



# Perry Township Schools

6548 Orinoco Avenue • Indianapolis, IN • 46227-4820

## **Perry Township Schools Board of Education Meeting**

June 10, 2019

The Board of Education took action on the superintendent's contract; Section 1, Employment of Superintendent/Term of Employment; and Section 3, Salary and Benefits recommending a \$1,923.06 increase.

and the Superintendent will therefore not be transferred or reassigned by the Employer to another position without the Superintendent's written consent which shall not be unreasonably delayed or withheld.

The Superintendent agrees at all times while employed pursuant to this Addendum to fully meet the minimum qualifications for the position of a superintendent as required by law. The Superintendent shall execute the responsibilities of the position of superintendent by following and applying at all times the highest professional and ethical guidelines and standards.

The Superintendent is generally expected to devote full attention to the duties with the Employer, but the Superintendent may undertake consulting work, speaking engagements, writing, lecturing or other professional duties and obligations provided that such activities do not interfere or conflict with meeting the responsibilities as a superintendent. The Superintendent shall notify the Board or its designee prior to the performance of these activities that involve attention during normal working hours. The Superintendent shall provide notice to the Board of all other such activities preventing full attention to the duties of superintendent. If outside activities take place during normal working hours, Superintendent may keep the compensation for such activities provided the Superintendent is using a vacation or personal leave day; otherwise, any fees earned shall be assigned to and transferred to Employer.

### **3. Salary and Benefits**

So long as Employer employs Superintendent as a superintendent:

*(a) Employer will pay to Superintendent or on the Superintendent's behalf:*

#### *(i) Salary*

An annual salary of Two Hundred Five Thousand Five Hundred Dollars (\$205,500) through June 30, 2020. The Board will increase the salary of the Superintendent on an annual basis depending on the results of the Board's evaluation of the Superintendent. In no event shall the Superintendent's annual increase exceed twenty-thousand dollars (\$20,000.00). Upon approval by the Board, any adjustment in the Superintendent's salary that occurs in accordance with the terms of this Agreement becomes part of this Agreement and shall not be considered a new agreement. This annual salary shall be paid to the Superintendent on an equal installment basis during each year of such employment, the installment payment dates to be commensurate with the installment payment dates applicable to other administrative employees of the Employer.

#### *(ii) 403(b) and 457 Contributions*

In each school year of employment, the Superintendent shall be eligible to participate and make contributions into the Employer's 403(b) and 457

**(ii) Insurance**

Superintendent may participate in the Employer's insurance plans under the same terms and conditions applicable to all other full-time administrators employed by Employer.

**(iii) Technology**

In addition to technology provided to Superintendent by Employer, the Employer agrees to provide Superintendent with a monthly technology allowance of one hundred dollars (\$100.00).

**(c) Superintendent shall be entitled to:**

**(i) Sick Leave**

The Superintendent shall be entitled to an annual number of sick days equivalent to those provided to other full time administrative employees of the Employer. The Superintendent may use sick leave days and will be allowed to accumulate the same number of sick days as permitted under that benefit plan by other administrative employees.

**(ii) Other Leave**

The Superintendent shall be entitled to an annual number of vacation and other leave days equivalent to other full time administrative employees. The Superintendent will receive no less than twenty (20) vacation days per year.

**(iii) Disability Insurance**

Disability insurance coverage shall be offered to Superintendent. The coverage shall be based on the plan documents.

**(iv) Other Administrative Benefits**

Any other fringe benefit Employer makes available to other certified administrative employees, to teachers through the Master Contract (between the Employer and the exclusive representative), or other benefits to which teachers of public school corporations are entitled under the law. The terms of this Addendum control over any inconsistent terms.

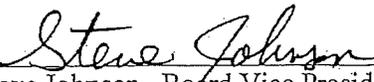
**4. Defense and Indemnification for Acts in Performance of Duties**

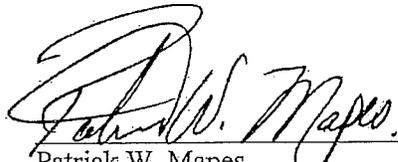
The Employer agrees to indemnify the Superintendent for any legal dispute arising out of the performance of the duties as a superintendent and to hold the Superintendent harmless for all claims, demands, and judgments arising out of these disputes to the fullest extent permitted by law. Employer shall not provide counsel to Superintendent in any dispute to which Superintendent and the Employer are adversaries or a conflict of interest arises.

This Addendum is executed in duplicate on the 10<sup>th</sup> day of June, 2019  
to be effective July 1, 2019 and each party has a copy thereof.

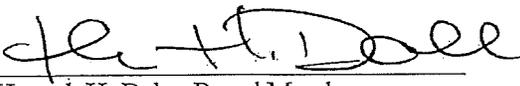
**PERRY TOWNSHIP SCHOOLS  
BOARD OF EDUCATION**

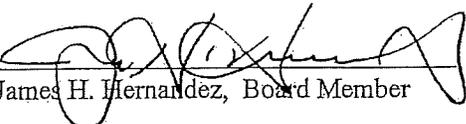
  
Emily Hartman, Board President

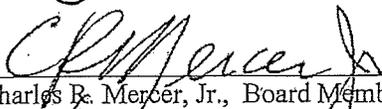
  
Steve Johnson, Board Vice President

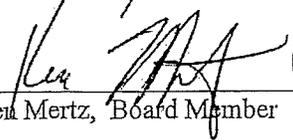
  
Patrick W. Mapes  
Superintendent

*Absent 6-10-19*  
Collin C. Fultz, Board Secretary

  
Hannah H. Dale, Board Member

  
James H. Hernandez, Board Member

  
Charles R. Mercer, Jr., Board Member

  
Ken Mertz, Board Member