

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 [Cannelton City School Corporation] ("Corporation") and [Alva L. Sibbitt, Jr.] ("Teacher"). [Alva L. Sibbitt, 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:

1. The Teacher shall teach in the schools of the Corporation for the school term, beginning [July 1, 2018], and ending on [June 30, 2021]. *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 [140] 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 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 \$ [\$56,400.00] 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(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 16th day of August, 2018.

Teacher

Alva L. Sibbitt, Jr.

School Corporation by:

Willie Gant
President

Attested:

Alva L. Sibbitt, Jr.
Superintendent

Barbara B. Beard
Secretary

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ADDENDUM TO CONTRACT

Dr. Alva L. Sibbitt, Jr.

In addition to the annual salary set forth in the regular Teacher Contract executed between Dr. Alva L. Sibbitt, Jr. and the Cannelton City Schools, said Alva L. Sibbitt Jr., as Superintendent of Schools, shall receive the following benefits beginning July 1, 2017 and continuing until June 30, 2021.

- 1. SALARY:** Dr. Sibbitt's salary for July 1, 2017, through June 30, 2021, shall be Fifty-Six Thousand Four Hundred dollars (\$56,400.00). His salary for July 1, 2018 through June 30, 2021 shall be established by the Board at a later date, but shall not be less than Fifty-Six Thousand Four Hundred dollars (\$56,400.00) per year.
- 2. INCENTIVE/MERIT PAY:** Upon a motion duly made, seconded, and passed during a School Board meeting, Dr. Sibbitt may receive incentive/merit pay annually in an amount not to exceed ten percent (10%) of the salary indicated on his Regular Teacher Contract for being evaluated by the School Board at the end of each school year as "effective" or "highly effective" in the performance of his duties as Superintendent of Schools.
- 3. TERM LIFE INSURANCE:** (Including Accidental Death and Dismemberment Benefits). Dr. Sibbitt shall receive the same term life insurance benefits as provided to teachers. The School Corporation shall pay all (100%) of the annual premium.
- 4. VISION INSURANCE:** Dr. Sibbitt shall receive the same vision insurance plan and coverage as provided to teachers. The School Corporation shall pay all (100%) of the annual premium.
- 5. DENTAL INSURANCE:** Dr. Sibbitt shall receive the same dental insurance plan and coverage as provided to teachers. The School Corporation shall pay all (100%) of the annual premium.
- 6. AUTOMOBILE AND CELL PHONE ALLOWANCE:** Dr. Sibbitt shall receive an automobile and cell phone allowance in the amount of Nine Hundred Dollars (\$900.00) per month for using his personal automobile to conduct School Corporation business and drive 130 round trip miles each work day from Paoli, Indiana, to Cannelton, Indiana, and return from Cannelton, Indiana, to Paoli, Indiana; and for using his personal cell phone to conduct School Corporation business.
- 7. BEREAVEMENT LEAVE AND PERSONAL BUSINESS LEAVE:** Dr. Sibbitt shall receive the same bereavement leave and personal business leave provisions as provided to teachers.

8. ILLNESS LEAVE: Dr. Sibbitt shall receive two-thirds (66.7%) of illness leave days provided to teachers per year and shall be allowed to accumulate up to three hundred (300) illness leave days. Dr. Sibbitt has accumulated in the Paoli Community School Corporation, which is twenty-eight and one-half (28.5) days, shall be transferred to the Cannelton City Schools.

9. ROLL-OVER CONTRACT: Before December 31, 2018, the Board of Trustees must give notice to Dr. Sibbitt that his contract as Superintendent of Schools will not be extended for another year. If the notice is not given, the contract shall automatically be extended one (1) additional year, with the salary and fringe benefits to be no less than Dr. Sibbitt received the previous year. The written notice that the contract will not be extended, thereafter, must be given by December 31, of a particular year, or an additional one (1) year will be added to Dr. Sibbitt's contract. As an example, if action by the Board is not taken and notice is not given to Dr. Sibbitt by December 31, 2018, the contract shall be extended from July 1, 2019 through June 30, 2022. Likewise, the salary and fringe benefits shall be no less that the school year prior to the extension.

10. CHANGES MUST BE AGREED TO IN WRITING: During the terms of employment, Dr. Sibbitt's salary and fringe benefits may be increased or decreased, but only by mutual agreement between Dr. Sibbitt and the Board of School Trustees, in writing.

This Addendum to Contract is executed in duplicate this 16th day of August, 2018, and each party has a copy.

**CANNELTON CITY SCHOOL
BOARD OF SCHOOL TRUSTEES**

By: Alva L. Sibbitt, Jr.
Alva L. Sibbitt, Jr.
Superintendent

By: William Garrett
William Garrett, President

By: Cory Faulkenberg
Cory Faulkenberg, Vice-President

By: Barbara B. Beard
Barbara Beard, Secretary

By: _____
Jerry Harris, Member

By: Robert M. Olberding
Robert Olberding, Member