

**REGULAR TEACHERS 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 **River Forest Community Schools** ("Corporation") and **Randall J Horka** ("Teacher").

**Randall J Horka** 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 01, 2020**, and ending on **June 30, 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 **216.0** 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 **8.00**  
*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 **\$93,318.00** during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in **26.00** 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 **1st** day of **July, 2020**.

Teacher

School Corporation by:

\_\_\_\_\_

\_\_\_\_\_

President

Attested:

\_\_\_\_\_

\_\_\_\_\_

Superintendent

Secretary

**The rest of this page is intentionally left blank.**

**ADDENDUM TO PRINCIPAL'S BASIC CONTRACT  
AND  
ADMINISTRATOR'S FRINGE BENEFITS PACKAGE**

This addendum to the Principal's Basic Contract is by and between the Board of School Trustees of the River Forest Community School Corporation and Randall Horka.

The Board and Randall Horka, for the consideration herein specified, agree as follows:

**ABSENCE FROM WORK/ILLNESS LEAVE**

Randall Horka shall be entitled to be absent from work without loss of compensation on account of illness or quarantine or family or personal business for a total of 14 days each school year to be used as 11 sick and 3 personal business days. If Randall Horka is absent less than the prescribed number of days, the remaining days are accumulative up to 216 days.

**ACCUMULATED SICK LEAVE**

Randall Horka will receive credit for all accumulated sick leave acquired at previous Indiana public school employment and thus counted toward his maximum accumulated sick leave of 216 contract days.

**BEREAVEMENT LEAVE**

A period extending for not more than seven (7) consecutive calendar days shall be allowed immediately after the death of spouse, child, parent, grandparent, grandchild, brother, sister, or a person living in the same home as part of the family. These days will not be deducted from the accumulated sick leave. Father-in-law, mother-in-law, son-in-law, daughter-in-law, aunt, uncle, niece, nephew, brother-in-law, sister-in-law, grandparent of spouse, will be a period extending not more than three (3) consecutive calendar days. Any other relationship must be approved by the Superintendent.

**HEALTH INSURANCE**

Randall Horka will be able to participate in the preferred health insurance plan at a cost of 15% per school year for the family plan or the single plan. Randall Horka shall receive 2% VEBA contribution. The VEBA will become the employees upon separation. Vision and dental insurance will be provided at no cost to the individual. If Randall Horka elects early retirement according to the "Rule of 85: (Age + Service = 85; minimum age of 55) or at age 60 or older with the minimum service of fifteen (15) years of creditable service in the River Forest Community School Corporation, he shall receive from the Employer full coverage in the single group health and dental plan until age 65. The cost to said retiree will be 15% of the cost of the plan per year until age 65. Notice of intent to exercise this option shall be given prior to the end of the school year.

**CONTRACT ADDENDUM**  
**Fringe Benefits Package**  
**Page 2**

**TERM LIFE INSURANCE WITH ACCIDENTAL DEATH & DISMEMBERMENT**

The Board of School Trustees will provide term life insurance in the amount of \$100,000.

The Board of School Trustees will also provide \$5,000 term life insurance for the spouse and \$3,000 term life insurance for each dependent child.

**LONG TERM DISABILITY**

A disability insurance program shall be provided for Randall Horka by the Board of School Trustees. The Board of School Trustees will pay the total cost of the program.

**WORKMEN'S COMPENSATION**

If Randall Horka is injured in the line of duty, he shall receive such compensation and expenses as are prescribed by the Workmen's Compensation Law of the State of Indiana. The Board of School Trustees will pay the difference between Workmen's Compensation and regular salary pro-rated on their daily rate and this will not be deducted from accumulated sick leave. This benefit will be limited to the qualifying period of two (2) consecutive months of disability benefits as stipulated in the disability insurance program.

**PROFESSIONAL DUES**

Randall Horka will receive paid State and local professional organization memberships.

**LEGAL COUNSEL**

The Board agrees to provide Randall Horka with legal counsel selected and paid for by the Board and to defend and indemnify and hold him harmless for all claims, demands and judgments arising out of the performance of duties within his scope of employment.

**CELL PHONE**

Randall Horka will have the use of a cell phone for school related and personal use up to a designated maximum number of minutes provided by the school corporation.

**LOYALTY STIPEND**

Upon signing the fifth consecutive contract as an administrator with the River Forest Community

**CONTRACT ADDENDUM**  
**Fringe Benefits Package**  
**Page 3**

Schools, Randall Horka will be entitled to a one-time loyalty stipend adjustment in the amount of one and one half times the increment in column MS + 15.

**RETIREMENT SAVINGS PLAN**

River Forest Community School Corporation shall contribute to a 401(a) account an amount equal to 2% of Randall Horka's gross salary. Such deposits will be made on a monthly basis and accrue in Randall Horka's account. If Randall Horka dies during his first five (5) years of service in the River Forest Community School Corporation, his 401(a) account shall become the property of his estate. If, for any other reason, Randall Horka leaves prior to completing five (5) years of service to the River Forest Community School Corporation, the amounts in the account shall be forfeited into a forfeiture account to be administered by the school corporation's current provider for 401(a) and 403(b) accounts. Upon completion of the fifth (5th) year of employment, all assets of his 401(a) account become vested to Randall Horka. In addition to the 2% contribution, the Board will make an additional annual contribution of Seven Hundred Fifty Dollars (\$750.00) to our current 403(b) provider.

The school corporation will pay 3% toward retirement in addition to salary. According to the retirement law the minimum age at which an administrator may retire is fifty (50) providing he/she has fifteen (15) years of creditable service: or the member's age in years plus the member's years of service is at least eighty-five (85) and the member is at least fifty-five (55) years of age. At age 65, only ten (10) years of creditable service are required.

Randall Horka shall be granted all other benefits as provided in the RFTA Master Contract between the teachers and school board.

**In witness whereof, Randall Horka and the Board, by its President and Secretary, have executed this agreement as of the 24th day of May, 2016.**

*Board of School Trustees of the  
River Forest Community School Corporation*

\_\_\_\_\_  
Randall Horka, Principal

By: \_\_\_\_\_  
H. Marshall Gilliana II, President

\_\_\_\_\_  
Steven C. Disney, Superintendent

\_\_\_\_\_  
Michelle Martin, Secretary