

ADDENDUM TO REGULAR TEACHER'S CONTRACT

This Addendum to the Regular Teacher's Contract for Steven A. Vore is effective on February 8, 2021, between **MADISON-GRANT UNITED SCHOOL CORPORATION** acting by and through its Board of School Trustees. ("School Corporation") and **STEVEN A. VORE** ("Vore") for the position of Assistant Superintendent of Schools.

Employment. School Corporation agrees to employ Vore as Assistant Superintendent of Schools and Vore accepts such employment in accordance with the terms of this Agreement.

Duties. Vore shall perform all of the employment duties and job functions which are assigned by the Superintendent of Schools. Superintendent shall reserve the right to change such job duties and assign Vore to perform other job duties related to the administration of the School Corporation from time to time which are commensurate with Vore's education, training and experience. Vore shall devote his best efforts to the performance of such job duties and shall not accept or perform any alternative or supplemental employment without the express prior written consent of the Superintendent, which may be reasonably withheld.

Term of Contract. Employment under this Agreement shall begin on July 1, 2021 and shall continue in effect for the period to and including June 30, 2023. Thereafter, the Agreement may be renewed for consecutive one (1) year terms, each year consisting of 260 work days. The terms of this Agreement may be altered, modified or revised in favor of a new contract on the mutual consent of Vore and approved by the School Board of Trustees. The performance of Vore shall be evaluated by the superintendent at various times not less often than annually during any term of the Agreement or any extensions or renewals thereof.

Salary and Benefits. Vore shall be compensated as follows:

Salary. Vore shall be paid a base annual salary in the amount of \$99,500 subject to applicable withholding and payable in accordance with the School Corporation's payroll practices. Vore's salary may be adjusted at the end of each term as may be determined by the School Corporation.

Benefits.

(a) 403(b) Contribution. Vore shall be entitled to participate in the School's 403(b) program which will include a contribution by the School Corporation of 3% of the base salary of Vore which shall be credited to Vore's 403(b) account in the same manner as other School Corporation participants.

(b) Health Insurance. Vore shall be eligible to participate in the School Corporation health, vision and dental insurance program including family coverage at a cost of \$1.00 per year to Vore. If Vore elects to participate in the High Deductible Plan 3, the School Corporation shall be responsible for the remaining portion of the premiums in excess of \$1.00 per year, provided however, the School Corporation shall also provide an annual Health Savings contribution of \$2,400 to be deposited in to Vore's Health Savings Account ("HSA") on the first business day

after January 1 of each contract year.

(c) Long-Term Disability Insurance. The School Corporation shall provide long term disability insurance for Vore. The School Corporation shall pay all but \$1.00 for the premium of such long term disability insurance. Vore shall pay \$1.00 of the premium.

(d) Term Life Insurance. The School Corporation will provide a term life insurance policy on the life of Vore payable to a beneficiary named by Vore in the face amount of \$60,000.

(e) Vacation. Vore shall be entitled to twenty (20) days paid vacation for each full school year of this Agreement. Vacation days shall be apportioned during a partial school year during the term of this Agreement. Unused vacation days, as of June 30 of the current year, shall be paid out to the Assistant Superintendent in the amount as calculated by the number of vacation days remaining multiplied by the daily rate of pay as of June 30 of the current year. Payment shall be made on the first regularly scheduled installment in July.

(f) Sick / Personal Leave. Vore shall be entitled to twelve (12) days paid sick days and emergency leave, and three (3) days paid personal leave during each full school year of this Agreement. Six days and emergency leave shall be apportioned during a partial school year during the term of this Agreement.

(g) Expense Reimbursement. Vore shall be entitled to reimbursement for all reasonable school related expenses including authorized travel incurred by Vore in the performance of his duties. Vore shall maintain records and written receipts to be eligible for expense reimbursement.

(h) Paid Holidays. Vore shall be paid for the following holidays:

- New Year's Day
- Memorial Day
- Fourth of July
- Labor Day
- Thanksgiving Day
- Friday following Thanksgiving Day
- Christmas Eve Day
- Christmas Day

(i) Other Benefits. Vore shall be entitled to all other benefits provided to teachers pursuant to the terms of the collective bargaining agreement between Madison-Grant United School Corporation and the Madison-Grant Classroom Teachers Association.

Non-Disclosure. The parties recognize that in performing the duties incumbent upon the Assistant Superintendent, Vore shall be party to confidential information. Vore agrees that he will not disclose to anyone, directly or indirectly, any such confidential information, particularly information related to any student or faculty member. All documents that Vore shall receive or generate that includes confidential information that may arise during the course of the performance of his duties shall at all times remain the exclusive property of the School

information related to any student or faculty member. All documents that Vore shall receive or generate that includes confidential information that may arise during the course of the performance of his duties shall at all times remain the exclusive property of the School Corporation and will remain in the School Corporation's possession and shall be filed on School Corporation premises or within School Corporation systems.

Continuing Qualification. During the term of this Agreement and any extension or renewal thereof, Vore shall meet and maintain all administrative licensing and certification requirements set by the State of Indiana Department of Education.

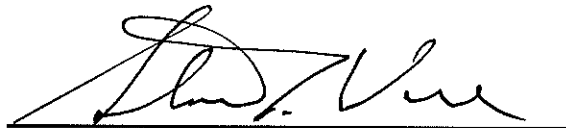
Renewal / Non-Renewal / Cancellation. This Agreement may be nonrenewed or cancelled as allowed by law.

In the event Vore is the subject of a formal charge is filed against him alleging any offense set forth in I.C. 20-28-5-8(c), the Board of School Trustees may, in its discretion suspend Vore with pay until such time as the charge(s) is/are resolved or until the expiration of the contract term, whichever is sooner.

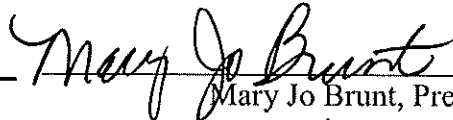
Final Agreement. This Agreement is the entire agreement of Madison Grant United School Corporation and Steven A. Vore, which may be modified by further writing and duly executed by both parties.

WHEREFORE, the parties signed this Agreement on the day above written.

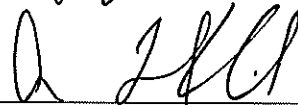
BOARD OF SCHOOL TRUSTEES OF THE
MADISON-GRANT UNITED SCHOOL
CORPORATION



Steven A. Vore



Mary Jo Brunt, President



Amanda Kelich, Secretary