

# 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 Randolph Central School Corp ("Corporation") and Rolland T Abraham ("Teacher").

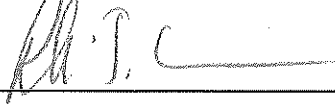
Rolland T Abraham is a teacher as defined in Ind. Code 20-18-2-22.

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 September 20, 2017, and ending on September 19, 2020. 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)(3)(B)
3. The number of hours per day the Teacher is expected to work under this Contract is 8.0. 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 \$ 112000.00 during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in 24 installments on a twice a month 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 20th day of September, 2017

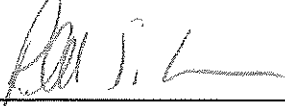
Teacher

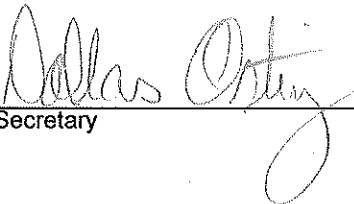
  
\_\_\_\_\_

School Corporation by:

  
\_\_\_\_\_  
President

Attested:

  
\_\_\_\_\_  
Superintendent

  
\_\_\_\_\_  
Secretary

## **ADDENDUM TO SUPERINTENDENT'S CONTRACT**

This agreement is entered into between the Board of Trustees of the Randolph Central School Corporation ("BOARD"), located in Randolph County, Indiana, and Rolland T. Abraham, Ed.S. ("SUPERINTENDENT"). Randolph Central School Corporation hereby employs Rolland T. Abraham, Ed.S., as Superintendent of Randolph Central School Corporation for a three-year period commencing September 20, 2017 and ending September 19, 2020.

1. Annual Salary of SUPERINTENDENT: \$112,000.
2. Working Days of SUPERINTENDENT: The contract shall consist of 260 days. The 260 days shall include 240 working days, plus twenty (20) days vacation.
3. Benefits and Obligations:
  - A. Payment by BOARD of all except one dollar (\$1) of the annual premium for \$300,000 of life insurance coverage for the SUPERINTENDENT.
  - B. Payment by BOARD of all except one dollar (\$1) of the premium for health/major medical coverage. (This shall include SUPERINTENDENT'S choice of single to family coverage but shall be limited to Greater Randolph Plan E or F.
  - C. Payment by BOARD of all except one dollar (\$1) of the annual premium for long-term disability insurance coverage for the SUPERINTENDENT.
  - D. BOARD shall contribute an amount annually, which is equivalent to two percent (2%) of the SUPERINTENDENT'S contract salary to a vendor designated by the SUPERINTENDENT. This payment shall be to a retirement annuity and/or for the purchase of life insurance in a manner which meets State and Federal Laws and regulations. If this annuity/life insurance is taxable income under State and/or Federal regulation, taxes may be withheld and the remainder forwarded to the designated vendor. The Board shall also contribute both the employee's and employer's share of contributions to the Indiana State Teachers' Retirement Fund.
  - E. Mileage and expenses shall be reimbursed as approved by the BOARD.
  - F. SUPERINTENDENT shall be granted ten (10) sick leave days per year. BOARD agrees to transfer up to ninety (90) accumulated sick days from SUPERINTENDENT's previous employer. The number of sick leave days shall be capped at ninety (90) days.
  - G. The SUPERINTENDENT shall be granted paid holidays as follows:

New Year's Day. If January 1 falls on a weekend, SUPERINTENDENT shall determine the day off.

Good Friday (if school is not in session). If school is in session, one day off with pay shall be given on the Friday of spring vacation.

Independence Day. If July 4 falls on a Saturday, the preceding Friday shall be granted off with pay. If it falls on a Sunday, the following Monday shall be granted off with pay.

Memorial Day.

Labor Day.

Thanksgiving Day and the following Friday.

Christmas Eve and Christmas Day. December 24 and 25 shall be paid holidays. If either falls on a weekend, the SUPERINTENDENT shall determine the day(s) off.

New Year's Eve. One-half day off with pay. If December 31 falls on a weekend, the SUPERINTENDENT shall determine the half-day off.

