

# BENEFITS FOR ADMINISTRATIVE PERSONNEL

January 1, 2008

## ARTICLE I

### DEFINITION

- A. Administrative Personnel are the following school officials:
- Elementary Principals
  - Junior High School Principal
  - Junior High School Assistant Principal
  - High School Principal
  - High School Assistant Principal
  - Director of Curriculum
  - Assistant Superintendent
  - Superintendent
- B. These administrators are all under twelve month per year contracts.

## ARTICLE II

### LEAVES

A. ILLNESS LEAVE

Each employee may be absent from work on account of personal illness, quarantine or family illness for a total of ten (10) days during each year of employment in this school district without loss of compensation. Sick leave may accumulate to 230 days to be used exclusively for personal illness.

Beginning with the second year of employment in Speedway, three (3) days of sick leave accumulated by the administrator while employed in another Indiana school corporation will be added each year until the accumulated sick leave days from the previous employment have been exhausted.

In the event that an administrator is incapacitated by illness or accident for a period which extends beyond the period covered by accumulated sick leave, the Board will pay him/her an amount equal to the difference between the administrator's base salary and the pay of a substitute (if one is employed), for such time as he is unable to resume his/her duties, up to but not exceeding sixty (60) days.

Sick leave can be used in one-half (1/2) day segments for illness occurring during the school day or for medical or dental

appointments whenever it is not practical to arrange for the appointment on non-school time.

B. PERSONAL BUSINESS LEAVE

Two (2) days personal business leave will be granted in each year. These days may be used in whole or one half (1/2) day segments. Unused personal business leave days will be added to illness leave if needed to accumulate to 230 days.

C. BEREAVEMENT LEAVE

In case of death in the immediate family, the employed administrator shall be allowed leave with full pay for up to five (5) working days immediately following the date of such death. The immediate family is defined to include the following: husband, wife, child, grandchild, parents or guardian, grandparents, sister, brother, each similar relationship established by marriage and any other legal dependent. An administrator shall be allowed one (1) day's leave of absence with full pay to attend the funeral of an aunt, uncle, niece or nephew, and each similar relationship established by marriage.

An administrator shall be allowed up to one additional day's leave of absence each year with full pay when the administrator is acting as the executor of the estate of a member of the immediate family.

One (1) day's leave with full pay shall be granted to an administrator who serves as a pallbearer for the funeral of someone not listed above.

D. JURY DUTY LEAVE - TRIAL WITNESS LEAVE

Full salary will be paid any employee who is summoned or subpoenaed and serves as a juror or as a witness provided that such employee agrees to return to the Board all pay received for services rendered to the court.

E. SABBATICAL LEAVE

Any request by an administrator for leave of absence not covered by federal or state statutes will be considered individually upon its merit and the needs of the school district. Requests for such leave must reach the Superintendent by June 1. When granted, such leave will be without pay, but the administrator may continue in all group insurance plans by paying the total premiums during the term of the leave. Sabbatical leaves are not to exceed one year.

F. PREGNANCY LEAVE

The state statute concerning maternity leave will be followed.

### ARTICLE III

#### VACATIONS / HOLIDAYS

##### A. VACATIONS

Paid vacations for administrative personnel are as follows:

0-20 years of service in Speedway Schools - 20 days per year

Over 20 years of service in Speedway Schools - 25 days per year

Administrators' vacation schedules must be approved by the Superintendent of Schools.

##### B. PAID HOLIDAYS

New Year's Day, King Day, Great American's Day, Memorial Day, Independence Day and the surrounding four (4) workdays in that week, Labor Day, Thanksgiving Day and the following Friday, Christmas Eve, Christmas Day, and New Years Eve are not charged as vacation days.

### ARTICLE IV

#### INSURANCE BENEFITS

##### A. HEALTH / DENTAL INSURANCE

The Board shall pay four-fifths (4/5) of health/dental/vision insurance premium costs for those full time employees enrolled in the program.

