

**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 Lawrenceburg Community School Corporation ("Corporation") and Jason Caudill ("Teacher"). Jason Caudill 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, 2016 and ending June 30, 2018.
2. The school term described in paragraph 1 immediately above consists of 220 days, exclusive of any extracurricular or co-curricular assignments.
3. The Teacher's expected work day shall consist of a minimum of 8 hours daily, exclusive of any extracurricular or co-curricular assignments.
4. The number of days and hours may be modified by the Corporation during and after the term of the Contract.
5. The Corporation shall pay the Teacher for services under this Contract the total sum of \$ 70,000.
6. The Corporation shall pay this amount in 26 installments on a biweekly basis.
7. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(e) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
8. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this 31 day of MAY, 2016.

Teacher

Jason P. Caudill

School Corporation by:

H. Bryan Johnson  
President

Attested:

[Signature]

Superintendent

[Signature]  
Secretary

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7/7/16 updated

**ADDENDUM TO REGULAR TEACHER'S CONTRACT  
FOR SCHOOL ADMINISTRATOR**

This Agreement is entered into between the Board of School Trustees (the "Board") of the Lawrenceburg Community School Corporation (the "School Corporation") and Jason Caudill (the "Employee") in Dearborn County, Indiana, and it is an Addendum to the Regular Teacher's Contract signed on this same date.

In consideration of the covenants herein contained and other good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged, the parties hereto do mutually agree as follows:

1. The Employee accepts employment as the Assistant Principal/Athletic Director of the Greendale Middle School for an indefinite period of two (2) years, commencing on July 1, 2016 and ending on June 30, 2018 unless earlier terminated. In consideration of the services provided under this agreement, the Employee shall be paid an annual salary at the rate of Seventy Thousand Dollars (\$70,000.00) per year, subject to those deductions required by law or authorized by the Employee. Payment shall be made in equal installments in accordance with Board policy, as amended from time to time. Additionally, the School Corporation shall pay the Employee's contribution to ISTRF/PERF. Such payment is in addition to the above salary. The annual salary may be increased during the term of this agreement.

2. The Assistant Principal/Athletic Director agrees to obtain his Administrative License valid in the State of Indiana and to furnish the same to the Superintendent of the School Corporation on or before December 1, 2017. Upon receipt by the Superintendent of the School Corporation of proof of such licensure obtained during the term of this Agreement, then the salary of the Assistant Principal/Athletic Director shall be increased by Three Thousand Dollars (\$3,000) effective the date of such receipt of proof of licensing.

3. The duties of the Employee include each of those administrator duties set forth on the Board adopted Position Description attached as Attachment A, or as it may hereafter be amended, together with such additional duties as may be assigned by the Superintendent of the School Corporation.

4. The Agreement shall be for two hundred and twenty (220) days per year; 7/1 – 6/30.

5. The Employee shall furnish and maintain in good standing appropriate and valid certification for the Indiana Teaching License and the Indiana School Administrators License; abide by and maintain all the rules, regulations, and policies now in effect or that may be adopted by the Board; and abide by all applicable provisions of law now in effect, and as may be amended during the term of this Agreement.

6. The School Corporation shall provide benefits as follows:

(a) Medical Insurance-Hospitalization, Major Medical (Plan E), Major Dental and Vision Insurance at a cost of one dollar per year.

(b) Life Insurance: Term Life Insurance coverage in the amount of One Hundred Thousand Dollars (\$100,000.00), with accidental death and dismemberment coverage in a like amount at the cost of one dollar per contract year.

(c) Income Protection: Income protection coverage which will provide benefits stated at a cost of one dollar (Schedule of Benefits attached).

(d) Institutional Memberships (Professional Organizations):

(i) Employee may belong to appropriate state and national professional organizations at the Corporation's expense, with Superintendent approval;

(ii) Employee may attend any/all local and state meetings and conferences applicable to Employee's position as Principal, and national conferences with Superintendent and Board approval.

(e) Educational Travel (reimbursement as follows):

(i) Mileage at the prevailing IRS rate;

(ii) Air travel – commercial coach;

(iii) Lodging single rate;

(iv) Meals while on school business, three (3) daily with receipts;

(v) Taxi or bus and parking, limited to five (5) days;

(vi) Registration fees in connection with conferences or in-service workshops (all reimbursements shall be documented with receipts).

7. The School Corporation shall provide the following leave and other benefits:

(a) Personal Business: three (3) personal leave days per year. The unused personal leave days shall be transferred to the sick leave accumulation.

(b) Sick Leave: ten (10) sick leave days per year. Unused days are accumulated to a maximum of one hundred and seventy (170) days.

(c) Other Leaves and Benefits (Paid and Unpaid): all leaves and benefits available to certified employees shall be considered as applicable.

(d) Legal Holidays: Independence Day, Labor Day, Thanksgiving Day, the day after Thanksgiving Day, Christmas Eve Day, Christmas Day, New Year's Day, Martin Luther King Day, President's Day, Good Friday and Memorial Day.

(e) Employee shall be eligible to transfer one-third (1/3<sup>rd</sup>) of all sick days accumulated from prior employer per year.

8. Severance:

(a) Employee, if age 55 or above, shall, at the time of leaving employment, receive, at Employee's option, one of the following:

(i) \$25.00 for each contracted month in a management position with the Lawrenceburg Community School Corporation, to a maximum of Three Thousand Dollars (\$3,000.00);

or

(ii) \$175.00 per year for each year over ten (10) years of total service in the Lawrenceburg Community School Corporation.

(b) In addition to (a) above, Employee shall be eligible to receive benefits hereinafter described:

(i) Employee may continue under the group Medical Insurance plans offered by the Corporation commencing from the date Employee is eligible for ISTRF and continuing until Employee is eligible for Medicare, at Employee's expense.

(ii) In case of Employee's death or eligibility for Medicare, Employee's spouse may participate in the Corporation's Medical Insurance Plans until such spouse's death or such time as such spouse is eligible for Medicare. Such coverage shall be at the spouse's expense.

(iii) Payment for Unused Sick Leave Days – upon retirement, shall be paid at the rate of \$70.00 per day.

9. Other Provisions:

(a) If Employee cannot fulfill Employee's contractual obligations the last year of services because of serious illness or accident, or Board initiation of termination of employment, the retirement benefits shall be paid to him or in the case of death, to Employee's estate.

(b) In the interpretation and administration of the School Corporation benefits, all applicable statutes governing Employee's retirement shall prevail.

10. Retirement Savings Plan:

(a) The School Corporation shall pay 3% of Employee's scheduled base salary to the OneAmerica 401(a) fund. Employee shall have the option of investing in a 403(b) account up to the maximum allowable under Federal law.

(b) The School Corporation shall deposit employer contributions for Employee into an individual account for him in the tax-deferred annuity program. Such deposits shall be made on a monthly basis.

(c) Employee will have the option of continuing to invest Employee's dollars in tax-deferred annuities for which money is already being deducted from Employee's salary, if any.

(d) Once contributions are made by Employee and the employer on behalf of Employee, all assets of the accounts become the property of Employee and, in the event of death, Employee's designated beneficiaries or, lacking same, pursuant to the contractual provisions of the Plan.

11. This Agreement is governed by the laws of the State of Indiana. This Agreement may be amended by mutual agreement of the parties in writing and signed by the parties hereto.

LAWRENCEBURG COMMUNITY SCHOOL CORPORATION

By: *A. Bryan Johnson*  
President

5/31/16  
Date

By: *Cheryl Hertz*  
Secretary

6-1-16  
Date

EMPLOYEE

*J. P. Cavell*

5-31-16  
Date