

**REGULAR TEACHER CONTRACT**

This regular teacher contract ("Contract") is by and between the governing body of the Shoals Community School Corporation ("Corporation") and **Candace Roush** ("Teacher"). **Candace Roush** 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, 2016**, and ending on **June 30, 2019**. 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 days**. Ind. Code 20-28-6-2 (a)(s)(B)
3. The number of hours per day the Teacher is expected to work under this Contract is **7.5 hours**. 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 **\$93,000** during contract period. 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

This Regular Teacher Contract was printed on March 10, 2016.

\_\_\_\_\_  
Teacher

\_\_\_\_\_  
School Corporation, Board President

\_\_\_\_\_  
School Corporation, Board Secretary

**Note: Contract for the position of Superintendent.**

ADDENDUM TO THE TEACHER'S CONTRACT  
BETWEEN  
CANDACE ROUSH  
AND THE  
BOARD OF SCHOOL TRUSTEES  
OF THE  
SHOALS COMMUNITY SCHOOL CORPORATION  
OF MARTIN COUNTY, INDIANA

This Addendum to the Teacher's Contract, made and entered into this 10<sup>th</sup> day of March, 2016, between the Board of School Trustees of the Shoals Community School Corporation of Martin County, Indiana, hereinafter referred to as "DISTRICT" and Candace Roush, hereinafter referred to as "SUPERINTENDENT." The term "school" as used in this Contract shall refer to facilities operated by the Shoals Community School Corporation. The term "BOARD" as used in this Contract shall mean the Board of School Trustees of the Shoals Community School Corporation. The DISTRICT and SUPERINTENDENT for the consideration herein specified agree as follows:

1. TERM

DISTRICT hereby employs, and SUPERINTENDENT hereby accepts employment as Superintendent of Schools for the term commencing July 1, 2016 and ending June 30, 2019. Effective July 1, 2017, if the Board does not provide written notice of non-renewal to the Superintendent by August 1<sup>st</sup> of each year of this Addendum thereafter, the Addendum shall result in a continuous three year contract, unless written notice of non-renewal is provided to the Superintendent as set forth herein or the Superintendent's teaching contract and this Addendum are cancelled in accordance with the provisions of this Addendum or applicable law.

2. PROFESSIONAL CERTIFICATION AND RESPONSIBILITIES

- a. CERTIFICATION. SUPERINTENDENT shall hold a valid Administration and Supervision-Superintendent certificate issued by the state of Indiana.
- b. DUTIES. SUPERINTENDENT shall have charge of the administration of the schools under the direction of the Board, and shall be the chief executive officer of the DISTRICT; shall direct and assign teachers and other employees of the schools under her staff, including instruction and business affairs, as best serves the DISTRICT, subject to the approval of the Board; shall select all personnel, subject to the approval of the Board; shall from time to time suggest regulations, rules, and procedures deemed necessary for the well ordering of the district, and in general perform all duties incident to the office of Superintendent and such other duties as may be prescribed by the Board from time to time. The BOARD shall be entitled to require attendance of SUPERINTENDENT at any Board or committee meeting, and SUPERINTENDENT shall have the right to attend and provide administrative recommendations at any BOARD or committee meeting provided, however, that the Board shall be entitled to exclude the SUPERINTENDENT from any executive session.
- c. OUTSIDE ACTIVITIES. SUPERINTENDENT shall devote her full time, attention, and energy to the business of the DISTRICT. However, SUPERINTENDENT may engage in non-school educational activities that are of a short-term duration with prior approval of the Board. She may choose to use vacation days or personal days to perform outside activities, with honoraria paid the SUPERINTENDENT in connection with these activities to be retained by her.

3. PROFESSIONAL DEVELOPMENT

DISTRICT encourages the continuing professional development of SUPERINTENDENT through her participation in the following:

- a. The operations, programs, and other activities conducted or sponsored by local, state, and national administrator and school board associations;
- b. Seminars and courses offered by public or private educational institutions;
- c. Informational meetings with other persons whose particular skills or backgrounds would serve to improve the capacity of SUPERINTENDENT to perform her professional responsibilities of DISTRICT; and
- d. Advisory committees to the Indiana Department of Education.

DISTRICT may allow reasonable time for SUPERINTENDENT to attend the described functions and pay such necessary registration, fees for travel, and subsistence expenses, as are previously approved by the Board.

4. COMPENSATION

SALARY. DISTRICT shall pay SUPERINTENDENT at an annual salary rate of \$93,000. This annual salary rate shall be paid to SUPERINTENDENT in installments in accordance with the schedule of salary payments in effect for other certified school employees.

5. VACATION AND OTHER BENEFITS

SUPERINTENDENT shall be entitled to all the fringe benefits applicable to certified school employees as defined in the Master Bargaining Agreement, including but not limited to, benefits and leaves, any other forms of insurance protection, in effect on July 1, 2016, and said fringe benefits for SUPERINTENDENT shall not be decreased during the term of this contract unless by mutual agreement between the SUPERINTENDENT and the Board, with the following exceptions:

- a. DISTRICT shall provide SUPERINTENDENT \$120,000 group term life insurance at standard insurable rates.
- b. DISTRICT shall grant SUPERINTENDENT twenty (20) days of vacation time each contract year. These vacation days shall be in addition to the following paid holidays: New Year's Eve, New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, the day after Thanksgiving, Christmas Eve, and Christmas Day. SUPERINTENDENT is expected to work from Monday through Friday each week, fifty-two (52) weeks (260 days) per contract year. SUPERINTENDENT shall select which work days shall be used for holiday or vacation pay purposes, up to a combined total number of days stated above.
- c. SUPERINTENDENT shall be entitled to participate in the certificated employee sick leave bank.
- d. DISTRICT shall pay dues for membership of the SUPERINTENDENT in professional educational organizations including the Indiana Association of Public School Superintendents and the local Study Council.

6. EXPENSES

- a. DISTRICT shall pay or reimburse SUPERINTENDENT for reasonable expenses approved by the DISTRICT and incurred by SUPERINTENDENT in the continuing performance of her duties under this Addendum to Contract.

7. PROFESSIONAL LIABILITY

DISTRICT agrees that it shall defend, hold harmless, and indemnify SUPERINTENDENT from any and all demands, claims, suits, actions, and legal proceedings brought against SUPERINTENDENT in her individual capacity while discharging her responsibilities as an employee of the DISTRICT, provided the incident arose while SUPERINTENDENT was acting within the scope of her employment and as such liability coverage is within the authority of the Board un State law. In any case, individual Board members will not be considered personally liable for indemnifying a SUPERINTENDENT against such demands, claims, suits, actions, and legal proceedings. DISTRICT shall not, however, be required to pay SUPERINTENDENT'S attorney fees or any costs of any legal proceedings in the event the DISTRICT and SUPERINTENDENT have adverse interests in such litigation.

This addendum becomes a part of the contract for Candace Roush for the period from July 1, 2016, through June 30, 2019, when attached hereto.

IN WITNESS WHERE OF the Superintendent and Employer have executed this agreement this 10<sup>th</sup> day of March, 2016.

SCHOOL:  
Shoals Community School Corporation

SUPERINTENDENT

By: \_\_\_\_\_  
Board President

\_\_\_\_\_  
Candace Roush

BY: \_\_\_\_\_  
Board Vice-President

By: \_\_\_\_\_  
Board Secretary

By: \_\_\_\_\_  
Board Member

By: \_\_\_\_\_  
Board Member