

**NORTH WEST HENDRICKS SCHOOL CORPORATION
BASIC CONTRACT ADDENDUM FOR SUPERINTENDENT**

The Board of School Trustees of the North West Hendricks School Corporation (the "Board") and Michael J. Springer, Superintendent of Schools (the "Superintendent"), based on the mutual interest of the North West Hendricks School Corporation (the "School Corporation") and of the Associate Superintendent, to more completely and precisely define the employment relationship of the Superintendent with the School Corporation and the Board, agree to this Superintendent's Basic Contract Addendum as follows:

1. Annual Salary and Contract Term. The School Corporation agrees to employ Michael Springer as the Superintendent for the term of this contract from July 1, 2017 through June 30, 2020. Effective July 1, 2017, the School Corporation agrees to pay the Superintendent annual compensation of \$105,000 base salary. If the Superintendent receives an evaluation rating of highly effective or effective at the end of the 2017-18 school year and he meets the leadership requirements established by the Board for that school year, then effective July 1, 2018, the School Corporation agrees to pay the Superintendent annual compensation of his 2017-18 salary plus a stipend of 1% to 5% in accordance with the following tiered scale – If he achieves one of his three goals established by the Board for the 2017-18 school year, then he will receive a 1% stipend. If he achieves two of the three goals established by the Board for the 2017-18 school year, then he will receive a 3% stipend. If he achieves all three goals established by the Board for 2017-18 school year, then he will receive a 5% stipend. The total of the base salary (\$105,000) plus the stipend contribution will be referred to as the Superintendent's 2018-19 "effective salary." If the Superintendent receives an evaluation rating of highly effective or effective at the end of the 2018-19 school year and he meets the leadership requirements established by the Board for that school year, then effective July 1, 2019, the School Corporation agrees to pay the Superintendent an annual compensation of his 2018-19 effective salary plus a stipend of 1% to 5% in accordance with the same tiered scaled used for the 2017-18 school year. The total of the 2018-19 effective salary plus the stipend contribution will be referred to as the Superintendent's 2019-20 effective salary. (Reference Table A)

2. Contracted Work Days. The Superintendent agrees to work 260 days in each twelve-month period between July 1 and June 30 in each contract year of this Addendum.

3. Personal Leave Days, Sick Leave Days, Vacation Days, Bereavement Days, Family Illness Days, and Paid Holidays. The School Corporation agrees to provide the Superintendent three (3) personal leave days in each contract year during the term of this Addendum. Any unused personal leave days will be transferred to accumulated sick leave at the end of the school year.

The School Corporation also agrees to provide the Superintendent twelve (12) sick leave days each year, accumulated up to 200 days.

The School Corporation also agrees to provide to the Superintendent twenty (20) vacation days in each Addendum year during the term of this Addendum. Any unused vacation days shall not be carried forward to the next school year.

The School Corporation also agrees to provide the Superintendent five (5) bereavement leave days each year.

The School Corporation also agrees to provide to the Superintendent three (3) family illness days per year, accumulative to seven days with any unused days above the maximum of seven leave days to be transferred to accumulated sick leave at the end of the school year.

The Superintendent shall be entitled to twelve (12) paid holidays as are provided to other 12-month administrators of the School Corporation.

4. 403(b) Plan. The School Corporation agrees to contribute the sum of \$8,000 plus 1.5% of the original base salary (\$105,000 as noted above) into an Internal Revenue Code Section 403(b) plan (the "403(b) plan") for the Superintendent for each Addendum year. The same 403(b) plan vesting requirements that apply to other administrators of the School Corporation shall also apply to the Superintendent.

5. Health, Dental and Vision Insurance. The Superintendent is eligible to participate in the School Corporation's group health, dental and vision insurance plans under the same terms and conditions applicable to other administrators in the School Corporation. The Superintendent also has the option of participating in the HDHP 1 or HDHP 2 plans. If the Superintendent participates in an HDHP plan, the School Corporation agrees to pay \$500.00 per month toward his HSA.

