

# 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 **DELAWARE COMMUNITY SCHOOL CORP** ("Corporation") and **SCOTT J BLAKELY** ("Teacher"). **SCOTT J BLAKELY** 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:

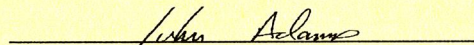
1. The Teacher shall teach in the schools of the Corporation for the school term beginning **July 01, 2023** and ending on **June 30, 2024**. Ind. Code 20-28-6-2(a) (3) (A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **220.00** days. Ind. 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 **\$111,421.00** 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 **16th** day of **October, 2023**.

Teacher:

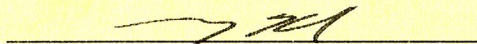


School Corporation by:

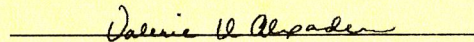


President

Attested:



Superintendent



Secretary

**ADDENDUM TO ADMINISTRATIVE CONTRACT**  
**FOR 260 DAY ADMINISTRATOR**

Name: **Scott Blakely**

Position: Director of School Safety and Student Wellness  
Working Days: **220** per year

Delaware Community School Corporation (“DelCom”) and **Scott Blakely** hereby mutually agree to this contract Addendum:

**1. Term of Employment:**

Following background checks and license verification, Administrator shall be employed under the terms of this Addendum as an Administrator by DelCom for a term beginning **July 1, 2023** and ending **June 30, 2025**.

Among the standard responsibilities of an Indiana public school administrator, and in addition to those assigned by the Superintendent or by other supervisors, are the following duties required during the term:

- A. Administrator agrees to comply with applicable federal, state, and DelCom policies, rules, procedures, and regulations.
- B. Administrator shall attend public board meetings as related to his/her assignment or as requested by the Superintendent.
- C. Administrator shall serve, at the request of the Superintendent, on the Board’s collective bargaining and discussion teams.
- D. Administrator shall serve on other committees as designated by the Superintendent or any supervisors.

**2. Hours of Work:**

- A. Yearly work schedule to be assigned by Superintendent.
- B. A normal work day for Administrator is 7:30 a.m. to 4:00 p.m. EST or as determined by the Superintendent or other supervisors.

### 3. Compensation:

- A. DelCom shall for services rendered to DelCom pay to Administrator the annual sum of **ninety-one thousand fifty-two and no/100 dollars (\$91,052.00)** (“Base Salary”) paid during the term in 24 equal, semimonthly pays.
- B. In addition, DelCom shall make employer contributions into DelCom’s 403(b) retirement plan in the sum of **3%** of Administrator’s Base Salary, on normal payroll dates, and into the 403(b) account designated by Administrator, provided that no contribution is made in advance of the Administrator having completed the minimum number of hours worked during that payroll period.

### 4. Insurance:

- A. DelCom shall make an employer contribution of 0% of the premium cost for the family health plan option or 0% of the premium cost for the single health plan option for that payroll period. While Administrator is insured under the family or single option, DelCom shall then add to Administrator’s paycheck 90% of the premium for the family health plan option or 100% of the premium for the single health plan option owed for that payroll period. Administrator shall then use those funds to pay 100% of the premium on a pre-tax basis owed during that payroll cycle.
- B. DelCom shall make an employer contribution of one hundred percent (100%) of the single/family option dental premium cost for that payroll period..
- C. DelCom shall make an employer contribution of one hundred percent (100%) of the single/family option vision premium cost for that payroll period.
- D. DelCom shall make an employer contribution of one hundred percent (100%) of the group long-term disability premium cost for that payroll period.
- E. DelCom shall offer coverage under a group term life insurance/AD&D policy in the face amount of one hundred thousand and no/100 (\$100,000.00) and Administrator shall be entitled to designate his/her beneficiaries. If any Administrator is reimbursed the insurance premium by DelCom, Administrator shall be required to pay one dollar (\$1.00) per contract year for such coverage.
- F. Insurance payroll deductions shall be deducted from Administrator’s paychecks according to Administrator’s payroll authorization form.

**5. Indiana State Teacher's Retirement:**

- A. DelCom shall make an annual contribution on behalf of Administrator of three percent (3%) of Administrator's Base Salary into the Indiana State Teacher's Retirement Fund.

**6. Sick Leave:**

- A. Administrator shall be entitled to ten (10) sick days per contract year while employed by Delaware Community School Corporation and may accumulate up to **one hundred fifty (150)** unused days.
- B. Administrator may use any available accumulated sick leave days for immediate family illness. "Immediate family" shall be interpreted as spouse, children, parents, mother-in-law, father-in-law, son-in-law, daughter-in-law, brother, sister, or other relatives living in the same household with the administrator.

**7. Personal Leave:**

- A. Administrator shall be entitled to four (4) personal leave days per year. Unless an emergency occurs, all personal leave days must be approved by the Superintendent at least forty-eight (48) hours in advance. If at the conclusion of any contract year, Administrator is absent on account of personal business for fewer than four (4) days, a maximum of two (2) remaining personal business days will be accumulative to a total not to exceed six (6) personal business days in any given contract year. Any unused personal business days above and beyond the two (2) accumulative personal business days shall be transferred and added to accumulative sick leave.

**8. Bereavement**

- A. Up to five (5) consecutive school days shall be granted for bereavement leave due to a death in the Administrator's immediate relative. Bereavement leave may commence with the day following the day of such a death, but no later than five (5) school days after the death, unless otherwise approved by the Superintendent. "Immediate relative" shall be interpreted as spouse, children, parents, mother-in-law, father-in-law, son-in-law, daughter-in-law, brother, sister, or other relatives living in the same household with the administrator. In the event of the death of a person for whom the administrator is the legal guardian or custody, the administrator shall have the same number of leave days as if the deceased were a member of the administrator's immediate family. Three (3) school days shall be granted for death of a grandchild. Two

(2) days shall be granted for death of grandparents, brother-in-law, or sister-in-law. One (1) school day shall be granted for death of aunt, uncle, niece, nephew, and first cousin. In the event of a death in the immediate family, the administrator may reserve one day of the five-day leave period for later use in handling the affairs of the deceased. The day so reserved may be used up to one calendar year after the death.

