

REGULAR ADMINISTRATOR CONTRACT

Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract for the employment of Administrators pursuant to Ind. Code 20-28-6-4(b)

This regular Administrator contract ("Contract") is by and between the governing body of the **BAUGO COMMUNITY SCHOOLS** ("Corporation") and **LORIE D. SIMON** ("Administrator"). **LORIE D. SIMON** is an Administrator as defined in Ind. Code 20-18-2-22.

In exchange for the Administrator's services described below, the Corporation and the Administrator agree that:

- 1. The Administrator shall work in the schools of the Corporation for the school term, beginning **AUGUST 1, 2017** and ending on **JUNE 30, 2018**. 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 **193.00** days. Ind. Code 20-28-6-2(a)(3)(B)
- 3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to Ind. Code 20-29-6-7, the number of hours per day the Administrator is expected to work under this Contract is **8.00**. Ind. Code 20-28-6-2(a)(3)(E)
- 4. The Corporation shall pay the Administrator for services under this Contract the total salary of \$ **65,853.58** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
- 5. The Corporation shall pay this amount in **26.0** 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.

Agreed this 1ST day of August, 2017.

Administrator

School Corporation by:

Attested:

President

Superintendent

Secretary

REGULAR ADMINISTRATOR CONTRACT

Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract for the employment of Administrators pursuant to Ind. Code 20-28-6-4(b)

This regular Administrator contract ("Contract") is by and between the governing body of the **BAUGO COMMUNITY SCHOOLS** ("Corporation") and **JEFFERY DEAK** ("Administrator"). **JEFFERY DEAK** is an Administrator as defined in Ind. Code 20-18-2-22.

In exchange for the Administrator s services described below, the Corporation and the Administrator agree that:

1. The Administrator shall teach in the schools of the Corporation for the school term, beginning **JANUARY 1, 2017** and ending on **JUNE 30, 2018**. 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 **215.00** days. Ind. Code 20-28-6-2(a) (3) (B)

3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to Ind. Code 20-29-6-7, the number of hours per day the Administrator is expected to work under this Contract is 8.00. Ind. Code 20-28-6-2(a) (3) (E)

4. The Corporation shall pay the Administrator for services under this Contract the total salary of \$ **79,000.00** during the school year. Ind. Code 20-28-6-2(a) (3) (C)

5. The Corporation shall pay this amount in 26.0 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.

Agreed this 1st day of **JANUARY 2017**.

Administrator

School Corporation by:

Attested:

President

Superintendent

Secretary

REGULAR ADMINISTRATOR CONTRACT

Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract for the employment of Administrators pursuant to Ind. Code 20-28-6-4(b)

This regular Administrator contract ("Contract") is by and between the governing body of the **BAUGO COMMUNITY SCHOOLS** ("Corporation") and **MARCIE BRUBAKER** ("Administrator"). **MARCIE BRUBAKER** is an Administrator as defined in Ind. Code 20-18-2-22.

In exchange for the Administrator s services described below, the Corporation and the Administrator agree that:

1. The Administrator shall teach in the schools of the Corporation for the school term, beginning **JANUARY 1, 2017** and ending on **JUNE 30, 2018**. 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 **215.00** days. Ind. Code 20-28-6-2(a)(3)(B)

3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to Ind. Code 20-29-6-7, the number of hours per day the Administrator is expected to work under this Contract is **8.00**. Ind. Code 20-28-6-2(a)(3)(E)

4. The Corporation shall pay the Administrator for services under this Contract the total salary of \$ **81,000.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)

5. The Corporation shall pay this amount in **26.0** 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.

Agreed this 1st day of **JANUARY 2017**.

Administrator

Attested:

Superintendent

School Corporation by:

President

Secretary

REGULAR ADMINISTRATOR CONTRACT

Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract for the employment of Administrators pursuant to Ind. Code 20-28-6-4(b)

This regular Administrator contract ("Contract") is by and between the governing body of the **BAUGO COMMUNITY SCHOOLS** ("Corporation") and **MICHAEL J STOUT** ("Administrator"). **MICHAEL J STOUT** is an Administrator as defined in Ind. Code 20-18-2-22.

In exchange for the Administrator s services described below, the Corporation and the Administrator agree that:

1. The Administrator shall teach in the schools of the Corporation for the school term, beginning **JANUARY 1, 2017** and ending on **JUNE 30, 2018**. 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 **215.00** days. Ind. Code 20-28-6-2(a)(3)(B)

3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to Ind. Code 20-29-6-7, the number of hours per day the Administrator is expected to work under this Contract is 8.00. Ind. Code 20-28-6-2(a)(3)(E)

4. The Corporation shall pay the Administrator for services under this Contract the total salary of \$ **86,000.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)

5. The Corporation shall pay this amount in 26.0 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.

Agreed this 1st day of **January, 2017**.