6. Term Life Insurance. The School Corporation agrees to provide the Superintendent a term life insurance policy with a face value equal to \$150,000. The Associate Superintendent shall contribute \$1.00 annually toward the cost of the premium for such term life insurance.

7. Long Term Disability. The School Corporation agrees to provide the Associate Superintendent with long term disability insurance, 100% of the premium to be paid by the School Corporation.

8. Dues/Membership Fees for Professional Organizations. The School Corporation agrees to pay in each Addendum year all dues and fees for professional organizations that the Superintendent desires to join, provided the Associate Superintendent receives advance approval from the Board prior to joining such professional organization(s).

9. Professional Growth Days. The School Corporation agrees to pay all reasonable expenses (which is determined in the sole discretion of the Board) for the Superintendent to attend professional meetings, workshops and conferences to enhance his professional skills and knowledge, provided the Superintendent receives advance approval from the Board to attend such meetings, workshops, and conferences. This provision does not apply to events that are paid for through grant funding and/or other donated funds.

10. Technology Allowance. The Superintendent is required and it is essential for the performance of the Superintendent's duties to have a cellphone/internet data device with voicemail and email capacity, including cellphone service. The School Corporation agrees to provide the Superintendent additional compensation in the amount of \$900 for this technology requirement. The contribution will be added to the base salary and paid within the regular pay period installments.

11. Travel Allowance. The School Corporation to provide the Superintendent additional compensation in the amount of \$5,000 each Addendum year for school related business travel. The contribution will be added to the base salary and paid within the regular pay period installments.

12. Additional Fringe Benefits. Additional fringe benefits may be provided the Superintendent if the fringe benefit is provided for other 12-month administrators of the School Corporation and is not inconsistent with the terms of this Addendum.

13. Job Duties of the Superintendent. The Superintendent is responsible for and shall perform those functions as specified in the job description for the position for which the Superintendent is hereby employed, as such may be amended from time to time by the Board. The Superintendent shall be responsible to, and shall be subject to, the direct supervision and evaluation of the Board. The Superintendent is also responsible for complying with all directives of the Board, which are authorized by official Board action. In addition, the Superintendent shall, during the term of this Addendum, hold and maintain such state licenses and certifications as may be applicable or required.

14. Evaluation of the Superintendent. The Board will review the Superintendent's performance no less than annually each year.

15. Indemnification. The Board shall defend, hold harmless, and indemnify the Superintendent from any and all demands, claims, suits, actions or legal proceedings brought against him, either in his official capacity as agent or employee of the Board or in his individual capacity, provided the incident arose while he was acting within the scope of his employment with the Board. All actions, choices and decisions made, which are customarily and usually considered within the authority and responsibility of an Indiana public school superintendent, or which were made under apparent authority of statute or applicable common law or were specifically or impliedly authorized by the Board, shall be considered within the scope of employment for purposes of this provision.

16. Severability. The Superintendent and the Board stipulate and agree that all clauses and provisions of this Addendum are distinct and severable, and the Superintendent and Board understand, and it is their intent, that in the event this Addendum is ever held to be invalid or unenforceable (in whole or in part) as to any particular provision herein, all other provisions shall remain fully valid and enforceable

17. Non-waiver. The waiver by the Parties, or either of them, of a breach of any provision of this Addendum shall not operate or be construed as a waiver of any subsequent breach. No waiver shall be valid unless in writing and signed by the School Board (after approval in a public meeting) and the Superintendent.

18. Addendum Cancellation. Either of the following two alternatives may be utilized by the Board at the Board's sole discretion to terminate the Superintendent's Basic Addendum before its expiration date:

(a) Termination Option 1--The Board:

- (i) initiates cancellation for cause for one or more of the statutory reasons for cancellation of a teacher Addendum contained in IC 20-28-7.5-1(e); and
- (ii) gives the Superintendent written notice of its intent to cancel the

Superintendent's Entire Addendum for cause and provides the Associate Superintendent the opportunity to have a hearing before the Board in an official executive session at least ten (10) days before the Board meets in a public meeting to vote on the termination.