**9. Separation Pay:**

- A. Administrator shall be entitled to receive one hundred and no/100 dollars (\$100.00) for each unused accumulated sick day plus one hundred and no/100 dollars (\$100.00) for each year of continuous service under a teacher contract with Delaware Community School Corporation based upon the following criteria:
- a. After five (5) years of continuous service as an administrator with DelCom and upon leaving employment of the corporation, the Administrator shall be entitled to 25% of accumulated sick days and 100% of years of service under a teacher contract with Delaware Community School Corporation. Any years of service or sick days accumulated while employed in a non-administrator capacity at DelCom shall only be included if they occurred and accumulated prior to the start of the Administrators service as an administrator for DelCom.
  - b. After ten (10) years of continuous service as an administrator with DelCom and upon leaving employment of the corporation, the Administrator shall be entitled to 50% of accumulated sick days and 100% of years of service under a teacher contract with Delaware Community School Corporation. Any years of service or sick days accumulated while employed in a non-administrator capacity at DelCom shall only be included if they occurred and accumulated prior to the start of the Administrators service as an administrator for DelCom.
  - c. After fifteen (15) years of continuous service as an administrator with DelCom and upon leaving employment of the corporation, the Administrator shall be entitled to 100% of accumulated sick days and 100% of years of service under a teacher contract with Delaware Community School Corporation. Any years of service or sick days accumulated while employed in a non-administrator capacity at DelCom shall only be included if they occurred and accumulated prior to the start of the Administrators service as an administrator for DelCom.

**10. Mileage Reimbursement:**

- A. Administrator shall receive, if properly verified by claim, mileage expense for traveling on DelCom business at a rate to be determined by the Board but not to exceed the federal mileage reimbursement rate for that year.

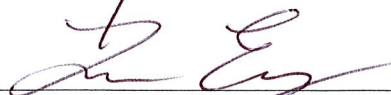
  
ADMINISTRATOR

10.17.23  
DATE

  
SUPERINTENDENT OF SCHOOLS


10/18/23  
DATE

PRESIDENT 

VICE PRESIDENT 

SECRETARY 

MEMBER 

MEMBER 

# 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)

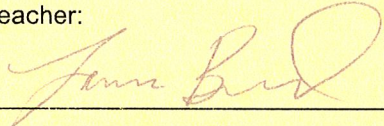
This regular teacher contract ("Contract") is by and between the governing body of the **DELAWARE COMMUNITY SCHOOL CORP** ("Corporation") and **LANCE BRAND** ("Teacher"). **LANCE BRAND** is a teacher as defined in Ind. Code 20-18-2-22.

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

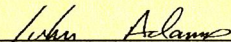
1. The Teacher shall teach in the schools of the Corporation for the school term beginning **July 01, 2023** and ending on **June 30, 2024**. Ind. Code 20-28-6-2(a) (3) (A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **260.00** days. Ind. 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 **\$100,369.00** 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 **16th** day of **October, 2023**.

Teacher:

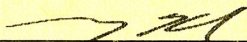
  
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School Corporation by:

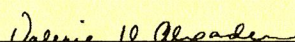
  
\_\_\_\_\_

President

Attested:

  
\_\_\_\_\_

Superintendent

  
\_\_\_\_\_

Secretary

**ADDENDUM TO ADMINISTRATIVE CONTRACT**  
**FOR 260 DAY ADMINISTRATOR**

Name: **Lance Brand**

Position: Director of Technology  
Working Days: **260** per year

Delaware Community School Corporation (“DelCom”) and **Lance Brand** hereby mutually agree to this contract Addendum:

**1. Term of Employment:**

Following background checks and license verification, Administrator shall be employed under the terms of this Addendum as an Administrator by DelCom for a term beginning **July 1, 2023** and ending **June 30, 2025**.

Among the standard responsibilities of an Indiana public school administrator, and in addition to those assigned by the Superintendent or by other supervisors, are the following duties required during the term:

- A. Administrator agrees to comply with applicable federal, state, and DelCom policies, rules, procedures, and regulations.
- B. Administrator shall attend public board meetings as related to his/her assignment or as requested by the Superintendent.
- C. Administrator shall serve, at the request of the Superintendent, on the Board’s collective bargaining and discussion teams.
- D. Administrator shall serve on other committees as designated by the Superintendent or any supervisors.

**2. Hours of Work:**

- A. Yearly work schedule to be assigned by Superintendent.
- B. A normal work day for Administrator is 7:30 a.m. to 4:00 p.m. EST or as determined by the Superintendent or other supervisors.



**3. Compensation:**

- A. DelCom shall for services rendered to DelCom pay to Administrator the annual sum of **eighty thousand and no/100 dollars (\$80,000.00)** (“Base Salary”) paid during the term in 24 equal, semimonthly pays.
- B. In addition, DelCom shall make employer contributions into DelCom’s 403(b) retirement plan in the sum of **3%** of Administrator’s Base Salary, on normal payroll dates, and into the 403(b) account designated by Administrator, provided that no contribution is made in advance of the Administrator having completed the minimum number of hours worked during that payroll period.

**4. Insurance:**

- A. DelCom shall make an employer contribution of 0% of the premium cost for the family health plan option or 0% of the premium cost for the single health plan option for that payroll period. While Administrator is insured under the family or single option, DelCom shall then add to Administrator’s paycheck 90% of the premium for the family health plan option or 100% of the premium for the single health plan option owed for that payroll period. Administrator shall then use those funds to pay 100% of the premium on a pre-tax basis owed during that payroll cycle.
- B. DelCom shall make an employer contribution of one hundred percent (100%) of the single/family option dental premium cost for that payroll period..
- C. DelCom shall make an employer contribution of one hundred percent (100%) of the single/family option vision premium cost for that payroll period.
- D. DelCom shall make an employer contribution of one hundred percent (100%) of the group long-term disability premium cost for that payroll period.
- E. DelCom shall offer coverage under a group term life insurance/AD&D policy in the face amount of one hundred thousand and no/100 (\$100,000.00) and Administrator shall be entitled to designate his/her beneficiaries. If any Administrator is reimbursed the insurance premium by DelCom, Administrator shall be required to pay one dollar (\$1.00) per contract year for such coverage.
- F. Insurance payroll deductions shall be deducted from Administrator’s paychecks according to Administrator’s payroll authorization form.

