

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)

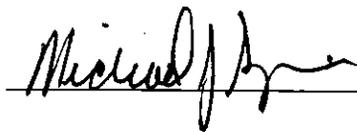
This regular teacher contract ("Contract") is by and between the governing body of the Northern Wells Community Schls ("Corporation") and MICHAEL J SPRINGER ("Teacher"). MICHAEL J SPRINGER is a teacher as defined in Ind. Code 20-18-2-22.

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

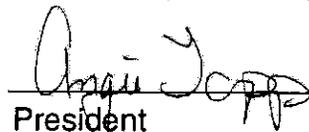
1. The Teacher shall teach in the schools of the Corporation for the school term, beginning 09/01/2020, and ending on 06/30/2023. Ind. Code 20-28-6-2(a)(3)(A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of 220.00 days. Ind. Code 20-28-6-2(a)(3)(B)
3. The number of hours per day the Teacher is expected to work under this Contract is 8.00. 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 \$151,500.00 during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in 22 installments on a Bi-weekly 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 public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this 1st day of September 2020.

Teacher



School Corporation by:

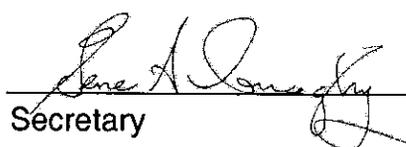


President

Attested:



Superintendent



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)

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

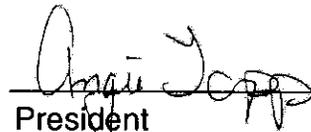
1. The Teacher shall teach in the schools of the Corporation for the school term, beginning 07/01/2020, and ending on 08/31/2020. Ind. Code 20-28-6-2(a)(3)(A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of 40.00 days. Ind. Code 20-28-6-2(a)(3)(B)
3. The number of hours per day the Teacher is expected to work under this Contract is 8.00. 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 \$22,000.00 during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in 4 installments on a Bi-weekly 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 public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this 1st day of September 2020.

Teacher

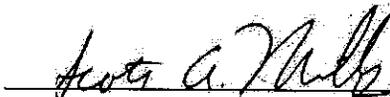


School Corporation by:

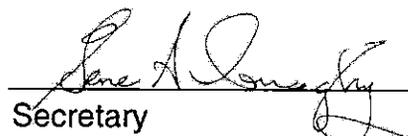


President

Attested:



Superintendent



Secretary

Northern Wells Community Schools Superintendent Contract Addendum 2021-2023

This Superintendent's Contract of Employment (hereafter the "Addendum" or the "Contract") supplements the basic teaching contract of Michael J. Springer as Superintendent by Northern Wells Community Schools by consent of the parties in the manner permitted by Indiana Code 20-28-8-6.

Parties to this Contract and Definition of Terms

The parties to this Addendum are Michael J. Springer (hereafter the Superintendent) and Northern Wells Community Schools (hereafter the School Corporation), acting by and through its School Board of Trustees.

Employment of Superintendent & Terms of Employment

The School Corporation employs the Superintendent and the Superintendent agrees to be employed by the School Corporation as the Chief Executive Officer and Chief School Administrator of Northern Wells Community Schools for an initial period beginning on September 1, 2020 and concluding on June 30, 2023 ("Contract Term").

The parties agree that the term of this Addendum shall automatically be extended one (1) school year on July 1, 2023, and then each successive July 1 thereafter, unless a party gives the other written notice on or before the preceding June 30 that the party does not agree to the automatic extension of this Addendum.

The parties agree this shall result in a continuous three (3) year Addendum, unless one party provides timely written notice to the other as provided herein. The parties acknowledge that the Addendum term and any extension thereof shall be subject to early cancellation pursuant to the provisions agreed to by the parties in this Addendum.

The parties agree that the Superintendent shall provide services on two hundred sixty (260) days during each school year. The two hundred sixty (260) workdays shall include personal illness days, personal leave days, vacation days, and paid holidays.

