

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 West Central School Corporation ("Corporation") and Wesley R. Allen ("Teacher"). Wesley R. Allen 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:

- The Teacher shall teach in the schools of the Corporation for the school term, beginning **July 1, 2018**, and ending on **June 30, 2020**. *Ind. Code 20-28-6-2(a)(3)(A)*
- The school term described in paragraph 1 immediately above for services under this Contract consists of **220/440** days. *Ind. Code 20-28-6-2(a)(3)(B)*
- The number of hours per day the Teacher is expected to work under this Contract is 8. *Ind. Code 20-28-6-2(a)(3)(E)*
- The Corporation shall pay the Teacher for services under this Contract the total salary of **\$67,900.00** during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*
- 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)*
- 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.
- This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this 6th day of December 2018.

Teacher

School Corporation by:

President

Attested:

_____ Secretary

_____ Superintendent

West Central School Corporation

Effective July 1, 2018 to June 30, 2020

Wesley Allen

Annual Salary	\$67,900.00
3% Retirement	\$2,037.00
Annual Board Contribution to Group Health*	\$23,159.00
Annual Vision Insurance Premium*	\$183.44
7.5% Retirement	\$5,092.50
7.65% Social Security	\$5,194.35
Annual LTD Premium*	\$206.77
Annual Term Life Premium (\$75,000 Death Benefit)*	\$ 116.00
Auto Allowance (school business)	\$.55 mile reimbursement
Pay Joint Membership Fee to One (1) Professional Org.^	\$94.00
Meal Allowance (school business)	\$30.00 per day

*Indicates that the Board contributions may be adjusted if the carrier increases the premium for the same coverage.

^Indicates that the Board contribution may be adjusted if fees increase.

The Board determines what amount, if any, should be awarded under the performance-based pay provisions of the contract.

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 West Central School Corporation (“Corporation”) and **Scott A. Ritchie** (“Teacher”). **Scott A. Ritchie** 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:

- The Teacher shall teach in the schools of the Corporation for the school term, beginning **January 1, 2019**, and ending on **June 30, 2021**. *Ind. Code 20-28-6-2(a)(3)(A)*
- The school term described in paragraph 1 immediately above for services under this Contract consists of **120/560** days. *Ind. Code 20-28-6-2(a)(3)(B)*
- The number of hours per day the Teacher is expected to work under this Contract is 8. *Ind. Code 20-28-6-2(a)(3)(E)*
- The Corporation shall pay the Teacher for services under this Contract the total salary of **\$40,000.00 for 120 days (January 1, 2019-June 30, 2019) \$80,000.00 (July 1, 2019- June 30, 2020)** during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*
- 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)*
- 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.
- This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

**** 120 days at \$40,000.00 payable in 12 installments on a biweekly basis.****

Agreed this **17th** day of **December 2018**.

Teacher

School Corporation by:

President

Attested:

Secretary

Superintendent

West Central School Corporation

Effective January 1, 2019 to June 30, 2021

Scott Ritchie

Annual Salary	\$80,000.00
3% Retirement	\$2,400.00
Annual Board Contribution to Group Health*	\$23,159.00
Annual Vision Insurance Premium*	\$183.44
7.5% Retirement	\$6,000.00
7.65% Social Security	\$6,120.00
Annual LTD Premium*	\$243.80
Annual Term Life Premium (\$75,000 Death Benefit)*	\$ 116.00
Auto Allowance (school business)	\$.55 mile reimbursement
Pay Joint Membership Fee to One (1) Professional Org.^	\$94.00
Meal Allowance (school business)	\$30.00 per day

*Indicates that the Board contributions may be adjusted if the carrier increases the premium for the same coverage.

^Indicates that the Board contribution may be adjusted if fees increase.

The Board determines what amount, if any, should be awarded under the performance-based pay provisions of the contract.

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 West Central School Corporation ("Corporation") and Donald L Street Jr.("Teacher"). Donald L. Street Jr. 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:

- The Teacher shall teach in the schools of the Corporation for the school term, beginning
- **July 1, 2018**, and ending on **June 30, 2022**. *Ind. Code 20-28-6-2(a)(3)(A)*
- The school term described in paragraph 1 immediately above for services under this Contract consists of 260/1040 days. *Ind. Code 20-28-6-2(a)(3)(B)*
- The Corporation shall pay the Teacher for services under this Contract the total salary of **\$101,000**. *Ind. Code 20-28-6-2(a)(3)(C)*
- 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)*
- 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.
- This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this 7th day of **June 2018**.