**5. Indiana State Teacher's Retirement:**

- A. DelCom shall make an annual contribution on behalf of Administrator of three percent (3%) of Administrator's Base Salary into the Indiana State Teacher's Retirement Fund.

**6. Sick Leave:**

- A. Administrator shall be entitled to ten (10) sick days per contract year while employed by Delaware Community School Corporation and may accumulate up to **one hundred fifty (150)** unused days.
- B. Administrator may use any available accumulated sick leave days for immediate family illness. "Immediate family" shall be interpreted as spouse, children, parents, mother-in-law, father-in-law, son-in-law, daughter-in-law, brother, sister, or other relatives living in the same household with the administrator.

**7. Personal Leave:**

- A. Administrator shall be entitled to four (4) personal leave days per year. Unless an emergency occurs, all personal leave days must be approved by the Superintendent at least forty-eight (48) hours in advance. If at the conclusion of any contract year, Administrator is absent on account of personal business for fewer than four (4) days, a maximum of two (2) remaining personal business days will be accumulative to a total not to exceed six (6) personal business days in any given contract year. Any unused personal business days above and beyond the two (2) accumulative personal business days shall be transferred and added to accumulative sick leave.

**8. Bereavement**

- A. Up to five (5) consecutive school days shall be granted for bereavement leave due to a death in the Administrator's immediate relative. Bereavement leave may commence with the day following the day of such a death, but no later than five (5) school days after the death, unless otherwise approved by the Superintendent. "Immediate relative" shall be interpreted as spouse, children, parents, mother-in-law, father-in-law, son-in-law, daughter-in-law, brother, sister, or other relatives living in the same household with the administrator. In the event of the death of a person for whom the administrator is the legal guardian or custody, the administrator shall have the same number of leave days as if the deceased were a member of the administrator's immediate family. Three (3) school days shall be granted for death of a grandchild. Two (2) days shall be granted for death of grandparents, brother-in-law, or

sister-in-law. One (1) school day shall be granted for death of aunt, uncle, niece, nephew, and first cousin. In the event of a death in the immediate family, the administrator may reserve one day of the five-day leave period for later use in handling the affairs of the deceased. The day so reserved may be used up to one calendar year after the death.

**9. Separation Pay:**

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  - c. After fifteen (15) years of continuous service as an administrator with DelCom and upon leaving employment of the corporation, the Administrator shall be entitled to 100% of accumulated sick days and 100% of years of service under a teacher contract with Delaware Community School Corporation. Any years of service or sick days accumulated while employed in a non-administrator capacity at DelCom shall only be included if they occurred and accumulated prior to the start of the Administrators service as an administrator for DelCom.

**10. Mileage Reimbursement:**

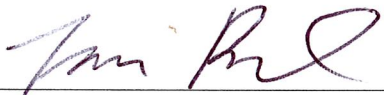
- A. Administrator shall receive, if properly verified by claim, mileage expense for traveling on DelCom business at a rate to be determined by the Board but not to exceed the federal mileage reimbursement rate for that year.

**11. Holidays:**


- A. All holidays recognized by DelCom shall be considered paid, non-working days for those Administrators under contract for two hundred sixty (260) days. Other days shall be paid and given at the direction of the Superintendent of Schools.

**12. Vacation Days:**


- A. All Administrators under contract for 260 days shall receive twenty (20) paid vacation days per year. Any unused vacation days as of June 30<sup>th</sup> of each year, will be forfeited.

  
\_\_\_\_\_  
ADMINISTRATOR

10-23-23  
\_\_\_\_\_  
DATE

  
\_\_\_\_\_  
SUPERINTENDENT OF SCHOOLS

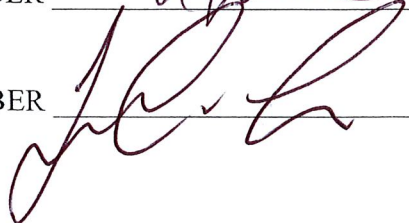
10/27/23  
\_\_\_\_\_  
DATE

PRESIDENT   
\_\_\_\_\_

VICE PRESIDENT   
\_\_\_\_\_

SECRETARY   
\_\_\_\_\_

MEMBER   
\_\_\_\_\_

MEMBER   
\_\_\_\_\_

# 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)

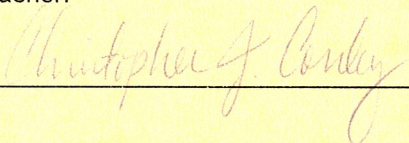
This regular teacher contract ("Contract") is by and between the governing body of the **DELAWARE COMMUNITY SCHOOL CORP** ("Corporation") and **CHRISTOPHER J CONLEY** ("Teacher"). **CHRISTOPHER J CONLEY** is a teacher as defined in Ind. Code 20-18-2-22.

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

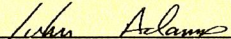
1. The Teacher shall teach in the schools of the Corporation for the school term beginning **July 01, 2023** and ending on **June 30, 2024**. Ind. Code 20-28-6-2(a) (3) (A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **260.00** days. Ind. 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 **\$136,273.00** 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 **16th** day of **October, 2023**.

Teacher:

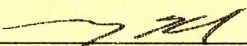
  
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School Corporation by:

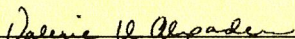
  
\_\_\_\_\_

President

Attested:

  
\_\_\_\_\_

Superintendent

  
\_\_\_\_\_

Secretary

**ADDENDUM TO ADMINISTRATIVE CONTRACT  
FOR 260 DAY ADMINISTRATOR**

Name: **Christopher J. Conley**

Position: Administrator  
Working Days: **260** per year

Delaware Community School Corporation (“DelCom”) and **Christopher J. Conley** hereby mutually agree to this contract Addendum:

**1. Term of Employment:**

Following background checks and license verification, Administrator shall be employed under the terms of this Addendum as an Administrator by DelCom for a term beginning **July 1, 2023** and ending **June 30, 2025**.

Among the standard responsibilities of an Indiana public school administrator, and in addition to those assigned by the Superintendent or by other supervisors, are the following duties required during the term:

- A. Administrator agrees to comply with applicable federal, state, and DelCom policies, rules, procedures, and regulations.
- B. Administrator shall attend public board meetings as related to his/her assignment or as requested by the Superintendent.
- C. Administrator shall serve, at the request of the Superintendent, on the Board’s collective bargaining and discussion teams.
- D. Administrator shall serve on other committees as designated by the Superintendent or any supervisors.