Duties of the Superintendent

The Superintendent is responsible for and shall perform those functions as specified in the job description for the position for which the Superintendent is hereby employed, as such may be amended from time to time by the Board of Trustees. The Superintendent shall be responsible to and shall be subject to the direct supervision and evaluation of the Board of Trustees. The Superintendent is also responsible for complying with all directives of the Board which are authorized by official Board action. In addition, the Superintendent shall, during the term of this Addendum, hold and maintain such state licenses and certifications as may be applicable or required.

Evaluation of the Superintendent

The Board of Trustees will review the Superintendent's performance no less than annually each year. The Superintendent shall not receive any salary raise or increment for the following year if his performance is designated as "improvement necessary" or "ineffective" on any evaluation completed for the previous school year.

Base Salary

Commencing September 1, 2020, the Superintendent shall be paid a base, annual salary of one hundred and fifty-one thousand five hundred dollars (\$151,500.00) based on the annual period of January 1st through December 31st. The Superintendent shall be paid based upon equal bi-weekly installments for said salary on a schedule fixed for all employees of the School Corporation. The School Board shall conduct performance evaluations of the Superintendent pursuant to Ind. Code 20-28-11.5. In the event the Superintendent's annual evaluations evaluation- results in a performance rating of either Effective or Highly Effective, the

Northern Wells Community Schools Superintendent Contract Addendum
2021-2023

Superintendent salary shall be increased for the subsequent year as set forth below shown on the following schedule:

- a. January 1, 2022 to December 31, 2022: from the annual salary to One Hundred Fifty-Four Thousand Five Hundred Dollars (\$154,500.00);
- b. January 1, 2023 to June 30, 2023: from the previous, annual salary to One Hundred Fifty-Seven Thousand Five Hundred Dollars (\$157,500.00); and
- c. Subsequent to June 30, 2023, the Superintendent's salary shall remain One Hundred Fifty-Seven Thousand Five Hundred Dollars (\$157,500.00), unless the parties to this contract make adjustments by mutual agreement pursuant to Ind. Code 20-28-8-6(3), or terminate the contract pursuant to the dictates of Ind. Code 20-28-8-7(3).

The amount paid to the Superintendent as base salary under this provision shall be subject to State and Federal taxes and used to determine the "average of annual compensation" as defined in IC 5-10.2-4-3 and reported to the Indiana State Teacher Retirement Fund for purposes of calculating the Superintendent's retirement benefit.

Paid Sick, Personal Leave, Vacation, and Holidays

As previously stated, the two hundred sixty (260) workdays shall include personal illness days, personal leave days, vacation days, and paid holidays. Within said period of time and days, the Superintendent shall have ten (10) paid holidays, being two (2) days at New Years, Memorial Day, July 4th, Labor Day, two (2) days at Thanksgiving, two (2) days at Christmas, and one (1) floating day. The remaining ten (10) days shall be allotted for the Superintendent's paid non-accumulating vacation, personal illness, and personal leave days.

Health, Dental, and Vision Benefits

The Superintendent's base salary stated above includes and incorporates additional salary in lieu of any contribution towards a group health, dental and vision coverage plan to be paid by the School Corporation for the Superintendent.

Term Life Insurance

The School Corporation agrees to provide the Superintendent a term life insurance policy in accordance with the Administrators Handbook with a face value that is at least equal to One Hundred and Fifty Thousand Dollars (\$150,000.00), but may be greater than this amount. The Superintendent shall contribute \$1.00 annually toward the cost of the premium for such term life insurance.

Investment Contribution

Each Contract year, the School Corporation shall provide an additional Eight Thousand Dollar (\$8,000.00) contribution annually to purchase a retirement annuity for the Superintendent, which contribution shall be treated as deferred compensation pursuant to the current 401(a) Plan, or alternatively for the same contribution amount within the current 403(b) Plan as permitted.