Administrators who retire at or after age fifty (50) but before age sixty-five (65) will be permitted to remain in the group health, hospital, and major medical insurance program until eligible for Medicare (or death) provided they pay 100% of their premiums after retirement date. Details for prepayment of premiums will be completed in the Superintendent's office at the time of retirement.

The Board shall pay four-fifths (4/5) of the health/dental/vision insurance premium cost for eligible administrators who have attained at least ten years experience in the Speedway Public Schools at the time of retirement, and have been enrolled in the school health insurance plan for five (5) years immediately preceding retirement. The retiree must pay the employee's portion of the premium for the duration of coverage. The Board

contribution will be discontinued when the retiree becomes eligible for Medicare or upon the death of the retiree; whichever occurs first.

B. LIFE INSURANCE

The Board will provide term life insurance which will provide death benefits to the designated beneficiary equal to one and one-half times the annual base salary rounded to the nearest one thousand dollars. The computation will be based upon salaries in effect on January 1. The plan provides dismemberment benefits and double indemnity in case of accidental death. No physical examinations are required and administrators who choose to participate will pay one dollar per month. The remainder of the total premium cost will be paid by the Board.

C. WORKMAN'S COMPENSATION

Any lost time due to a work-related injury and compensated for under Workman's Compensation shall not be deducted from the employee's accumulated sick leave. He or she shall be paid his or her regular pay minus the Workman's Compensation pay.

D. LONG TERM DISABILITY INSURANCE

The Board will provide a Long Term Disability Insurance Plan which will provide income protection for sixty-six and two-thirds percent (66 2/3%) of the individual's annual earnings, up to a maximum benefit of six thousand (\$6,000) per month. The Social Security Normal Retirement Age (SSNRA), in compliance with ADEA, will be used to determine the duration of benefits. A qualifying period of six months is required and those who choose to participate will pay one dollar (\$1.00) per month. The remainder of the total monthly premium costs for the plan will be paid by the Board.

## ARTICLE V

### RETIREMENT SEVERANCE PAY

The Board provides the following retirement severance pay program:

- A. All administrators (elementary principals, junior high school principal, junior high school assistant principal, high school principal, high school assistant principal, director of curriculum, assistant superintendent, and superintendent) who have attained at least ten years experience in the Speedway Public Schools, as recognized by the Indiana State Teachers Retirement Fund Board, and who are at least fifty (50) years old,

shall at the time of their retirement from the staff of Speedway Public Schools be eligible for additional compensation according to the following schedule.

<u>Years of Experience In Speedway Public Schools</u>	<u>% of 0-230 Days of Accumulated Sick Leave</u>
10 - 15 years . . . . .	35%
16 - 20 years . . . . .	40%
21 years . . . . .	45%
22 years . . . . .	50%
23 years . . . . .	55%
24 years . . . . .	60%
25 years . . . . .	65%
Over 25 years . . . . .	70%

B. The amount of additional compensation to be paid to the administrator according to the preceding schedule would be computed by multiplying the appropriate percentage as listed above times the number of days of accumulated sick leave (maximum is 230 days for the purpose of calculating retirement severance pay) and then multiplying this product times the daily rate of pay based on the administrator's final contract. In this computation, the daily rate of pay is determined by dividing the annual salary by 240.

C. Retirement severance pay will be paid in a lump sum to the retiring administrator's post retirement 403(b) account, within thirty days after the effective retirement date. This contribution will be subject to all applicable IRS limits, and if necessary under IRS rules, any remainder over the limits will be paid in subsequent calendar years.

Retirement severance pay benefits will be paid in a lump sum to the administrator's 403(b) account if the administrator dies in active service, provided the administrator would otherwise have been eligible for this retirement severance pay at the time of his death. This contribution will be subject to all applicable IRS limits, and if necessary under IRS rules, any amount over the applicable limit will be paid directly to the beneficiary of the administrator's 403(b) accounts.