**2. Hours of Work:**

- A. Yearly work schedule to be assigned by Superintendent.
- B. A normal work day for Administrator is 7:30 a.m. to 4:00 p.m. EST or as determined by the Superintendent or other supervisors.

### 3. Compensation:

- A. DelCom shall for services rendered to DelCom pay to Administrator the annual sum of **one hundred fifteen thousand nine hundred four and no/100 dollars (\$115,904.00)** ("Base Salary") paid during the term in 24 equal, semimonthly pays.
- B. In addition, DelCom shall make employer contributions into DelCom's 403(b) retirement plan in the sum of **3%** of Administrator's Base Salary, on normal payroll dates, and into the 403(b) account designated by Administrator, provided that no contribution is made in advance of the Administrator having completed the minimum number of hours worked during that payroll period.

### 4. Insurance:

- A. DelCom shall make an employer contribution of 0% of the premium cost for the family health plan option or 0% of the premium cost for the single health plan option for that payroll period. While Administrator is insured under the family or single option, DelCom shall then add to Administrator's paycheck 90% of the premium for the family health plan option or 100% of the premium for the single health plan option owed for that payroll period. Administrator shall then use those funds to pay 100% of the premium on a pre-tax basis owed during that payroll cycle.
- B. DelCom shall make an employer contribution of one hundred percent (100%) of the single/family option dental premium cost for that payroll period..
- C. DelCom shall make an employer contribution of one hundred percent (100%) of the single/family option vision premium cost for that payroll period.
- D. DelCom shall make an employer contribution of one hundred percent (100%) of the group long-term disability premium cost for that payroll period.
- E. DelCom shall offer coverage under a group term life insurance/AD&D policy in the face amount of one hundred thousand and no/100 (\$100,000.00) and Administrator shall be entitled to designate his/her beneficiaries. If any Administrator is reimbursed the insurance premium by DelCom, Administrator shall be required to pay one dollar (\$1.00) per contract year for such coverage.
- F. Insurance payroll deductions shall be deducted from Administrator's paychecks according to Administrator's payroll authorization form.

**5. Indiana State Teacher's Retirement:**

- A. DelCom shall make an annual contribution on behalf of Administrator of three percent (3%) of Administrator's Base Salary into the Indiana State Teacher's Retirement Fund.

**6. Sick Leave:**

- A. Administrator shall be entitled to ten (10) sick days per contract year while employed by Delaware Community School Corporation and may accumulate up to **one hundred fifty (150)** unused days.
- B. Administrator may use any available accumulated sick leave days for immediate family illness. "Immediate family" shall be interpreted as spouse, children, parents, mother-in-law, father-in-law, son-in-law, daughter-in-law, brother, sister, or other relatives living in the same household with the administrator.

**7. Personal Leave:**

- A. Administrator shall be entitled to four (4) personal leave days per year. Unless an emergency occurs, all personal leave days must be approved by the Superintendent at least forty-eight (48) hours in advance. If at the conclusion of any contract year, Administrator is absent on account of personal business for fewer than four (4) days, a maximum of two (2) remaining personal business days will be accumulative to a total not to exceed six (6) personal business days in any given contract year. Any unused personal business days above and beyond the two (2) accumulative personal business days shall be transferred and added to accumulative sick leave.

**8. Bereavement**

- A. Up to five (5) consecutive school days shall be granted for bereavement leave due to a death in the Administrator's immediate relative. Bereavement leave may commence with the day following the day of such a death, but no later than five (5) school days after the death, unless otherwise approved by the Superintendent. "Immediate relative" shall be interpreted as spouse, children, parents, mother-in-law, father-in-law, son-in-law, daughter-in-law, brother, sister, or other relatives living in the same household with the administrator. In the event of the death of a person for whom the administrator is the legal guardian or custody, the administrator shall have the same number of leave days as if the deceased were a member of the administrator's immediate family. Three (3) school days shall be granted for death of a grandchild. Two



(2) days shall be granted for death of grandparents, brother-in-law, or sister-in-law. One (1) school day shall be granted for death of aunt, uncle, niece, nephew, and first cousin. In the event of a death in the immediate family, the administrator may reserve one day of the five-day leave period for later use in handling the affairs of the deceased. The day so reserved may be used up to one calendar year after the death.

**9. Separation Pay:**

- A. Administrator shall be entitled to receive one hundred and no/100 dollars (\$100.00) for each unused accumulated sick day plus one hundred and no/100 dollars (\$100.00) for each year of continuous service under a teacher contract with Delaware Community School Corporation based upon the following criteria:
- a. After five (5) years of continuous service as an administrator with DelCom and upon leaving employment of the corporation, the Administrator shall be entitled to 25% of accumulated sick days and 100% of years of service under a teacher contract with Delaware Community School Corporation. Any years of service or sick days accumulated while employed in a non-administrator capacity at DelCom shall only be included if they occurred and accumulated prior to the start of the Administrators service as an administrator for DelCom.
  - b. After ten (10) years of continuous service as an administrator with DelCom and upon leaving employment of the corporation, the Administrator shall be entitled to 50% of accumulated sick days and 100% of years of service under a teacher contract with Delaware Community School Corporation. Any years of service or sick days accumulated while employed in a non-administrator capacity at DelCom shall only be included if they occurred and accumulated prior to the start of the Administrators service as an administrator for DelCom.
  - c. After fifteen (15) years of continuous service as an administrator with DelCom and upon leaving employment of the corporation, the Administrator shall be entitled to 100% of accumulated sick days and 100% of years of service under a teacher contract with Delaware Community School Corporation. Any years of service or sick days accumulated while employed in a non-administrator capacity at DelCom shall only be included if they occurred and accumulated prior to the start of the Administrators service as an administrator for DelCom.

**10. Mileage Reimbursement:**

A. Administrator shall receive, if properly verified by claim, mileage expense for traveling on DelCom business at a rate to be determined by the Board but not to exceed the federal mileage reimbursement rate for that year.

**11. Holidays:**

A. All holidays recognized by DelCom shall be considered paid, non-working days for those Administrators under contract for two hundred sixty (260) days. Other days shall be paid and given at the direction of the Superintendent of Schools.

