

## EMPLOYMENT CONTRACT

This Employment Agreement ("Agreement") is made this 22<sup>nd</sup> day of April, 2019, between **MADISON GRANT UNITED SCHOOL CORPORATION** acting by and through its Board of School Trustees. ("School") and **STEVEN A. VORE** ("Vore") for the position of Assistant Superintendent of Schools.

**Employment.** School 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 Schools from time to time which are commensurate with Vores 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 Superintendent, which may be reasonably withheld.

**Term of Contract.** Employment under this Agreement shall begin on January 1, 2019 and shall continue in effect for the period to and including June 30, 2021. 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 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 subject to the terms of the regular teachers' contract prescribed by the State Superintendent, and shall be compensated as follows:

**Salary.** Vore shall be paid a base annual salary in the amount of \$95,000 payable bi-weekly. Vore's salary may be adjusted at the end of each term as may be determined by the School.

**Benefits.**

(a) **403(b) Contribution.** Vore shall be entitled to participate in the School's 403(b) program which will include a contribution by School of 2% 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 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 shall be responsible for the remaining portion of the premiums in excess of \$1.00 per year, provided however, School shall also provide an annual Health Savings contribution of \$2,400 to be deposited into Vore's Health Savings Account ("HSA") on the first business day after January 1 of each contract year.

(c) **Long-Term Disability Insurance.** School shall provide long term disability insurance for Vore. School 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.** School 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 School and will remain in School's possession and shall be filed on School premises.

**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.**

**Renewal.** On or before March 1, of the year the Agreement of Vore is to expire, Vore shall be notified of the renewal or non-renewal of the Contract for the ensuing school year.

**Non-Renewal.** In the event the Board of School Trustees should consider the non-renewal of the contract of Vore, not less than thirty (30) days before giving written notice of non-renewal, Vore shall be notified in writing of the consideration of non-renewal, the reason therefore, and the right to request a private conference with the Superintendent ("preliminary notice") which request must be made within five (5) days of

the receipt of the preliminary notice. Vore may request a further conference with the Board of Trustees within five (5) days after the conference with the Superintendent.


**Cancellation / Suspension.** This Agreement (or any extension or renewal) may be cancelled at any time for any reason provided by I.C. 20-28-5-8(c) or in the event Vore fails to maintain the licensing requirements of the Indiana Department of Education.

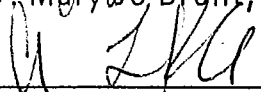
In the event Vore is the subject of a formal charge is filed against him alleging any offense set forth in I.C. 20-28-5-8(c), the Board of School Trustees may, in its discretion suspend Vore with pay until such time as the charge(s) is/are resolved or until the expiration of the contract term, whichever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

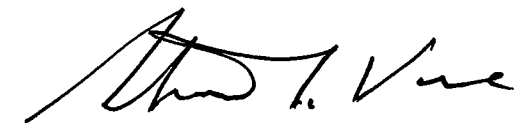
**Final Agreement.** This Agreement is the entire agreement of Madison Grant United School Corporation and Steven A. Vore, which may be modified by further writing and duly executed by both parties.

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

**MADISON GRANT UNITED  
SCHOOL CORPORATION**  
By its Board of School Trustees

  
By: Mary Jo Brunt, President

  
By: Amanda Kelich, Secretary

  
Steven A. Vore