D. 401(a) EMPLOYEE RETIREMENT PLAN

Beginning January 1, 2008 the Board shall contribute one-half of one percent (.005) of an employee's base salary on a monthly basis to the Corporation's 401(a) Employee Retirement Plan. Employees shall become vested in the Plan following the completion of fifteen years of service in the Corporation.

ARTICLE VI

EMPLOYEE TEACHER RETIREMENT FUND CONTRIBUTION

- A. The Board will pay the three percent (3%) Indiana State Teacher Retirement Fund contribution for all Administrative Personnel.
- B. The provision becomes effective January 1, 2001.

Adopted Aug. 22, 2000  
Amended Nov. 13, 2007

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 School Town of Speedway ("Corporation") and Kenneth E. Hull ("Teacher"). Kenneth E. Hull 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 January 1, 2012, and ending on December 31, 2022. *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 2600 days. *Ind. Code 20-28-6-2(a)(3)(B)*
3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to Ind. Code 20-29-6-7, the number of hours per day the Teacher is expected to work under this Contract is 7.66. *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 \$ 153,000.00 during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in 26 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(e) 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 13 day of MARCH, 2012

Teacher

Kenneth E. Hull

Attested:

Kenneth E. Hull  
Superintendent

School Corporation by:

David L. Boyer  
President

William E. Scott  
Secretary

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## ADDENDUM TO REGULAR TEACHER CONTRACT

THIS IS AN ADDENDUM ("Addendum") to the Regular Teacher Contract by and between Kenneth E. Hull ("Teacher") and the School Town of Speedway ("Corporation"), effective January 1, 2012 ("Regular Teacher Contract"). To the extent that this Addendum changes the terms of the Regular Teacher Contract, the terms and provisions of the Addendum shall govern.

1. **Term and Termination.** Teacher shall serve as Superintendent of Corporation, pursuant to the Regular Teacher Contract, for a ten (10) year period beginning January 1, 2012 ("Effective Date") and ending December 31, 2022 ("Term"), unless:

- a. the parties mutually consent to terminate the Regular Teacher Contract on a date earlier than the conclusion of the Term,
- b. after June 30, 2016, a majority of Trustees on the Board of Trustees of School Town of Speedway ("Board") vote to ask for Teacher's retirement from his position as Superintendent of Corporation,
- c. after June 30, 2016, Teacher indicates in writing to the Board that he wants to retire from his position as Superintendent of Corporation, or
- d. his Regular Teacher Contract is terminated by the Board pursuant to any statute that sets forth causes for dismissal of teachers.

If the Regular Teacher Contract is terminated pursuant Sections 1(a)-(d) of this Addendum, Teacher shall only be entitled to compensation through the last date worked. For purposes of Sections 1(b) herein, if the majority of the Board asks for Teacher's retirement, Teacher shall consent to the retirement. For purposes of Section 1(c) herein, if Teacher indicates in writing to the Board that he wants to retire from his position as Superintendent of Corporation, Board shall consent to such retirement. Such consent by either the Board or Teacher shall be considered "mutual consent" with respect to I.C. 20-28-8-7(1) or any statute governing the termination of a superintendent's contract.

2. **Remedies for Breach.** If the Board breaches the Regular Teacher Contract by terminating the Regular Teacher's Contract for a reason other than as set forth in Sections 1(a)-(d) herein, Teacher's damages for breach shall be limited to his salary and the monetary value of the benefits he would have received through June 30, 2016. If Teacher terminates the Regular Teacher Contract for a reason other than those set forth in Sections 1(a)-(d), the Corporation shall be entitled to all remedies available to it by law.

3. **Salary.** As of the Effective Date, Teacher shall receive an annual salary of One Hundred Fifty-Three Thousand Dollars (\$153,000). As of January 1, 2012 and every January 1, thereafter during the Ten Year Term, the Teacher shall automatically receive an increase of two percent (2%) of his then current salary unless the Board, at a meeting of the Board in which a quorum is present, votes to pay the Teacher otherwise. However, in no event will the Teacher be paid less than the salary he received during the previous calendar year.