**12. Vacation Days:**

A. All Administrators under contract for 260 days shall receive twenty (20) paid vacation days per year. Any unused vacation days as of June 30<sup>th</sup> of each year, will be forfeited.

Christopher J. Conley  
ADMINISTRATOR

10/17/23  
DATE

[Signature]  
SUPERINTENDENT OF SCHOOLS

10/18/23  
DATE

PRESIDENT John Adams

VICE PRESIDENT [Signature]

SECRETARY Darlene U. Alford

MEMBER Alex J. Gillis

MEMBER

A handwritten signature in red ink, consisting of stylized, cursive letters, positioned above a horizontal line.

# 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)

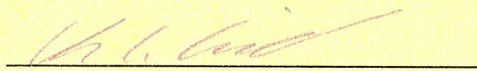
This regular teacher contract ("Contract") is by and between the governing body of the **DELAWARE COMMUNITY SCHOOL CORP** ("Corporation") and **CHASE A CRISWELL** ("Teacher"). **CHASE A CRISWELL** is a teacher as defined in Ind. Code 20-18-2-22.

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

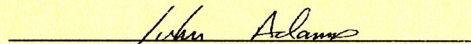
1. The Teacher shall teach in the schools of the Corporation for the school term beginning **July 01, 2023** and ending on **June 30, 2024**. Ind. Code 20-28-6-2(a) (3) (A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **210.00** days. Ind. 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 **\$103,269.00** 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 **16th** day of **October, 2023**.

Teacher:

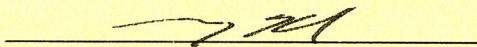


School Corporation by:

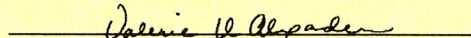


President

Attested:



Superintendent



Secretary

**ADDENDUM TO ADMINISTRATIVE CONTRACT**  
**FOR 260 DAY ADMINISTRATOR**

Name: **Chase Criswell**

Position: Administrator  
Working Days: **210** per year

Delaware Community School Corporation (“DelCom”) and **Chase Criswell** hereby mutually agree to this contract Addendum:

**1. Term of Employment:**

Following background checks and license verification, Administrator shall be employed under the terms of this Addendum as an Administrator by DelCom for a term beginning **August 1, 2023** and ending **July 31, 2025**.

Among the standard responsibilities of an Indiana public school administrator, and in addition to those assigned by the Superintendent or by other supervisors, are the following duties required during the term:

- A. Administrator agrees to comply with applicable federal, state, and DelCom policies, rules, procedures, and regulations.
- B. Administrator shall attend public board meetings as related to his/her assignment or as requested by the Superintendent.
- C. Administrator shall serve, at the request of the Superintendent, on the Board’s collective bargaining and discussion teams.
- D. Administrator shall serve on other committees as designated by the Superintendent or any supervisors.

**2. Hours of Work:**

- A. Yearly work schedule to be assigned by Superintendent.
- B. A normal work day for Administrator is 7:30 a.m. to 4:00 p.m. EST or as determined by the Superintendent or other supervisors.

**3. Compensation:**

- A. DelCom shall for services rendered to DelCom pay to Administrator the annual sum of **eighty-two thousand nine hundred and no/100 dollars (\$82,900.00)** (“Base Salary”) paid during the term in 24 equal, semimonthly pays.
- B. In addition, DelCom shall make employer contributions into DelCom’s 403(b) retirement plan in the sum of **2%** of Administrator’s Base Salary, on normal payroll dates, and into the 403(b) account designated by Administrator, provided that no contribution is made in advance of the Administrator having completed the minimum number of hours worked during that payroll period.

**4. Insurance:**

- A. DelCom shall make an employer contribution of 0% of the premium cost for the family health plan option or 0% of the premium cost for the single health plan option for that payroll period. While Administrator is insured under the family or single option, DelCom shall then add to Administrator’s paycheck 90% of the premium for the family health plan option or 100% of the premium for the single health plan option owed for that payroll period. Administrator shall then use those funds to pay 100% of the premium on a pre-tax basis owed during that payroll cycle.
- B. DelCom shall make an employer contribution of one hundred percent (100%) of the single/family option dental premium cost for that payroll period..
- C. DelCom shall make an employer contribution of one hundred percent (100%) of the single/family option vision premium cost for that payroll period.
- D. DelCom shall make an employer contribution of one hundred percent (100%) of the group long-term disability premium cost for that payroll period.
- E. DelCom shall offer coverage under a group term life insurance/AD&D policy in the face amount of one hundred thousand and no/100 (\$100,000.00) and Administrator shall be entitled to designate his/her beneficiaries. If any Administrator is reimbursed the insurance premium by DelCom, Administrator shall be required to pay one dollar (\$1.00) per contract year for such coverage.
- F. Insurance payroll deductions shall be deducted from Administrator’s paychecks according to Administrator’s payroll authorization form.

**5. Indiana State Teacher's Retirement:**

- A. DelCom shall make an annual contribution on behalf of Administrator of three percent (3%) of Administrator's Base Salary into the Indiana State Teacher's Retirement Fund.

**6. Sick Leave:**

- A. Administrator shall be entitled to ten (10) sick days per contract year while employed by Delaware Community School Corporation and may accumulate up to **one hundred (100)** unused days.
- B. Administrator may use any available accumulated sick leave days for immediate family illness. "Immediate family" shall be interpreted as spouse, children, parents, mother-in-law, father-in-law, son-in-law, daughter-in-law, brother, sister, or other relatives living in the same household with the administrator.

**7. Personal Leave:**

- A. Administrator shall be entitled to four (4) personal leave days per year. Unless an emergency occurs, all personal leave days must be approved by the Superintendent at least forty-eight (48) hours in advance. If at the conclusion of any contract year, Administrator is absent on account of personal business for fewer than four (4) days, a maximum of two (2) remaining personal business days will be accumulative to a total not to exceed six (6) personal business days in any given contract year. Any unused personal business days above and beyond the two (2) accumulative personal business days shall be transferred and added to accumulative sick leave.

