

SUPERINTENDENT'S
CONTRACT

It is hereby agreed by and between the BOARD OF TRUSTEES OF THE NEW PRAIRIE UNITED SCHOOL CORPORATION located in La Porte and St. Joseph Counties, Indiana, (hereinafter called the Board) and DR. PAUL M. WHITE (hereinafter called the Superintendent) that the Board, does hereby employ the Superintendent for the period commencing July 1, 2021, and terminating June 30, 2026.

WITNESSETH

1. In consideration of a salary of \$142,276.00 which shall be retroactive to the beginning of the 2022-2023 school year, to be paid each year of this contract, the Superintendent agrees to perform faithfully the duties of superintendent and to serve as Chief Executive Officer of the New Prairie United School Corporation. The annual salary shall be paid in equal installments in accordance with the rules of the Board governing payment of other professional staff members of the Corporation. The Board and Superintendent agree that the salary and benefits of this contract will be reviewed annually. The Superintendent will receive a raise equal to what Building Administrators receive, as long as he is evaluated as "Effective" or "Highly Effective". Should the district no longer have an Assistant Superintendent, and does not fill that position, an additional \$5,000.00 will be added to the Superintendent's salary (Note-enacted 7/1/22). Should the district add an Assistant Superintendent role, and fill that position, \$5,000 would be subtracted from the Superintendent's salary.

2. The Board hereby retains the right to adjust the annual salary of the Superintendent during the term of this contract, said salary adjustment not to reduce the annual salary below the figures stated above unless such decrease is part of a uniform plan affecting

salaries of all employees of the corporation. Any adjustment in salary made during the life of this contract shall be in the form of an amendment and shall become a part of this contract, but it shall not be considered that the Board has entered into a new contract with the Superintendent or

3. that the termination date of the existing contract has been extended. The Board may, by specific, action, extend the termination date of the existing contract.

4. The Superintendent shall maintain throughout the life of this contract all appropriate certificates and/or licenses required to act as a superintendent according to the laws of the State of Indiana. The Superintendent hereby agrees to devote his full time, skill, labor and attention to duties of the New Prairie United School Corporation during the term of this contract, provided, however, that the Superintendent may undertake consultative work, speaking engagements, writing, lecturing, and teaching at the university level, or other professional duties and obligations while not interfering with the operation of the school corporation.

5. The Superintendent will have the authority to organize, re-organize, and arrange the administrative and supervisor staff, including instruction and business affairs, with the approval of the Board. The responsibility for selection, placement, and transfer of personnel shall be vested in the Superintendent subject to approval by the Board; and the Board, individually and collectively, will refer promptly to all criticisms, complaints, and suggestions called to its attention to the Superintendent for study and recommendation.

6. The Board shall pay the Superintendent Seven Hundred Dollars (\$700.00) per month as additional basic salary to compensate him for his business use of his automobile. The Superintendents automobile shall be owned, maintained, and insured for business use by the Superintendent at his expense. The Superintendent shall be paid a mileage allowance at the

Federal rate. The above mileage should be tracked and turned in for reimbursement on a weekly basis. This allowance is for mileage driven outside the district boundaries.

7. The Board shall provide the Superintendent with periodic opportunities to discuss Superintendent-Board relationships and shall inform him, at least annually, of any inadequacies as perceived by the Board.

8. The Superintendent shall receive thirty (30) paid days off annually, no more than ten (10) days to be taken consecutively. The Superintendent may accumulate a maximum of twenty (20) paid days off. The Superintendent shall notify the Board President of the dates during which he intends to be on vacation. Any unused days will be paid at the Superintendents daily rate to be paid in June of each year.

In addition, the Superintendent will be entitled to the following paid holidays: Good Friday, July 4, Labor Day, Thanksgiving and the day following, Christmas Eve and Christmas Day, New Year's Eve and New Year's Day, Memorial Day, MLK Day, and Presidents Day. If any of the above holidays fall on a weekend, a weekday shall be considered the paid holiday for purposes of this provision.

9. The board is allowing the superintendent to bank 60 sick days which he has accumulated from other districts. These days will only be allowed to be used in an emergency and after the board has voted to allow the superintendent to use them. These days will not be bought out and have no value unless used after board approval.

10. The Superintendent shall perform his duties, regardless of whether school is in session, on any business day that is not a vacation day, holiday, personal day, or sick day.