If the Superintendent requests a hearing with the Board under paragraph (a)(ii) herein, and if the Board would subsequently vote in a public meeting to approve the termination of the Associate Superintendent's Entire Addendum, then the Board will issue written findings that one or more of the statutory reasons for cancellation of a teacher Addendum contained in IC 20- 28-7.5-1(e) exist.

The Superintendent's pay and benefits shall cease immediately upon the Board voting to approve the termination.

(b) Termination Option 2—The Board may elect to cancel the Superintendent's Addendums without cause.

If the Board elects to cancel the Superintendent's Addendums without cause pursuant to this provision, then the Board shall pay to the Superintendent no compensation or benefits which accrue subsequent to the eighteen (18) month anniversary of the date such written notice is given shall be owed the Superintendent.

If the Board cancels the Superintendent's Addendums pursuant to this provision, then the Superintendent shall submit his resignation as Superintendent and teacher effective on the cancellation date required by the Board and the Board will accept such resignation at its next regularly scheduled meeting. The Superintendent and the Board will refer to the reason for such resignation as "philosophical differences" or such other description as the Board and Superintendent shall mutually agree.

If the Superintendent desires to request to the Board that his Superintendent's Addendums be cancelled prior to the expiration of the term, then the Superintendent must give the Board at least sixty (60) days written notice prior to the effective date when such cancellation would become effective. In the event the Superintendent cancels the Superintendent's Addendum, then he shall be entitled to no further compensation or benefits under this Addendum following his termination date.

If the Board and the Superintendent mutually agree to cancel the Superintendent's Addendums, then the Superintendent shall be entitled to no further compensation or benefits under this Addendum following the agreed upon termination date.

19. Entire Agreement. The Superintendent Addendums constitute the complete agreement between the Parties with regard to the subject matter addressed herein, shall supersede any and all previous agreements and/or commitments, whether oral or written, between the Parties and shall not be amended or modified absent an agreement signed by both Parties. The Parties further agree that no verbal or other statements, discussions, or impressions, other than those provisions contained in the Superintendent Addendum, has been relied upon by either party in executing this Addendum.

Michael J. Springer
 Superintendent Compensation Table

Table A

School Year	Base Salary	Stipend %	Stipend \$	Effective Salary
2017-18	\$105,000	N/A	N/A	N/A

School Year	Prior Year Base Salary	Stipend %	Stipend \$	Effective Salary
2018-19	\$105,000	1%	\$1,050	\$106,050
		3%	\$3,105	\$108,150
		5%	\$5,250	\$110,250

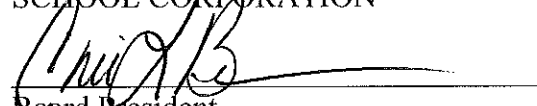
School Year	Prior Year Effective Salary	Stipend %	Stipend \$	Effective Salary
2019-20	\$106,050	1%	\$1,060.50	\$107,110.50
		3%	\$3,181.50	\$109,231.50
		5%	\$5,302.50	\$111,352.50
	\$108,150	1%	\$1,081.50	\$109,231.50
		3%	\$3,244.50	\$111,394.50
		5%	\$5,407.50	\$113,557.50
	\$110,250	1%	\$1,102.50	\$111,352.50
		3%	\$3,307.50	\$113,557.50
		5%	\$5,512.50	\$115,762.50


This Superintendent Addendum is agreed upon and entered into this 8th day of August, 2017.

SUPERINTENDENT



Michael J. Springer

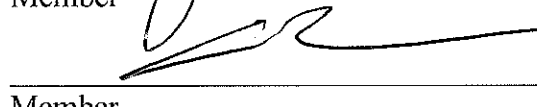
BOARD OF SCHOOL TRUSTEES FOR
THE NORTH WEST HENDRICKS
SCHOOL CORPORATION


Board President


Vice President


Secretary


Member


Member