**8. Bereavement**

- A. Up to five (5) consecutive school days shall be granted for bereavement leave due to a death in the Administrator's immediate relative. Bereavement leave may commence with the day following the day of such a death, but no later than five (5) school days after the death, unless otherwise approved by the Superintendent. "Immediate relative" shall be interpreted as spouse, children, parents, mother-in-law, father-in-law, son-in-law, daughter-in-law, brother, sister, or other relatives living in the same household with the administrator. In the event of the death of a person for whom the administrator is the legal guardian or custody, the administrator shall have the same number of leave days as if the deceased were a member of the administrator's immediate family. Three (3) school days shall be granted for death of a grandchild. Two

(2) days shall be granted for death of grandparents, brother-in-law, or sister-in-law. One (1) school day shall be granted for death of aunt, uncle, niece, nephew, and first cousin. In the event of a death in the immediate family, the administrator may reserve one day of the five-day leave period for later use in handling the affairs of the deceased. The day so reserved may be used up to one calendar year after the death.

**9. Separation Pay:**

- A. Administrator shall be entitled to receive one hundred and no/100 dollars (\$100.00) for each unused accumulated sick day plus one hundred and no/100 dollars (\$100.00) for each year of continuous service under a teacher contract with Delaware Community School Corporation based upon the following criteria:
- a. After five (5) years of continuous service as an administrator with DelCom and upon leaving employment of the corporation, the Administrator shall be entitled to 25% of accumulated sick days and 100% of years of service under a teacher contract with Delaware Community School Corporation. Any years of service or sick days accumulated while employed in a non-administrator capacity at DelCom shall only be included if they occurred and accumulated prior to the start of the Administrators service as an administrator for DelCom.
  - b. After ten (10) years of continuous service as an administrator with DelCom and upon leaving employment of the corporation, the Administrator shall be entitled to 50% of accumulated sick days and 100% of years of service under a teacher contract with Delaware Community School Corporation. Any years of service or sick days accumulated while employed in a non-administrator capacity at DelCom shall only be included if they occurred and accumulated prior to the start of the Administrators service as an administrator for DelCom.
  - c. After fifteen (15) years of continuous service as an administrator with DelCom and upon leaving employment of the corporation, the Administrator shall be entitled to 100% of accumulated sick days and 100% of years of service under a teacher contract with Delaware Community School Corporation. Any years of service or sick days accumulated while employed in a non-administrator capacity at DelCom shall only be included if they occurred and accumulated prior to the start of the Administrators service as an administrator for DelCom.



**10. Mileage Reimbursement:**

- A. Administrator shall receive, if properly verified by claim, mileage expense for traveling on DelCom business at a rate to be determined by the Board but not to exceed the federal mileage reimbursement rate for that year.

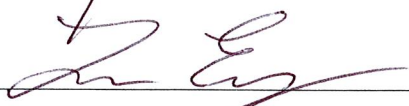
  
\_\_\_\_\_  
ADMINISTRATOR

10/17/23  
\_\_\_\_\_  
DATE

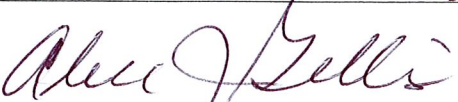
  
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SUPERINTENDENT OF SCHOOLS

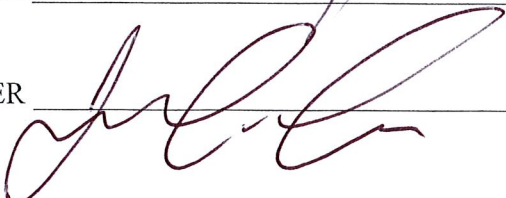
10/18/23  
\_\_\_\_\_  
DATE

PRESIDENT   
\_\_\_\_\_

VICE PRESIDENT   
\_\_\_\_\_

SECRETARY   
\_\_\_\_\_

MEMBER   
\_\_\_\_\_

MEMBER   
\_\_\_\_\_

# 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 **DELAWARE COMMUNITY SCHOOL CORP** ("Corporation") and **ELIZABETH A EARL** ("Teacher"). **ELIZABETH A EARL** 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 25, 2023** and ending on **May 31, 2024**. 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 **195.00** 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 **\$78,757.00** 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 **16th** day of **October, 2023**.

Teacher:

Elizabeth A. Earl

School Corporation by:

Isabel Adams

President

Attested:

[Signature]

Superintendent

Valerie H. Alpaugh

Secretary

**ADDENDUM TO ADMINISTRATIVE CONTRACT**  
**FOR 260 DAY ADMINISTRATOR**

Name: **Elizabeth Earl**

Position: Administrator  
Working Days: **195** per year

Delaware Community School Corporation (“DelCom”) and **Elizabeth Earl** hereby mutually agree to this contract Addendum:

**1. Term of Employment:**

Following background checks and license verification, Administrator shall be employed under the terms of this Addendum as an Administrator by DelCom for a term beginning **August 1, 2023** and ending **July 31, 2025**.

Among the standard responsibilities of an Indiana public school administrator, and in addition to those assigned by the Superintendent or by other supervisors, are the following duties required during the term:

- A. Administrator agrees to comply with applicable federal, state, and DelCom policies, rules, procedures, and regulations.
- B. Administrator shall attend public board meetings as related to his/her assignment or as requested by the Superintendent.
- C. Administrator shall serve, at the request of the Superintendent, on the Board’s collective bargaining and discussion teams.
- D. Administrator shall serve on other committees as designated by the Superintendent or any supervisors.

**2. Hours of Work:**

- A. Yearly work schedule to be assigned by Superintendent.
- B. A normal work day for Administrator is 7:30 a.m. to 4:00 p.m. EST or as determined by the Superintendent or other supervisors.

**3. Compensation:**

- A. DelCom shall for services rendered to DelCom pay to Administrator the annual sum of **seventy thousand and no/100 dollars (\$70,000.00)** (“Base Salary”) paid during the term in 24 equal, semimonthly pays.
- B. In addition, DelCom shall make employer contributions into DelCom’s 403(b) retirement plan in the sum of **2%** of Administrator’s Base Salary, on normal payroll dates, and into the 403(b) account designated by Administrator, provided that no contribution is made in advance of the Administrator having completed the minimum number of hours worked during that payroll period.

