsel to the Superintendent in any dispute to which Superintendent and the Board are adversaries.*“

“Outside Work Unrelated to Addendum. *The Board recognizes and agrees that the Superintendent may serve as an adjunct university professor, engage in consulting work, speaking engagements, writing, lecturing and other professional duties unrelated to the Superintendent's obligations under this Addendum ("Outside Work") only if such activities do not interfere with the Superintendent's performance in this position as Superintendent of Eastern Hancock Schools. Superintendent shall utilize vacation or personal business days for the performance of any Outside Work. Any fees, stipends or honoraria or publication rights and royalties arising from such activities shall be the property of the Superintendent. In no case will the Board be responsible for the payment of any expenses attendant to the Superintendent's performance of such Outside Work.*“