Administrator

School Corporation by:

Attested:

President

Superintendent

Secretary

REGULAR ADMINISTRATOR CONTRACT

Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract for the employment of Administrators pursuant to Ind. Code 20-28-6-4(b)

This regular Administrator contract ("Contract") is by and between the governing body of the **BAUGO COMMUNITY SCHOOLS** ("Corporation") and **SCOTT M KOVATCH** ("Administrator"). **SCOTT M KOVATCH** is an Administrator as defined in Ind. Code 20-18-2-22.

In exchange for the Administrator s services described below, the Corporation and the Administrator agree that:

1. The Administrator shall teach in the schools of the Corporation for the school term, beginning **JANUARY 1, 2017** and ending on **JUNE 30, 2018**. 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 **230.00** days. Ind. Code 20-28-6-2(a)(3)(B)

3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to Ind. Code 20-29-6-7, the number of hours per day the Administrator is expected to work under this Contract is **8.00**. Ind. Code 20-28-6-2(a)(3)(E)

4. The Corporation shall pay the Administrator for services under this Contract the total salary of \$ **91,000.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)

5. The Corporation shall pay this amount in **26.0** 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.

Agreed this 1st day of **JANUARY ,2017**

Administrator

School Corporation by:

Attested:

President

Superintendent

Secretary

REGULAR ADMINISTRATOR CONTRACT

Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract for the employment of Administrators pursuant to Ind. Code 20-28-6-4(b)

This regular Administrator contract ("Contract") is by and between the governing body of the **BAUGO COMMUNITY SCHOOLS** ("Corporation") and **BYRON SANDERS** ("Administrator"). **BYRON SANDERS** is an Administrator as defined in Ind. Code 20-18-2-22.

In exchange for the Administrator's services described below, the Corporation and the Administrator agree that:

- 1. The Administrator shall work in the schools of the Corporation for the school term, beginning **AUGUST 1, 2017** and ending on **JUNE 30, 2018**. 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 **230.00** days. Ind. Code 20-28-6-2(a)(3)(B)
- 3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to Ind. Code 20-29-6-7, the number of hours per day the Administrator is expected to work under this Contract is **8.00**. Ind. Code 20-28-6-2(a)(3)(E)
- 4. The Corporation shall pay the Administrator for services under this Contract the total salary of \$ **92,000**.during the school year. Ind. Code 20-28-6-2(a)(3)(C)
- 5. The Corporation shall pay this amount in **26.0** 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.

Agreed this 1ST day of JULY, 2017.

Administrator

School Corporation by:

Attested:

President

Superintendent

Secretary

REGULAR ADMINISTRATOR CONTRACT

Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract for the employment of Administrators pursuant to Ind. Code 20-28-6-4(b)

This regular Administrator contract ("Contract") is by and between the governing body of the **BAUGO COMMUNITY SCHOOLS** ("Corporation") and **JEFFERY ZIEGLER** ("Administrator"). **JEFFERY ZIEGLER** is an Administrator as defined in Ind. Code 20-18-2-22.

In exchange for the Administrator s services described below, the Corporation and the Administrator agree that:

1. The Administrator shall teach in the schools of the Corporation for the school term, beginning **JANUARY 1, 2017** and ending on **JUNE 30, 2018**. 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 **230.00** days. Ind. Code 20-28-6-2(a)(3)(B)

3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to Ind. Code 20-29-6-7, the number of hours per day the Administrator is expected to work under this Contract is **8.00**. Ind. Code 20-28-6-2(a)(3)(E)

4. The Corporation shall pay the Administrator for services under this Contract the total salary of \$ **92,000.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)

5. The Corporation shall pay this amount in **26.0** 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.

Agreed this 1st day of **JANUARY 2017**.

Administrator

School Corporation by:

Attested:

President

Superintendent

Secretary

REGULAR ADMINISTRATOR CONTRACT

Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract for the employment of Administrators pursuant to Ind. Code 20-28-6-4(b)

This regular Administrator contract ("Contract") is by and between the governing body of the **BAUGO COMMUNITY SCHOOLS** ("Corporation") and **NATHAN O DEAN** ("Administrator"). **NATHAN O DEAN** is an Administrator as defined in Ind. Code 20-18-2-22.