**4. Insurance:**

- A. DelCom shall make an employer contribution of 0% of the premium cost for the family health plan option or 0% of the premium cost for the single health plan option for that payroll period. While Administrator is insured under the family or single option, DelCom shall then add to Administrator’s paycheck 90% of the premium for the family health plan option or 100% of the premium for the single health plan option owed for that payroll period. Administrator shall then use those funds to pay 100% of the premium on a pre-tax basis owed during that payroll cycle.
- B. DelCom shall make an employer contribution of one hundred percent (100%) of the single/family option dental premium cost for that payroll period..
- C. DelCom shall make an employer contribution of one hundred percent (100%) of the single/family option vision premium cost for that payroll period.
- D. DelCom shall make an employer contribution of one hundred percent (100%) of the group long-term disability premium cost for that payroll period.
- E. DelCom shall offer coverage under a group term life insurance/AD&D policy in the face amount of one hundred thousand and no/100 (\$100,000.00) and Administrator shall be entitled to designate his/her beneficiaries. If any Administrator is reimbursed the insurance premium by DelCom, Administrator shall be required to pay one dollar (\$1.00) per contract year for such coverage.
- F. Insurance payroll deductions shall be deducted from Administrator’s paychecks according to Administrator’s payroll authorization form.

**5. Indiana State Teacher's Retirement:**

- A. DelCom shall make an annual contribution on behalf of Administrator of three percent (3%) of Administrator's Base Salary into the Indiana State Teacher's Retirement Fund.

**6. Sick Leave:**

- A. Administrator shall be entitled to ten (10) sick days per contract year while employed by Delaware Community School Corporation and may accumulate up to **one hundred (100)** unused days.
- B. Administrator may use any available accumulated sick leave days for immediate family illness. "Immediate family" shall be interpreted as spouse, children, parents, mother-in-law, father-in-law, son-in-law, daughter-in-law, brother, sister, or other relatives living in the same household with the administrator.

**7. Personal Leave:**

- A. Administrator shall be entitled to four (4) personal leave days per year. Unless an emergency occurs, all personal leave days must be approved by the Superintendent at least forty-eight (48) hours in advance. If at the conclusion of any contract year, Administrator is absent on account of personal business for fewer than four (4) days, a maximum of two (2) remaining personal business days will be accumulative to a total not to exceed six (6) personal business days in any given contract year. Any unused personal business days above and beyond the two (2) accumulative personal business days shall be transferred and added to accumulative sick leave.

**8. Bereavement**

- A. Up to five (5) consecutive school days shall be granted for bereavement leave due to a death in the Administrator's immediate relative. Bereavement leave may commence with the day following the day of such a death, but no later than five (5) school days after the death, unless otherwise approved by the Superintendent. "Immediate relative" shall be interpreted as spouse, children, parents, mother-in-law, father-in-law, son-in-law, daughter-in-law, brother, sister, or other relatives living in the same household with the administrator. In the event of the death of a person for whom the administrator is the legal guardian or custody, the administrator shall have the same number of leave days as if the deceased were a member of the administrator's immediate family. Three (3) school days shall be granted for death of a grandchild. Two (2) days shall be granted for death of grandparents, brother-in-law, or

sister-in-law. One (1) school day shall be granted for death of aunt, uncle, niece, nephew, and first cousin. In the event of a death in the immediate family, the administrator may reserve one day of the five-day leave period for later use in handling the affairs of the deceased. The day so reserved may be used up to one calendar year after the death.

## **9. Separation Pay:**

- A. Administrator shall be entitled to receive one hundred and no/100 dollars (\$100.00) for each unused accumulated sick day plus one hundred and no/100 dollars (\$100.00) for each year of continuous service under a teacher contract with Delaware Community School Corporation based upon the following criteria:
  - a. After five (5) years of continuous service as an administrator with DelCom and upon leaving employment of the corporation, the Administrator shall be entitled to 25% of accumulated sick days and 100% of years of service under a teacher contract with Delaware Community School Corporation. Any years of service or sick days accumulated while employed in a non-administrator capacity at DelCom shall only be included if they occurred and accumulated prior to the start of the Administrators service as an administrator for DelCom.
  - b. After ten (10) years of continuous service as an administrator with DelCom and upon leaving employment of the corporation, the Administrator shall be entitled to 50% of accumulated sick days and 100% of years of service under a teacher contract with Delaware Community School Corporation. Any years of service or sick days accumulated while employed in a non-administrator capacity at DelCom shall only be included if they occurred and accumulated prior to the start of the Administrators service as an administrator for DelCom.
  - c. After fifteen (15) years of continuous service as an administrator with DelCom and upon leaving employment of the corporation, the Administrator shall be entitled to 100% of accumulated sick days and 100% of years of service under a teacher contract with Delaware Community School Corporation. Any years of service or sick days accumulated while employed in a non-administrator capacity at DelCom shall only be included if they occurred and accumulated prior to the start of the Administrators service as an administrator for DelCom.

**10. Mileage Reimbursement:**

- A. Administrator shall receive, if properly verified by claim, mileage expense for traveling on DelCom business at a rate to be determined by the Board but not to exceed the federal mileage reimbursement rate for that year.

**11. Graduate Hours Stipend:**

- A. Graduate credit must be pre-approved by the Superintendent before registering for the class.
- B. The graduate credit must meet a current need of the school corporation, as determined by the Superintendent, to qualify for the stipend.
- C. The stipend will cover 100% of tuition, books, and other fees associated with pre-approved classes. No stipend will be paid for graduate credits not pre-approved by the Superintendent.
- D. Official receipts must be provided for reimbursement within 60 days from the completion of the course.
- E. Must earn a C grade or better or a Pass grade on Pass/Fail scale to qualify.
- F. If the Diagnostician voluntarily leaves the employment of Delaware Community School Corporation within 6 years after having been paid the first Graduate Hours Stipend, a repayment by the Diagnostician of a portion of the stipends received up to that time to the Corporation is required as follows:
  - a. Less than 3 years from date of the first stipend payment 100%
  - b. 3 years and less than 4 years from date of the first stipend payment 75%
  - c. 4 years and less than 5 years from date of the first stipend payment 50%
  - d. 5 years and less than 6 years from the date of the first stipend payment 25%
  - e. 6 years or more from the date of the first stipend payment 0%

Elizabeth A. Gail  
ADMINISTRATOR

10/19/2023  
DATE

[Signature]  
SUPERINTENDENT OF SCHOOLS

10/19/23  
DATE

PRESIDENT John Adam

VICE PRESIDENT [Signature]

SECRETARY Dalene U. Alspa

MEMBER Alice Willis

MEMBER [Signature]



# 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)

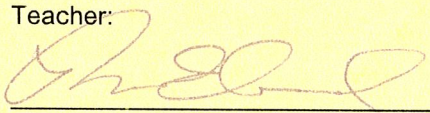
This regular teacher contract ("Contract") is by and between the governing body of the **DELAWARE COMMUNITY SCHOOL CORP** ("Corporation") and **ROSS A ELWOOD** ("Teacher"). **ROSS A ELWOOD** is a teacher as defined in Ind. Code 20-18-2-22.

