

# 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 **NEW CASTLE COMMUNITY SCHOOL CORPORATION** ("Corporation") and **LISA K SMITH** ("Teacher"). **LISA K SMITH** 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:

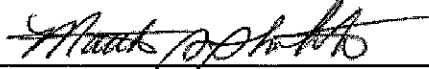
1. The Teacher shall teach in the schools of the Corporation for the school term, beginning **JULY 1, 2020** and ending on **JUNE 30, 2021**. Ind. Code 20-28-6-2(a)(3)(A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **260.00** days. Ind. Code 20-28-6-2(a)(3)(B)
3. The number of hours per day the Teacher is expected to work under this Contract is . 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 **\$109,017.00** 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 9TH day of NOVEMBER, 2020.

Teacher

\_\_\_\_\_

Attested:




Superintendent

School Corporation by:



President



Secretary

ADDENDUM TO TEACHER CONTRACT OF

LISA SMITH

ASSISTANT SUPERINTENDENT  
NEW CASTLE COMMUNITY SCHOOL CORPORATION

IT IS HEREBY AGREED by and between the New Castle Community School Corporation, ("Corporation"), acting by and through its Board of School Trustees ("Board") and Lisa Smith, ("Assistant Superintendent"), that this Addendum to the Teacher Contract of Lisa Smith as Assistant Superintendent of the New Castle Community School Corporation shall be a part of the original Teacher Contract of Lisa Smith as Assistant Superintendent for the New Castle Community School Corporation commencing on December 16, 2019 and continuing in effect until June 30, 2021.

WITNESSETH

1. This Addendum, including the attached Exhibit "A" is executed contemporaneous with the original Teacher Contract of Lisa Smith as Assistant Superintendent for the New Castle Community School Corporation ("Teacher Contract") and is incorporated into the Teacher Contract as if set forth therein in full.

2. The salary set forth in the Teacher Contract shall not be increased, decreased, or otherwise affected by any change in the salary schedule for Teachers in the New Castle Community School Corporation.

3. Assistant Superintendent shall be eligible to participate in any Corporation sponsored health insurance plan(s) on the same terms and conditions as other eligible employees of Corporation. Assistant Superintendent shall receive an annual contribution by Corporation of up to four percent (4%) of her salary in a Health Savings Account. This amount may include "make up" contributions, but may not exceed the allowable HSA deduction under applicable IRS regulations.

4. Corporation shall provide Assistant Superintendent with, and pay all cost, except one dollar (\$ 1.00) annually, a long-term disability insurance policy providing for a 66-2/3% benefit and shall guarantee ninety (90) days illness leave from the day of disability for the implementation of the benefits under such policy..

5. Corporation shall provide Assistant Superintendent with, and pay all cost except one dollar (\$1.00) annually, a policy of group term life insurance insuring the life of Assistant Superintendent with a death benefit in the amount of fifty thousand dollars (\$50,000.00).

6. Assistant Superintendent, subject to the approval of Board, may attend appropriate professional development meetings and activities at the local, state and national level. The necessary expenses of her attendance shall be paid by Corporation in accordance with Corporation's normal procedures and practice.

7. Assistant Superintendent shall be entitled to receive a vacation with pay of twenty (20)

working days per year. Unused vacation days may accumulate to a total not to exceed fifty (50). If, at the time of retirement, Assistant Superintendent has unused vacation days, she shall be compensated for said days up to a maximum of thirty (30) at her current daily rate of pay. In the event that the Board terminates, or does not renew Assistant Superintendent's Contract or if the Assistant Superintendent terminates this Contract with Corporation and does not elect to retire at the time of termination, Assistant Superintendent shall not be compensated for any unused vacation days.

8. Corporation shall annually contribute a sum equal to six percent (6%) of Assistant Superintendent's salary into a 457(b) account and an annual sum equal to seven percent (7%) of Assistant Superintendent's salary into a 403(b) account. Additionally, as a match to Assistant Superintendent's 403(b) contributions, Corporation shall contribute an amount equivalent to three percent (3%) of Assistant Superintendent's annual salary into her choice of 403(b) plans offered by Corporation.

9. All terms and conditions of the Teacher Contract and this Addendum are subject to all of the laws of the State of Indiana and all applicable rules and regulations of the Superintendent of Public Instruction. The Teacher Contract and Addendum shall be deemed to be amended by all applicable statutes and regulations, in effect upon the date of execution of this Addendum and the Teacher Contract, that are in conflict herewith. The Teacher Contract and this Addendum may only be modified by a written instrument executed by Board and Assistant Superintendent and approved by Board in a properly convened public meeting. This Addendum and the Teacher Contract supersede any prior agreements, understandings, customs, course of dealing, negotiations and discussions related to the subject matters addressed in this Addendum and the Teacher Contract.

Dated this 16th day of December 2019.

Board

\_\_\_\_\_  
(Assistant Superintendent)

\_\_\_\_\_  
(President)

\_\_\_\_\_  
(Vice President)

\_\_\_\_\_  
(Superintendent of Schools)

\_\_\_\_\_  
(Secretary)

\_\_\_\_\_  
(Member)

SCHEDULE A

SALARY AND COMPENSATION SCHEDULE

Commencing on December 16, 2019:

An amount to be determined, but not less than One Hundred and Five Thousand, and Seventeen Dollars (\$105,017), with an amount equal to three percent (3%) of Assistant Superintendent's salary to be paid to the Indiana State Teachers' Retirement Fund by Corporation for the benefit of Assistant Superintendent.

Dated this 16th Day of December 2019

Board

\_\_\_\_\_  
(Assistant Superintendent)

\_\_\_\_\_  
(President)

\_\_\_\_\_  
(Vice President)

\_\_\_\_\_  
(Superintendent of Schools)

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(Secretary)

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(Member)

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(Member)