President

Attested:

Secretary

Superintendent

Agreement Between the
West Central School Corporation and the Superintendent of Schools
Effective July 1, 2018 to June 30, 2022 (Evergreen Clause)

Annual Salary	\$101,000
Annual Contribution to TRF (3% Mandatory)	\$3,030
Annual Board Contribution to Group Health*	\$22,271
Annual Vision Insurance Premium*	\$183.44
Statutorily Required Contribution TRF (7.5%)	\$7,575
Statutorily FICA (7.65%)	\$7,726.50
Annual LTD Premium*	\$308.06
Annual Term Life Premium (\$75,000 Death Benefit)*	\$116.00
Pay Joint Membership Fee to One Professional Org.^	\$ 94.00
Meal Allowance (school business)	\$30.00 per day

*Indicates that the Board contributions will be adjusted if the carrier increases the premium for the same coverage. The Corporation will pay the premium (except for \$1.00) for family health, family vision, LTD, and Term Life.

^Indicates that the Board contribution will be adjusted if fees increase.

Misc. Benefits: The Superintendent shall receive all fringe benefits outlined in this addendum, along with any fringe benefits provided to teachers in the master contract.

Agreement Length: Indiana Code 20-28-8-6(2) states that "The contract must be for a term of at least thirty-six (36) months". The Agreement's "evergreen clause" would result in a continuous 3+ school year contract unless a party objects before April 1 to an extension of the length of the contract for an added school year on July 1 (automatic roll-over). However, the agreement can be cancelled by the Board for the same list of reasons applicable to cancellation of the contract of an "established teacher" found at Indiana Code 20-28-7.5-1(e). The Superintendent can cancel the Agreement by giving a 90 day written notice of resignation.

Working Days: The Agreement calls for 260 working days in each school year inclusive of 20 paid vacation days and recognized holidays (See Indiana Code 1-1-9-1). The annual vacation leave allotment is provided and vested on July 1 of each school year.

Evaluation: The Superintendent will be evaluated by the Board and rated using the same categories applied to teachers and other administrators: "highly effective", "effective", "improvement necessary", or "ineffective." Like any certificated employee, any salary changes will be based upon performance.

Increases: The Board reviews the Superintendent's salary and benefits annually and may approve changes in base salary, contributions, or allowances at that time. Further, the Board determines what amount, if any, should be awarded under the performance-based pay provisions of the contract.

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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 West Central School Corporation ("Corporation") and **Daniel J. Zylstra** ("Teacher"). **Daniel J. Zylstra** 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:

- The Teacher shall teach in the schools of the Corporation for the school term, beginning **July 1, 2018**, and ending on **June 30, 2020**. *Ind. Code 20-28-6-2(a)(3)(A)*
- The school term described in paragraph 1 immediately above for services under this Contract consists of **220/440** days. *Ind. Code 20-28-6-2(a)(3)(B)*
- The number of hours per day the Teacher is expected to work under this Contract is 8. *Ind. Code 20-28-6-2(a)(3)(E)*
- The Corporation shall pay the Teacher for services under this Contract the total salary of **\$73,060.00** during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*
- 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)*
- 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.
- This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this **6th** day of **December 2018**.

Teacher

School Corporation by:

President

Attested:

Secretary

Superintendent

West Central School Corporation

Effective July 1, 2018 to June 30, 2020

Daniel Zylstra

Annual Salary	\$73,060.00
3% Retirement	\$2,191.80
Annual Board Contribution to Group Health*	\$23,159.00
Annual Vision Insurance Premium*	\$183.44
7.5% Retirement	\$5,479.50
7.65% Social Security	\$5,589.09
Annual LTD Premium*	\$222.56
Annual Term Life Premium (\$75,000 Death Benefit)*	\$ 116.00
Auto Allowance (school business)	\$.55 mile reimbursement
Pay Joint Membership Fee to One (1) Professional Org.^	\$94.00
Meal Allowance (school business)	\$30.00 per day

*Indicates that the Board contributions may be adjusted if the carrier increases the premium for the same coverage.

^Indicates that the Board contribution may be adjusted if fees increase.

The Board determines what amount, if any, should be awarded under the performance-based pay provisions of the contract.