4. 403(b) Contribution. It is the parties' understanding that the Teacher will be eligible to participate in the 403(b) plan in accordance with the terms of the 403(b) plan as in effect on the Effective Date. The Board will contribute the maximum amount allowed by law and the terms of the 403(b) plan on behalf of the Teacher to the 403(b) plan each year during the term of this Addendum in accordance with terms of the 403(b) plan.

5. Other Benefits. Teacher shall receive all benefits afforded to all other administrative personnel that are contained in any policy and/or plan document promulgated for such purpose.

6. Notice of Termination. If the Regular Teacher Contract is terminated pursuant to Sections 1(b) or (c) herein, the terminating party shall give the other party at least six months notice of such termination. In the event the terminating party is the Corporation, the Corporation, in its discretion, may immediately relieve Teacher of his responsibilities if it continues to pay him according to the terms of the Regular Teach Contract through the six month notice period. Any notice given by either party hereto to the other shall be in writing and personally delivered or mailed by registered or certified mail, return receipt requested, postage prepaid, or sent by overnight courier (next day delivery), to the following addresses:

If to Corporation:

President  
School Town of Speedway Board of Trustees  
(current address on file maintained by Corporation)

If to Teacher:

Kenneth E. Hull  
(current address listed in personnel file maintained by Corporation)

Any notice shall be deemed given when actually delivered to such address, or two business days after such notice has been mailed or sent by overnight courier, whichever comes earliest.

7. Merger and Integration. The Regular Teacher's Contract and this Addendum thereto is the only agreement on the subject between Teacher and Corporation and any prior letters, oral statements or other communications, including but not limited to, the Regular Teacher's Contract and the Addendum thereto, date January 11, 2011, are merged into and replaced by this Agreement.

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IN WITNESS WHEREOF, the parties hereto have executed this Addendum as of the day indicated.


TEACHER

Date: 3-13-12


  
Kenneth E. Hull

SCHOOL TOWN OF SPEEDWAY

Date: 4-13-12

By:   
Debra L. Gonzales, Board of Trustees


Date: 4/13/12

By:   
Dr. Terry E. Reed, Board of Trustees

Date: 13 MAR 12

By:   
William H. Scott, Board of Trustees

Date: \_\_\_\_\_

By:   
Thomas M. Smith, Board of Trustees

Date: 4.13.12

By:   
Laura B. Daghe Board of Trustees

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# 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)

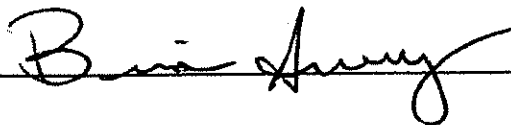
This regular teacher contract ("Contract") is by and between the governing body of the  
**SCHOOL TOWN OF SPEEDWAY** ("Corporation") and **BRIAN T. AVERY**  
("Teacher"). **BRIAN T. AVERY** is a teacher as defined in Ind. Code 20-18-2-22.

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 **JANUARY 1, 2016** and ending on **DECEMBER 31, 2017**. *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 **7.66**.  
*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 **\$107,803.00** 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 11TH day of NOVEMBER, 2015.


Teacher


  
\_\_\_\_\_

School Corporation by:

  
\_\_\_\_\_  
President

Attested:

  
\_\_\_\_\_  
Superintendent

  
\_\_\_\_\_  
Secretary

# 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 **SCHOOL TOWN OF SPEEDWAY** ("Corporation") and **JAY LEE BEDWELL** ("Teacher"). **JAY LEE BEDWELL** 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 **JANUARY 1, 2016** and ending on **DECEMBER 31, 2017**. *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 **7.66**. *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 **\$122,717.00** 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 11TH day of NOVEMBER, 2015.

