

**ADDENDUM TO THE REGULAR TEACHER'S CONTRACT BETWEEN THE
SOUTHWEST PARKE ASSOCIATION AND THE SOUTHWEST PARKE
COMMUNITY
SCHOOL DISTRICT ADMINISTRATION**

The Board of Education of the Southwest Parke Community School District and **Dr. Phil Harrison** (referred to as "Superintendent") has entered into a Regular Teacher's Contract dated **September 1, 2016**. The Board shall supplement the provisions contained in the contract and agree to the addendum as follows:

1. The contract described in the title of this addendum shall be supplemented with all the benefits in the negotiated agreement between the Corporation and the Southwest Parke Education Association except as modified by this addendum.
2. The term of this contract shall be **September 1, 2016** through **August 30, 2019**. If the Superintendent is not notified by **January 1, 2019**, then the contract will be renewed for another **three-year term**.
3. The Superintendent's base salary will be **\$100,000.00** and subject to increase with any administrator increases that may be effective starting with the 2017-2018 school year.
4. The District will contribute 1% of the Superintendent's salary and an additional Three Thousand Dollars (\$3,000.00) to the Superintendent's 403(b) plan account.
5. The School Corporation shall credit or pay the Superintendent an additional amount of Four Thousand Eight Hundred Ninety Dollars and Zero Cents (\$4,890.00), which the Superintendent has voluntarily elected to be contributed to a Section 125 Plan for each calendar year of employment for the Superintendent. The total of the Section 125 benefit and the Superintendent's base salary is intended to represent the Superintendent's basic salary as defined by I.C. 5-10.2-4-3, and such amounts shall be used to determine the average annual compensation defined in I.C. 5-10.2-4-3 and reported to the Indiana State Teachers Retirement Fund for the Superintendent.
6. The Corporation shall pay premiums of Sixty Dollars (\$60.00) toward a life insurance policy for the Superintendent.
7. The Corporation shall pay premiums of Fifty Dollars (\$50.00) toward a long-term disability insurance policy for the Superintendent.

8. The Corporation shall provide the Superintendent contracted for 260 days with 10 paid vacation days. The Superintendent may carry forward up to 5 accumulated vacation days. Accumulated vacation days beyond 5 days shall be converted to personal illness days.
9. Superintendent will be paid for the following holidays:
 - Fourth of July
 - Labor Day
 - Fall Recess
 - Day Prior to Thanksgiving
 - Thanksgiving Day
 - Day After Thanksgiving
 - Christmas Eve
 - Christmas Day
 - New Year's Eve
 - New Year's Day
 - Spring Break
 - Great American's Day
 - Memorial Day

The Superintendent shall designate an alternative day when a paid holiday falls on a Saturday or Sunday.

10. The Corporation shall pay the Superintendent's membership for the state superintendent's association.
11. The Corporation shall pay for the Superintendent's attendance at the annual state superintendent's conference and for one national conference for professional development in their assigned area(s) of school administration on a biennial basis.
12. Superintendent is granted ten (10) vacation days in addition to Fall Break, Winter Break, and Spring Break. Furthermore, Superintendent is entitled to sick and personal leave days in accordance with the negotiated agreement between the Corporation and the Southwest Parke Education Association Administrators.
13. Superintendent shall be paid a monthly stipend of \$400.00 for a rate of reimbursement for use of their automobile.

14. The Superintendent will be allowed to pursue other work (e.g., adjunct professor or consulting work) for compensation so long as such work does not interfere with the Superintendent's duties, as determined by the Board.
15. The Superintendent shall have access to a computer to be utilized at home.
16. The Superintendent will receive a \$100.00 per month stipend for the use of technology.

Superintendent's Signature

Date

School Board President's Signature

Date