

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 WES-DEL COMMUNITY SCHOOLS ("Corporation") and KYLE H MEALY ("Teacher"). KYLE H MEALY 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, 2018** and ending on **JUNE 30, 2021**. 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 **780.00** 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 **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 **\$100,100.00** 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 13TH day of DECEMBER, 2018.

Teacher

Kyle H Mealy

Attested:

Kyle H Mealy
Superintendent

School Corporation by:

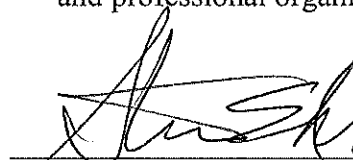
Steve E. Bandy
President

Secretary

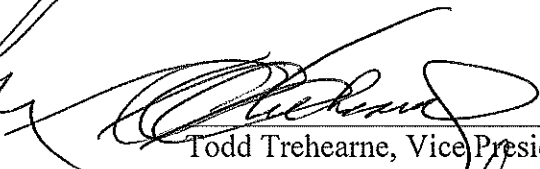
ADDENDUM OF CONTRACT FOR KYLE MEALY

1. The school corporation shall pay the major medical insurance premium except \$2.00 per month, for the \$1500 deductible plan.
2. The school corporation shall pay all of the \$250,000.00 (salary X 2.5 rounded to the nearest thousand, up to \$250,000) term life insurance premium except \$2.00 per month, subject to the approval of the life insurance company.
3. The school corporation shall pay the employee share of the Teachers Retirement Fund contribution.
4. The Superintendent shall be granted thirteen (13) sick leave days on an annual basis, and may accumulate to two hundred and forty (240).
5. The school corporation shall pay the long term disability insurance premium except \$2.00 per month.
6. The Superintendent shall be granted four (4) days each year for the transaction of personal business. Unused personal days may accumulate to five (5) days.
7. The Superintendent shall be granted twenty (20) vacation days annually, to be used within 18 months of issuance.
8. The Superintendent may be absent from work with pay for death in his immediate family for a period extending not more than five (5) school days beyond such death.
9. The Board reviews salary and benefits each year and may approve changes in base salary, contributions, or allowances at that time. The Superintendent will be eligible for a performance pay stipend equal to any amount or percentage received by the teachers with the same "Highly Effective" or "Effective" rating each school year. The Superintendent will be evaluated annually by the Board and rated using the same categories applied to the teachers and other administrators. No increase will be awarded for a rating of "Improvement Necessary" or "Ineffective".
10. The school corporation shall pay institutional membership dues to the Indiana Association of Public School Superintendents and to the American Association of School Administrators on behalf of the superintendent.

11. Mileage both inside and outside the school corporation shall be compensated at the established reimbursement rate.
12. In order to continue professional development and benefit the school corporation, the superintendent may as part of his duties pursue further studies and or degrees in education or related fields.
13. The school board desires the superintendent to undergo a comprehensive physical examination annually at the expense of the school corporation, by a physician selected by the superintendent.
14. This three year continuous contract is from July 1, 2018 – June 30, 2021. The salary changes and benefit changes will begin July 1, 2018. The agreement's "Evergreen Clause" will result in a continuous 2+ year contract unless a party objects on or before December 31 to an extension of the contract for an added year on July 1. However, the Agreement can be canceled by the Board for the same list of reasons applicable to cancelation of the contract of an "established teacher" found at Indiana Code 20-28-7.5 (e). The Superintendent can cancel the agreement by giving 90 days written notice of resignation or retirement.
15. The Board may reimburse the Superintendent for travel expenses determined by the Board and professional organization memberships.

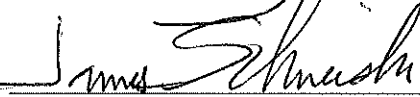


Steven Dowling, President

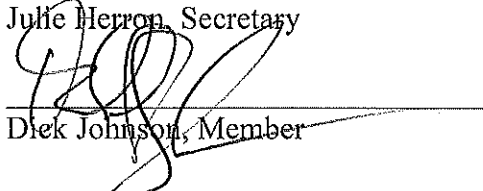


Todd Trehearne, Vice President

Julie Herron, Secretary



James Schneider, Member



Dick Johnson, Member



Kyle Mealy, Superintendent