H. Personal Days, Family Illness Days, and Funeral Leave

- a. SUPERINTENDENT shall be granted three (3) days leave per contract year to transact personal business, and/or conduct personal or civic affairs. Personal days shall accumulate to a maximum of five (5) days. Use of personal days shall be reported to the Treasurer of the Randolph Central School Corporation for documentation and payroll purposes. All unused personal days shall be transferred to accumulated sick leave.
- b. SUPERINTENDENT may use up to eight (8) days of SUPERINTENDENT'S sick leave days for illness of a member of the immediate family of SUPERINTENDENT or illness of a person living as a permanent member of the SUPERINTENDENT'S household. Immediate family shall be interpreted as being father, mother, father-in-law, mother-in-law, brother, sister, wife, son, son-in-law, daughter, daughter-in-law, grandchild, stepchild, step-grandchild.
- c. SUPERINTENDENT shall be granted funeral leave up to five (5) working days, within thirty (30) consecutive calendar days after a death in the immediate family of the SUPERINTENDENT or death of any person living as a permanent member of the SUPERINTENDENT'S household. Immediate family shall be interpreted as being father, mother, father-in-law, mother-in-law, brother, sister, wife, son, son-in-law, daughter, daughter-in-law, grandchild, stepchild, step-grandchild.

- I. Contribution by the BOARD of three-quarters of one percent (.75%) of the SUPERINTENDENT'S basic salary to SUPERINTENDENT'S account under the qualified retirement plan as established by the Randolph Central School Corporation to SUPERINTENDENT'S qualified retirement plan as described in Section 401(a) of the Internal Revenue Code.

- J. Contribution by the BOARD of three-quarters of one percent (.75%) of the SUPERINTENDENT'S basic salary to SUPERINTENDENT'S account under the voluntary employee's beneficiary association (VEBA) as described in Section 501(c)(9) of the Internal Revenue Code.
  - K. The BOARD will pay a stipend of \$6,000 annually distributed over twenty-four (24) pays for the 2017-18 school year and each year thereafter for the duration of this contract. This is intended as a contribution to a health savings account.
  - L. The BOARD grants SUPERINTENDENT the right to use corporation printers and copiers for incidental personal printing and copying.
4. Board shall defend, hold harmless, and indemnify SUPERINTENDENT from any and all liability, loss, or damage SUPERINTENDENT may suffer as a result of claims, demands, costs, legal proceedings, or judgments against SUPERINTENDENT by any party other than the BOARD, provided the incident arose while SUPERINTENDENT was acting within the scope of SUPERINTENDENT'S employment with the BOARD. No action of the SUPERINTENDENT shall be considered within the scope of SUPERINTENDENT'S employment with the BOARD if such action or actions serves as a basis for a filed criminal charge. The indemnification shall require BOARD to pay or to reimburse SUPERINTENDENT'S legal fees, court costs, or expenses necessary to defend SUPERINTENDENT from any and all such demands, claims, suits, actions, or legal proceedings and BOARD to pay, or to reimburse SUPERINTENDENT for, any and all liability, loss, or damage as a result of such demands, claims, suits, actions, or legal proceedings. This paragraph shall be in effect after the severance or termination or the employment relationship between the BOARD and SUPERINTENDENT provided the incident occurred during the employment relationship between SUPERINTENDENT and BOARD.
  5. The SUPERINTENDENT agrees to perform at a professional level of competency as required by contract, state law, and the policies of the school board as they may be modified or changed from time to time.
  6. SUPERINTENDENT'S employment shall terminate upon his death or retirement. The BOARD may terminate the contract, by majority vote, for just cause.
  7. This addendum is governed by the laws of the State of Indiana, and shall be subject to the provisions of any applicable state law concerning the terms and conditions of an employment contract between a public school corporation and its superintendent. If, during the term of this Addendum, any specific clause or provision thereof is determined to be illegal or in conflict with state or federal law, the illegal or conflicting provision shall be deemed void. The remainder of the Addendum shall not be affected and shall remain in full force and affect.