11. The Board expects the Superintendent to continue his professional development and expects him to participate in relevant learning experience. The Superintendent shall attend

appropriate professional meetings at the local, state and national level. The expenses of said attendance to be incurred by the corporation upon receipt of an itemized expense statement. Professional development monies may be used to earn up to six (6) college credits. The Superintendent shall not be required to use paid days off while attending professional development opportunities. The Superintendent shall have approval from the Board President prior to taking professional development days.

The Corporation will pay Superintendent's membership to any professional organization and Superintendent's dues for any civic organization joined.

12. The Corporation shall provide the Superintendent with term life insurance in the amount of \$500,000.00 and long-term disability insurance. The Board will provide the Superintendent and his dependents with full health care, vision, and dental protection during the term of this contract of which the Board will pay all but One Dollar (\$1.00) of the premium. If the death of the Superintendent occurs during the contractual period, the Corporation will provide the above-mentioned benefits to his immediate dependents for a period of three (3) calendar years.

13. In addition to any other compensation and benefits received by the Superintendent, the Corporation will pay \$10,000.00 toward the purchase of a tax sheltered annuity policy in the name of the Superintendent in accordance with the provisions of the Taxpayer Relief Act of 1997. The Corporation will make the contribution to the Indiana Teachers Retirement Fund in the name of the Superintendent. Further, the Board will contribute to a VEBA 1% of the superintendent's salary annually with an initial deposit of \$3,000.00 in 2021.

14. As long as the State of Indiana continues to fund the TAG (Teacher Appreciation Grant) Fund, the Superintendent will be eligible to receive a performance grant stipend aligned with the other administrators only if the district posts a letter grade of “A” by the Indiana Department of Education effective July 1, 2022.

15. The Corporation agrees that it shall defend, hold harmless, and indemnify the Superintendent from any and all demands, claims, suits, actions and legal proceedings brought against the Superintendent in his individual capacity or in his official capacity as agent and employee of the Corporation, provided the incident arose while he was acting within the scope of his employment and excluding criminal charges or litigation, and such liability coverage is within the authority of Board to provide under state law. In no case will individual Board members be considered personally liable for indemnifying the Superintendent against such demands, claims, suits, action and legal proceedings.

16. This employment Contract may be terminated by:

- a) Mutual agreement
- b) Retirement of Superintendent.
- c) Disability of the Superintendent. In the event of an illness of incapacity of the Superintendent which renders him unable to perform his duties as stated herein, such disability, when declared by the Board, shall terminate this Contract. Prior to making such determination, the Board shall receive the advice of such physician or physicians as it deems necessary. In the event of termination of this Contract under the terms of this paragraph prior to the exhaustion of sick leave days available to the Superintendent,

such termination shall not take effect until the sick leave days are exhausted.

The Board may, after receipt of advice from such physician or physicians as it may reasonably require, temporarily relieve the Superintendent from his duties during his illness or incapacity. Compensation shall be suspended during said period unless the Superintendent is utilizing sick leave days, for which he would receive compensation. In the event the sick leave of the Superintendent has been exhausted, the compensation of the Superintendent shall be reinstated upon his return to employment and the full assumption of his duties.

- d) Either party may terminate the Contract prior to its date of expiration, on such terms and conditions as are agreed to between the parties.

17. It is further agreed by the parties that in case the Superintendent should, after opportunity for due process hearing with benefit of legal counsel, be held by said Corporation to have committed to act recognized as a basis under Indiana law for cancellation or termination of any teachers contract, he shall be dismissed as Superintendent, and shall thereafter hold no claim for further compensation under this Agreement, subject however, to the provision of law concerning the employment and dismissal of teachers which are in force and effect. Revocation of license by the State Department of Education for any statutory reasons shall be deemed to constitute grounds for dismissal under this Contract.

18. If during the term of this Contract it is found that a specific clause of the Contract is illegal under federal or state law, the remainder of the Contract not affected by such a ruling shall remain in force.

19. The parties agree that each has had the availability and/or assistance of counsel in the process of negotiating the terms of this Contract and sufficient time to consider and understand the terms of this Contract and that this Contract therefore contains all the agreed terms of employment of the Superintendent by the Board . This Contract will not be modified except in a written document making specific reference to this Contract and the specific provision to be modified. Modifications to this Contract shall be approved by both parties in the same manner that this Contract was approved.

Dated this _____ day of _____, 2020.

President

Secretary

Paul M. White, Superintendent