Teacher

Jay Bedwell

School Corporation by:

Laura St. John  
President

Attested:

Thomas M. Smith  
Superintendent

Thomas M. Smith  
Secretary

# 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 SCHOOL TOWN OF SPEEDWAY ("Corporation") and PATTI SUE BOCK ("Teacher"). PATTI SUE BOCK 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 JANUARY 1, 2016 and ending on DECEMBER 31, 2017. 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 7.66. 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 \$145,143.00 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 11TH day of NOVEMBER, 2015.

Teacher

Patti S. Bock

School Corporation by:

Laurel D. Jones  
President

Attested:

Kenneth E. Hull  
Superintendent

Thomas M. Smith  
Secretary

# 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 **SCHOOL TOWN OF SPEEDWAY** ("Corporation") and **TRENTON S. BOROM** ("Teacher"). **TRENTON S. BOROM** 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:

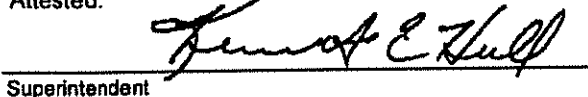
1. The Teacher shall teach in the schools of the Corporation for the school term, beginning **JANUARY 1, 2016** and ending on **DECEMBER 31, 2017**. *Ind. Code 20-28-6-2(a)(3)(A)*
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **260.00** days. *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 **7.66**. *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 **\$108,891.00** 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 11TH day of NOVEMBER, 2015.

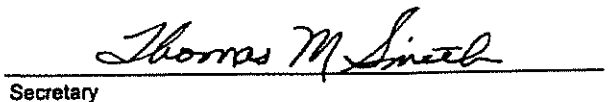
Teacher



Attested:

  
Superintendent

School Corporation by:

  
President  
Secretary

# 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)

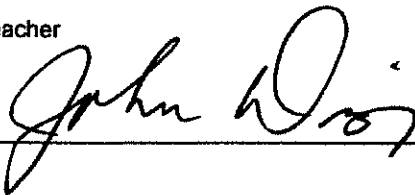
This regular teacher contract ("Contract") is by and between the governing body of the **SCHOOL TOWN OF SPEEDWAY** ("Corporation") and **JOHN W. DIZNEY** ("Teacher"). **JOHN W. DIZNEY** is a teacher as defined in Ind. Code 20-18-2-22.

In exchange for the Teacher's services described below, the Corporation and the Teacher agree that:

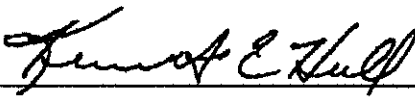
1. The Teacher shall teach in the schools of the Corporation for the school term, beginning **JANUARY 1, 2016** and ending on **DECEMBER 31, 2017**. *Ind. Code 20-28-6-2(a)(3)(A)*
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **260.00** days. *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 **7.66**. *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 **\$127,634.00** 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 11TH day of NOVEMBER, 2015.

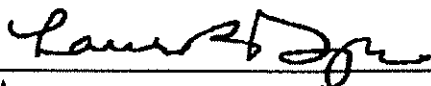
Teacher

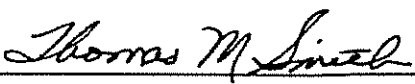
  
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Attested:

  
\_\_\_\_\_  
Superintendent

School Corporation by:

  
\_\_\_\_\_  
President

  
\_\_\_\_\_  
Secretary

# 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)

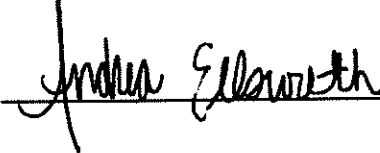
This regular teacher contract ("Contract") is by and between the governing body of the SCHOOL TOWN OF SPEEDWAY ("Corporation") and ANDREA L. ELLSWORTH ("Teacher"). ANDREA L. ELLSWORTH is a teacher as defined in Ind. Code 20-18-2-22.