Dated this 20<sup>th</sup> Day of September, 2017

RANDOLPH CENTRAL SCHOOL CORPORATION

By: William Bush Board President

By: R. T. Abraham Rolland T. Abraham

By: Dallas Osting Board Secretary

## 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 Randolph Central School Corporation ("Corporation") and Rolland Abraham ("Teacher"). Rolland Abraham 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, 2017, 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 238 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. 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 \$ 87,000.00 during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in [24] 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 30th day of May, 20 17.

Teacher

Rolland Abraham

School Corporation by:

William Bush

President

Attested:

Gregory P. Henschaw  
Superintendent

DeWan Ostry  
Secretary

**EXHIBIT "A"**

**ADDITIONAL TERMS AND CONDITIONS OF  
HIGH SCHOOL PRINCIPAL CONTRACT**

1. **Payment by Randolph Central School Corporation toward \$100,000 Life Insurance Policy all but \$1.00 of the annual premium.**
2. **Payment by Randolph Central School Corporation toward Health and Hospitalization all but \$1.00 of the annual premium for Greater Randolph Plan E only. Should the administrator choose Plan B or Plan D, he/she will pay the difference in premium.**
3. **Payment by Randolph Central School Corporation toward Long-Term Disability Insurance all but \$1.00 of the annual premium.**
4. **Mileage and expenses as approved by the Board.**
5. **Twelve (12) sick leave days per year. The number of days of sick leave will be capped at 90 days.**
6. **Payment by Randolph Central School Corporation toward the High School Principal's total contribution of three (3) per cent to the Indiana State Teacher Retirement Fund.**
7. **Paid holidays will be as follows:**

|                         |  |
|-------------------------|--|
| <b>New Year's Day</b>   | <b>If January 1 falls on the weekend, administration will determine the day off.</b>   |
| <b>Good Friday</b>      | <b>If school is not in session. If school is in session, one day off with pay will be given on the Friday of Spring Vacation.</b>  |
| <b>Independence Day</b> | <b>If July 4<sup>th</sup> falls on a Saturday, the preceding Friday will be granted off with pay, if on a Sunday, the following Monday will be granted off with pay.</b> |
| <b>Memorial Day</b>     |  |
| <b>Labor Day</b>        |  |

**Thanksgiving Day and the Following Friday**

**Christmas Eve  
and Christmas Day**

**December 24<sup>th</sup> and 25<sup>th</sup> will be paid holidays. If either falls on a weekend, the administration will determine the day(s) off.**

**New Year's Eve.**

**One-half day off with pay. If December 31 falls on the weekend, administration will determine the day off.**

- 8. The following portions of the Master Contract between the Board of Education and the Randolph Central Classroom Teachers Association also apply to Administrators:**

**Article V - Paragraphs (B) (C) (D) (E) (F) (G) & (H) or (I)**

**Article VI – If otherwise qualified**

**Article VII**

**Article VIII**

- 9. The High School Principal agrees to perform at a professional level of competency as required by contract, state law, and the policies of the school board as they may be modified or changed from time to time.**
- 10. The Board shall pay a stipend of \$6,000 to any administrator taking Greater Randolph Plan E or Plan F. The amount of this stipend is not guaranteed in future contracts.**
- 11. The Board shall contribute \$3,000 annually to a qualified retirement plan permitted by the school, such as a 403(b) plan. To the degree permitted by law, this contribution shall count as income for purposes of the Indiana Teacher's Retirement Fund.**



**This addendum is governed by the laws of the State of Indiana, and shall be subjected to the provisions of any applicable state law concerning the terms and conditions of an employment contract between a public school corporation and its High School Principal. If, during the term of this Addendum, any specific clause or provision thereof is determined to be illegal or in conflict with state or federal law, the illegal or conflicting provision shall be deemed void. The remainder of the Addendum shall not be affected and shall remain in full force and affect.**

**DATED:** May 30, 2017

**HIGH SCHOOL PRINCIPAL**

**SIGNATURE:**

Bill J. C.

**SUPERINTENDENT SIGNATURE:**

Gregory P. Henshaw

**SCHOOL BOARD SIGNATURES:**

William Bush

Fred P. P. P.

Jeff O. O.

Jay S. Harris

Dallas O. O.