The Superintendent's ownership of said annuity contributions shall fully vest at the end of the fifth (5th) full year of employment, with cliff vesting in 20% increments each year prior to the end of fifth (5th) full year. For example, after the first full year of employment, the Superintendent's ownership of the annuity will be 20%, and then 40% after the second year of employment, and so

Northern Wells Community Schools Superintendent Contract Addendum
2021-2023

on continuing forward until the full five-year vesting period is complete. Prior to the completion of each year and vesting period, the Superintendent shall not have access to the assets held in his separate Plan account and only will obtain access or percentage ownership upon completing the years and applicable vesting period.

The minimum amount set forth herein may be increased by the School Corporation and Board of Trustees in future Contract years provided the increase is granted in accordance with applicable law. Nothing in this Contract shall require the School Corporation and Board of Trustees in any Contract year to increase the contribution to the Superintendent's plan. Any future increase in the contribution to the Superintendent's plan will be at the sole discretion of the School Corporation and Board of Trustees.

ISTRF Employee Contribution

In addition to the other considerations provided to the Superintendent by this Addendum, the School Corporation shall make any contribution to the Indiana State Teachers' Retirement Fund that would otherwise be required to be paid by the Superintendent.

Transportation Expenses

The School Corporation shall provide a transportation allowance to the Superintendent monthly for transportation and vehicle expenses that shall be no greater than \$500/month.

The transportation allowance set forth may be increased by the School Corporation and Board of Trustees. Nothing in this Contract shall require the School Corporation and Board of Trustees to increase the transportation allowance and will be done at the sole discretion of the School Corporation and Board of Trustees.

Technology Expenses

The School Corporation shall provide a technology allowance to the Superintendent monthly for technology expenses, for the purchase of a smart phone and maintaining a cellular/data plan, in an amount that shall be no greater than \$100/month.

Dues/Membership Fees for Professional Organizations

The School Corporation agrees to pay the cost of the Superintendent's annual membership fees for the following associations or professional organizations: Indiana Association of Public School Superintendents (IAPSS), Indiana Association of School Business Officials, and American Association of School Administrators.

State and National Conferences

The School Corporation agrees to pay registrations fees and all reasonable expenses for the Superintendent to attend state and national conferences provided the Superintendent receives advance approval from the Board of Trustees to attend such conferences.

Other Benefits

The Superintendent shall be entitled to all other benefits established by the School Corporation for all management employees within Northern Wells Community Schools. To the extent benefits for other management employees duplicate a benefit specifically provided pursuant to this Addendum, the benefit provided by this Addendum alone shall be the benefit provided to the Superintendent.

The School Corporation shall reimburse the Superintendent for other business expenses as allowed by the State Board of Accounts, and use of the School Corporation's credit card for approved expenses.

Northern Wells Community Schools Superintendent Contract Addendum
2021-2023

Contract Cancellation

The parties agree that the three alternative termination provisions set forth in this paragraph shall be the sole and exclusive means of cancelling the Superintendent of Schools Basic Contract and this Addendum (hereafter collectively referred to as the "Superintendent's Contracts") prior to their expiration date. Of the following options, Option 1 and Option 2 may be utilized by the Board of Trustees at the Board's sole discretion to terminate the Superintendent's Contracts before its expiration date.

Termination Option 1

The Board initiates cancellation for cause for one or more of the statutory reasons for cancellation of a teacher contract contained in IC 20-28-7.5-1; and gives the Superintendent written notice of its intent to cancel the Superintendent's Contracts for cause and provides the Superintendent the opportunity to have a hearing before the Board in an official executive session at least ten (10) days before the Board meets in a public meeting to vote on the termination.

If the Superintendent requests a hearing with the Board herein, and if the Board subsequently votes in a public meeting to approve the termination of the Superintendent's Contracts for cause, the Board will issue written findings that one or more of the statutory reasons for cancellation of a teacher contract contained in IC 20-28-7.5-1 exist.