In exchange for the Teacher's services described below, the Corporation and the Teacher agree that:

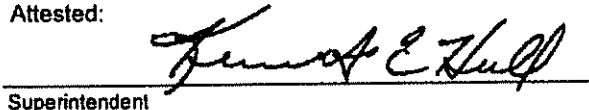
1. The Teacher shall teach in the schools of the Corporation for the school term, beginning **JANUARY 1, 2016** and ending on **DECEMBER 31, 2017**. *Ind. Code 20-28-6-2(a)(3)(A)*
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **260.00** days. *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 **7.66**. *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 **\$114,145.00** 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 11TH day of NOVEMBER, 2015.

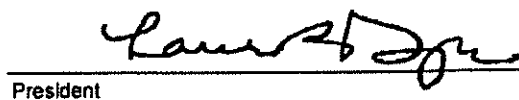
Teacher

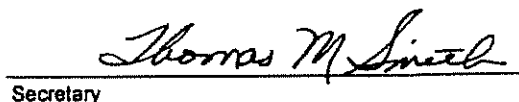
  
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Attested:

  
\_\_\_\_\_  
Superintendent

School Corporation by:

  
\_\_\_\_\_  
President

  
\_\_\_\_\_  
Secretary



# 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)

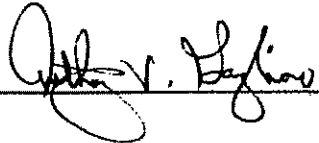
This regular teacher contract ("Contract") is by and between the governing body of the **SCHOOL TOWN OF SPEEDWAY** ("Corporation") and **ANTHONY V. GAGLIANO** ("Teacher"). **ANTHONY V. GAGLIANO** is a teacher as defined in Ind. Code 20-18-2-22.

In exchange for the Teacher's services described below, the Corporation and the Teacher agree that:

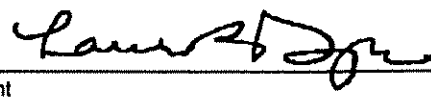
1. The Teacher shall teach in the schools of the Corporation for the school term, beginning **JANUARY 1, 2016** and ending on **DECEMBER 31, 2017**. *Ind. Code 20-28-6-2(a)(3)(A)*
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **260.00** days. *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 **7.66**. *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 **\$122,717.00** 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 11TH day of NOVEMBER, 2015.

Teacher

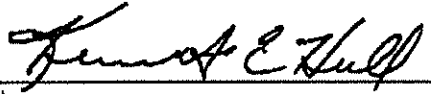
  
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School Corporation by:

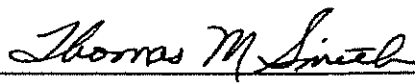
  
\_\_\_\_\_

President

Attested:

  
\_\_\_\_\_

Superintendent

  
\_\_\_\_\_

Secretary

# 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)

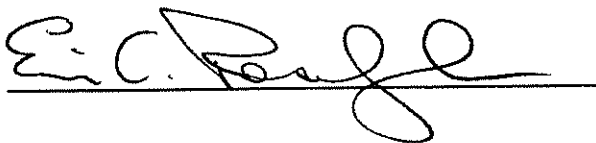
This regular teacher contract ("Contract") is by and between the governing body of the SCHOOL TOWN OF SPEEDWAY ("Corporation") and ERIC C. ROSEBROUGH ("Teacher"). ERIC C. ROSEBROUGH is a teacher as defined in Ind. Code 20-18-2-22.

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 JANUARY 1, 2016 and ending on DECEMBER 31, 2017. 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 7.66. 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 \$114,145.00 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 11TH day of NOVEMBER, 2015.

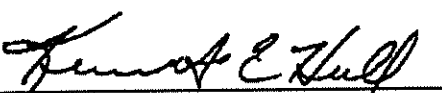
Teacher


  
\_\_\_\_\_

School Corporation by:

  
\_\_\_\_\_  
President

Attested:

  
\_\_\_\_\_  
Superintendent

  
\_\_\_\_\_  
Secretary

**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 **SCHOOL TOWN OF SPEEDWAY** ("Corporation") and **MARY E. SNAPP** ("Teacher"). **MARY E. SNAPP** 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 **JANUARY 1, 2016** and ending on **DECEMBER 31, 2017**. *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 **7.66**. *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 **\$121,301.00** 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 11TH day of NOVEMBER, 2015.

