

Addendum to Regular Teacher's Contract for Superintendent

This Addendum made and entered into this 12th day of May 2026, by and between the School City of Hammond ("School City") and Anthony Salinas ("Superintendent") replaces any previous addendum and supersedes any Regular Teachers Contract language contrary to the provisions and language contained in this addendum.

The School City and the Superintendent hereby mutually agree to the following terms which shall supplement the terms set forth in the Regular Teacher's Contract executed on the 12th day of May 2026, by the School City and the Superintendent.

1. For the period May 12, 2026, through May 12, 2029, the School City shall pay Superintendent an annual contract salary of \$195,500 (Base Salary). In addition to the annual contract salary, the School City shall annually make an employer contribution equal to 6.5% of the Superintendent's Base Salary, not to exceed IRS limits, into the School City's 403(b) plan.

2. After the initial contract term, unless written notice otherwise is given by one party to the other party prior to January 1, 2029, this Addendum will be automatically extended for up to an additional one (1) year term. By mutual agreement of the parties, this Agreement can be extended for up to five (5) years at any time.

3. The parties agree that the Superintendent shall provide services on two hundred sixty (260) days per contract year.

4. The School City shall provide the Superintendent with a car allowance of \$300/ month.

5. The School City shall offer health insurance participation options consistent with the school City's health insurance plan benefits provided to administrative employee groups. Said health insurance shall include the Superintendent's choice of single or family health plan options as well as options dental and vision insurance. Each school year, the School City will offer toward the Superintendent's health premium an annual dollar amount for the health plan option chosen by the Superintendent as determined by the Administrators' Benefit Schedule.

7. The Superintendent will receive the same percentage base salary increase, if any, as provided to administrators. If administrators receive a fixed increase in base salary, the Superintendent shall also receive that increase. Either type of increase is dependent on Mr. Salinas achieving an effective or highly effective evaluation.

8. The School City will provide the Superintendent a term life insurance policy in an amount (to the nearest \$1,000) equal to three times the base salary with the maximum of \$300,000 at no additional cost. The Superintendent shall pay the cost of the AD&D rider.

9. The School City shall pay on the Superintendent's behalf an amount equal to the Superintendent's required Indiana State Teachers' Retirement Fund (TRF) contribution into TRF.

10. The School City shall grant the Superintendent twenty (20) days of vacation time annually. Vacation days are to be used within the contract year between July 1 to June 30. An extension of the use of unused vacation days after June 30th, shall be granted with the approval of the Board. Unused vacation days shall be paid out at the Superintendent's daily rate at the end of the school year (June 30th) upon the request of the superintendent and approval of the Board.

11. The School City shall grant the Superintendent sick leave days per year as set forth in the School City of Hammond Administrator Policies and Fringe Benefits policy.

12. The School City shall grant the Superintendent three (3) personal leave days per year. Any unused days shall be transferred to sick leave days.

13. The Superintendent may participate in the School City's long term disability plan under the same terms and conditions as provided under the Administrators' Benefit Schedule.

14. The School City shall compensate the Superintendent at his retirement for unused sick leave days and personal leave days accumulated during his career per parameters set forth in the Administrator's fringe benefit schedule.

15. The School City shall pay all reasonable expenses for the Superintendent to attend state and national educational conferences to enhance his professional skills and knowledge as approved in advance by the Board. The Board agrees to pay for institutional memberships for educational professional organizations or membership fees for professional organizations that the Superintendent desires to join (e.g., Indiana Association of Public-School Superintendents - IAPSS, American Association of School Administrators - AASA, Indiana Association of School Business Officials - IASBO, Association for Supervision and Curriculum Development - ASCD) and which are approved by the Board.

16. The Superintendent shall be entitled to all the retirement fringe benefits contained in the School City of Hammond Administrator Policies and Fringe Benefits policy adopted by the Board of School Trustees and the same is incorporated into this contract addendum in its entirety by this reference.

17. The School City agrees that it shall defend, hold harmless and indemnify Superintendent from any and all demands, claims, suits, actions and legal proceedings brought against Superintendent in his individual capacity or in his official capacity as agent and employee of the School City, provided the incident arose while Superintendent was acting within the scope of his employment except that, in no case, will individual Board members be considered personally liable for indemnifying Superintendent against such demands, claims, suits, actions and legal proceedings. The above indemnification shall not apply to any activity of the Superintendent that is found to be wanton and willful misconduct on the part of the Superintendent.

18. The parties also agree that the Board may, without cause, at its option, and by a minimum of one hundred (100) days' notice to Superintendent, unilaterally, or with the concurrence of the Superintendent, terminate this contract. In the event of such termination, the School City shall pay to Superintendent, as severance pay, the sum of one year's Base Salary. If, for any reason, the remaining term of the Superintendent's contract is less than one year, the Board shall pay as severance pay an amount equal to the balance of the Base Salary owed under the remaining term of the contract.

19. If, during the term of this contract, it is determined by a court of law that a specific clause of the contract is illegal in federal or state law, the remainder of the contract not affected by such a ruling shall remain in force.

IN WITNESS WHEREOF, the School City has caused this Employment Contract Consisting of the Regular Teachers Contract of this Addendum to be approved on its behalf of a duly authorized officer, and the Superintendent has approved this Employment Contract effective on the day and year specified in Paragraph 1 above.

SUPERINTENDENT

**BOARD OF TRUSTEES OF THE
SCHOOL CITY OF HAMMOND**

President

Vice-President

Secretary

Member

Member