Termination Option 2

The Board may elect to cancel the Superintendent's Contracts without cause by giving twelve (12) months advance written notice to the Superintendent. After the twelve (12) month advance notice period expires, then the Superintendent's Employment shall end, and the Board shall pay the Superintendent severance in an amount that is: (A) the Superintendent's annual base salary in effect at the time the Superintendent's employment ends; or (B) two hundred fifty thousand dollars (\$250,000), whichever amount is less. The Board and the Superintendent may by mutual agreement waive or shorten the notice period required for elective Board cancellation under this provision. If the Board cancels the Superintendent's Contracts pursuant to this provision, then the Superintendent shall submit his resignation as Superintendent and teacher effective on the cancellation date (i.e., at the end of the 12-month advance notice period or other cancellation date that has been mutually agreed upon by the Board and the Superintendent). The Superintendent and the Board will refer to the reason for such resignation as "philosophical differences" or such other description as the Board and Superintendent shall mutually agree.

Termination Option 3

The Board of Trustees receives written notice from the Division of Professional Standards that the Superintendent no longer holds a license required for the position of Superintendent of Schools from the Division of Professional Standards of the Indiana Department of Education or receives a certified copy of a court document indicating that the Superintendent was convicted of a criminal offense that is a felony. In the event one of these circumstances would occur, the Board may terminate the Superintendent's Contracts immediately upon providing written notice to the Superintendent. The Superintendent agrees that he waives all statutory and constitutional due process procedures that he would otherwise be entitled to receive by law in the event the Board has to terminate the Superintendent's Contracts pursuant to this provision.

Defense and Indemnification for Acts as Superintendent

The School Corporation agrees to provide the Superintendent with legal counsel selected and paid for by the School Corporation and to defend and indemnify and hold the Superintendent harmless for all claims, demands and judgments arising out of the performance of the duties within

Northern Wells Community Schools Superintendent Contract Addendum
2021-2023

the scope of his employment as set out in this Addendum to the fullest extent permitted by law. The provisions of this paragraph exclude criminal conduct or any other conduct that is outside the scope of the superintendent's duties.

Entire Contract of Parties

This Addendum contains all the agreed terms of employment of the Superintendent by the School Corporation and will not be modified except in a written document making specific reference to this Addendum and the specific provision to be modified. Modifications to this Addendum shall be approved by both parties in the same manner that this Addendum was approved. If required for purposes of compliance with a standard or request of the State Board of Accounts of the State of Indiana, the parties agree that they will execute one or more one year or multi-year standard teacher contracts to implement the terms of this Addendum. The parties further agree that to the extent this Addendum is inconsistent with the Superintendent's basic teacher contract it replaces, the terms of this Addendum shall control.

Contract as a Public Record

The parties agree that this Addendum is a public record under the Indiana Public Records Law.

Agreed this day of September 8, 2020

IN WITNESS WHEREOF, we hereunto set our hands and seals this day of September 8, 2020.

Superintendent

Board of School Trustees

Michael J. Springer

Angie Topp, President

Scott Elzey, Vice-President

Gene Donaghy, Secretary

Karen Harris, Member

Corey Krug, Member

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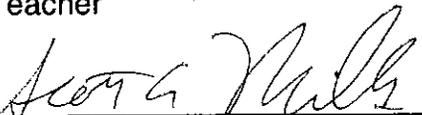
This regular teacher contract ("Contract") is by and between the governing body of the Northern Wells Community Schls ("Corporation") and SCOTT A MILLS ("Teacher"). SCOTT A MILLS is a teacher as defined in Ind. Code 20-18-2-22.

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

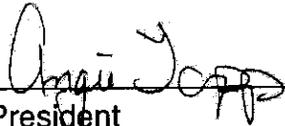
1. The Teacher shall teach in the schools of the Corporation for the school term, beginning 07/01/2020, and ending on 12/31/2020. Ind. Code 20-28-6-2(a)(3)(A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of 120.00 days. Ind. Code 20-28-6-2(a)(3)(B)
3. The number of hours per day the Teacher is expected to work under this Contract is 8.00. 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 \$71,500.00 during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in 13 installments on a Bi-weekly 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 public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this 1st day of July 2020.

Teacher



School Corporation by:



President

Attested:



Superintendent



Secretary