Teacher

Mary E. Snapp

Attested:

Thomas M. Smith  
Superintendent

School Corporation by:

Laurel Dyer  
President

Thomas M. Smith  
Secretary

# 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 SCHOOL TOWN OF SPEEDWAY ("Corporation") and KYLE N. TREBLEY ("Teacher"). KYLE N. TREBLEY 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 **JANUARY 1, 2016** and ending on **DECEMBER 31, 2017**. 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 **7.66**. 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 **\$129,900.00** 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 11TH day of NOVEMBER, 2015.

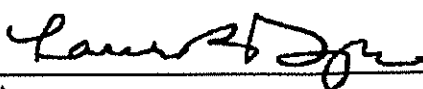
Teacher

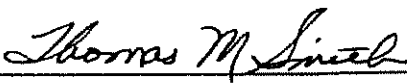
  
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Attested:

  
\_\_\_\_\_  
Superintendent

School Corporation by:

  
\_\_\_\_\_  
President

  
\_\_\_\_\_  
Secretary

## 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  
**SCHOOL TOWN OF SPEEDWAY** ("Corporation") and **BRENDA L. WOLFE**  
("Teacher"). **BRENDA L. WOLFE** 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:

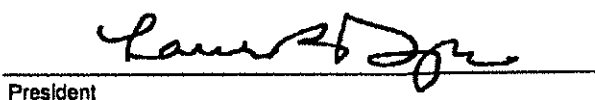
1. The Teacher shall teach in the schools of the Corporation for the school term, beginning **JANUARY 1, 2016** and ending on **DECEMBER 31, 2017**. *Ind. Code 20-28-6-2(a)(3)(A)*
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **260.00** days. *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 **7.66**.  
*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 **\$122,717.00** 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 11TH day of NOVEMBER, 2015.

Teacher

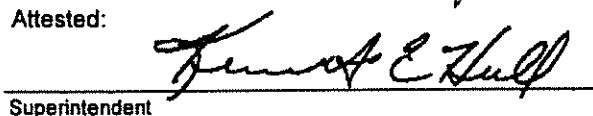
  
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School Corporation by:

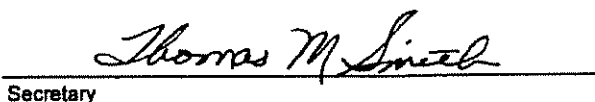
  
\_\_\_\_\_

President

Attested:

  
\_\_\_\_\_

Superintendent

  
\_\_\_\_\_

Secretary

# 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 **SCHOOL TOWN OF SPEEDWAY** ("Corporation") and **LUCAS W. ZARTMAN** ("Teacher"). **LUCAS W. ZARTMAN** 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:

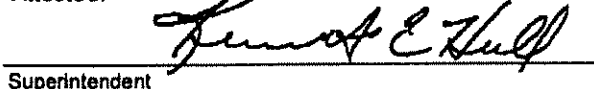
1. The Teacher shall teach in the schools of the Corporation for the school term, beginning **JANUARY 1, 2016** and ending on **DECEMBER 31, 2017**. *Ind. Code 20-28-6-2(a)(3)(A)*
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **260.00** days. *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 **7.66**. *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 **\$113,470.00** 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 11TH day of NOVEMBER, 2015.

Teacher

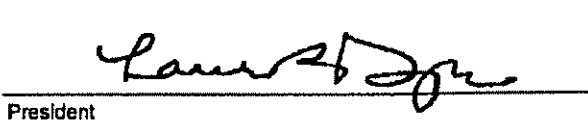


Attested:

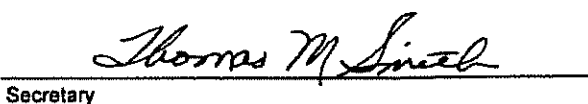


Superintendent

School Corporation by:



President



Secretary