In exchange for the Administrator s services described below, the Corporation and the Administrator agree that:

1. The Administrator shall teach in the schools of the Corporation for the school term, beginning **JANUARY 1, 2017** and ending on **JUNE 30, 2018**. 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 **230.00** days. Ind. Code 20-28-6-2(a)(3)(B)

3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to Ind. Code 20-29-6-7, the number of hours per day the Administrator is expected to work under this Contract is **8.00**. Ind. Code 20-28-6-2(a)(3)(E)

4. The Corporation shall pay the Administrator for services under this Contract the total salary of \$ **86,000.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)

5. The Corporation shall pay this amount in **26.0** 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.

Agreed this 1st day of **JANUARY, 2017**.

Administrator

School Corporation by:

Attested:

President

Superintendent

Secretary

REGULAR ADMINISTRATOR CONTRACT

Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract for the employment of Administrators pursuant to Ind. Code 20-28-6-4(b)

This regular Administrator contract ("Contract") is by and between the governing body of the **BAUGO COMMUNITY SCHOOLS** ("Corporation") and **CAROL DEAK** ("Administrator"). **CAROL DEAK** is an Administrator as defined in Ind. Code 20-18-2-22.

In exchange for the Administrator s services described below, the Corporation and the Administrator agree that:

1. The Administrator shall teach in the schools of the Corporation for the school term, beginning **JANUARY 1, 2017** and ending on **JUNE 30, 2018**. 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 **230.00** days. Ind. Code 20-28-6-2(a)(3)(B)

3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to Ind. Code 20-29-6-7, the number of hours per day the Administrator is expected to work under this Contract is **8.00**. Ind. Code 20-28-6-2(a)(3)(E)

4. The Corporation shall pay the Administrator for services under this Contract the total salary of **\$91,000.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)

5. The Corporation shall pay this amount in **26.0** 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.

Agreed this 1st day of **JANUARY, 2017**.

Administrator

School Corporation by:

Attested:

President

Superintendent

Secretary

REGULAR ADMINISTRATOR CONTRACT

Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract for the employment of Administrators pursuant to Ind. Code 20-28-6-4(b)

This regular Administrator contract ("Contract") is by and between the governing body of the **BAUGO COMMUNITY SCHOOLS** ("Corporation") and **JAMES DUBOIS** ("Administrator"). **JAMES DUBOIS** is an Administrator as defined in Ind. Code 20-18-2-22.

In exchange for the Administrator s services described below, the Corporation and the Administrator agree that:

1. The Administrator shall teach in the schools of the Corporation for the school term, beginning **JANUARY 1, 2017** and ending on **JUNE 30, 2018**. 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 **230.00** days. Ind. Code 20-28-6-2(a)(3)(B)

3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to Ind. Code 20-29-6-7, the number of hours per day the Administrator is expected to work under this Contract is **8.00**. Ind. Code 20-28-6-2(a)(3)(E)

4. The Corporation shall pay the Administrator for services under this Contract the total salary of **\$117,341.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)

5. The Corporation shall pay this amount in **26.0** 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.

Agreed this 1st day of **JANUARY, 2017**.

Administrator

School Corporation by:

Attested:

President

Superintendent

Secretary

ADDENDUM

Addendum to the Regular Teacher's Contract between Baugo Community Schools of Elkhart County, Indiana and James DuBois, Superintendent, as identified in the contract to which this is attached. (Annual Salary \$117,341.00)

Said employer agrees to:

1. Pay for all but \$1.00 of annual premium for the following:
 - A. Term Life Insurance for \$300,000
 1. B. Group Long Term Disability as carried with the school corporation insurance company with a maximum of \$117,341.00
 - C. Family plan group hospitalization insurance.
 - D. Professional liability coverage.
2. Pay the Superintendent's contribution to the Indiana State Teachers' Retirement Fund (3%).
3. Pay membership dues for the Superintendent's membership in professional organizations.
4. Any provisions not specifically mentioned herein are covered by the provisions of the Administrative Handbook approved by the Board of School Trustees on June 27, 2011. The Administrative Handbook Sections, Health Insurance for Retired Administrators, and Severance Pay, in effect on June 27, 2011, shall only be revised, as it pertains to the Superintendent, with the written agreement of the Superintendent and the Board of School Trustees.
5. The Superintendent will be eligible for \$1,000 annual incremental pay increase based upon effective performance, effective January 1st.
6. The board must give the Superintendent notice of nonrenewal of this Addendum in writing delivered to him in person or by registered mail on or before the July 1st immediately preceding the expiration date of the Addendum or the Addendum will be extended by operation of law for an additional term of twelve months.

Date: _____, 2017

James DuBois, Superintendent of Schools

President

Vice President

Secretary

Member

Member

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