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

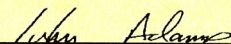
1. The Teacher shall teach in the schools of the Corporation for the school term beginning **July 01, 2023** and ending on **June 30, 2024**. Ind. Code 20-28-6-2(a) (3) (A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **215.00** days. Ind. Code 20-28-6-2(a) (3) (B)
3. 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 **\$100,302.00** 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 **16th** day of **October, 2023**.

Teacher:

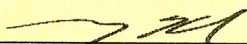
  
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School Corporation by:

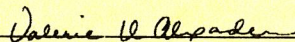
  
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President

Attested:

  
\_\_\_\_\_

Superintendent

  
\_\_\_\_\_

Secretary

**ADDENDUM TO ADMINISTRATIVE CONTRACT**  
**FOR 260 DAY ADMINISTRATOR**

Name: **Ross Elwood**

Position: Administrator  
Working Days: **215** per year

Delaware Community School Corporation (“DelCom”) and **Ross Elwood** hereby mutually agree to this contract Addendum:

**1. Term of Employment:**

Following background checks and license verification, Administrator shall be employed under the terms of this Addendum as an Administrator by DelCom for a term beginning **August 1, 2023** and ending **July 31, 2025**.

Among the standard responsibilities of an Indiana public school administrator, and in addition to those assigned by the Superintendent or by other supervisors, are the following duties required during the term:

- A. Administrator agrees to comply with applicable federal, state, and DelCom policies, rules, procedures, and regulations.
- B. Administrator shall attend public board meetings as related to his/her assignment or as requested by the Superintendent.
- C. Administrator shall serve, at the request of the Superintendent, on the Board’s collective bargaining and discussion teams.
- D. Administrator shall serve on other committees as designated by the Superintendent or any supervisors.

**2. Hours of Work:**

- A. Yearly work schedule to be assigned by Superintendent.
- B. A normal work day for Administrator is 7:30 a.m. to 4:00 p.m. EST or as determined by the Superintendent or other supervisors.

### 3. Compensation:

- A. DelCom shall for services rendered to DelCom pay to Administrator the annual sum of **eighty-four thousand eight hundred seventy-two and no/100 dollars (\$84,872.00)** (“Base Salary”) paid during the term in 24 equal, semimonthly pays.
- B. In addition, DelCom shall make employer contributions into DelCom’s 403(b) retirement plan in the sum of **2%** of Administrator’s Base Salary, on normal payroll dates, and into the 403(b) account designated by Administrator, provided that no contribution is made in advance of the Administrator having completed the minimum number of hours worked during that payroll period.

### 4. Insurance:

- A. DelCom shall make an employer contribution of 0% of the premium cost for the family health plan option or 0% of the premium cost for the single health plan option for that payroll period. While Administrator is insured under the family or single option, DelCom shall then add to Administrator’s paycheck 90% of the premium for the family health plan option or 100% of the premium for the single health plan option owed for that payroll period. Administrator shall then use those funds to pay 100% of the premium on a pre-tax basis owed during that payroll cycle.
- B. DelCom shall make an employer contribution of one hundred percent (100%) of the single/family option dental premium cost for that payroll period..
- C. DelCom shall make an employer contribution of one hundred percent (100%) of the single/family option vision premium cost for that payroll period.
- D. DelCom shall make an employer contribution of one hundred percent (100%) of the group long-term disability premium cost for that payroll period.
- E. DelCom shall offer coverage under a group term life insurance/AD&D policy in the face amount of one hundred thousand and no/100 (\$100,000.00) and Administrator shall be entitled to designate his/her beneficiaries. If any Administrator is reimbursed the insurance premium by DelCom, Administrator shall be required to pay one dollar (\$1.00) per contract year for such coverage.
- F. Insurance payroll deductions shall be deducted from Administrator’s paychecks according to Administrator’s payroll authorization form.

5. **Sick Leave:**

- A. Administrator shall be entitled to ten (10) sick days per contract year while employed by Delaware Community School Corporation and may accumulate up to **one hundred (100)** unused days.
- B. Administrator may use any available accumulated sick leave days for immediate family illness. "Immediate family" shall be interpreted as spouse, children, parents, mother-in-law, father-in-law, son-in-law, daughter-in-law, brother, sister, or other relatives living in the same household with the administrator.

6. **Personal Leave:**

- A. Administrator shall be entitled to four (4) personal leave days per year. Unless an emergency occurs, all personal leave days must be approved by the Superintendent at least forty-eight (48) hours in advance. If at the conclusion of any contract year, Administrator is absent on account of personal business for fewer than four (4) days, a maximum of two (2) remaining personal business days will be accumulative to a total not to exceed six (6) personal business days in any given contract year. Any unused personal business days above and beyond the two (2) accumulative personal business days shall be transferred and added to accumulative sick leave.

7. **Bereavement**

- A. Up to five (5) consecutive school days shall be granted for bereavement leave due to a death in the Administrator's immediate relative. Bereavement leave may commence with the day following the day of such a death, but no later than five (5) school days after the death, unless otherwise approved by the Superintendent. "Immediate relative" shall be interpreted as spouse, children, parents, mother-in-law, father-in-law, son-in-law, daughter-in-law, brother, sister, or other relatives living in the same household with the administrator. In the event of the death of a person for whom the administrator is the legal guardian or custody, the administrator shall have the same number of leave days as if the deceased were a member of the administrator's immediate family. Three (3) school days shall be granted for death of a grandchild. Two (2) days shall be granted for death of grandparents, brother-in-law, or sister-in-law. One (1) school day shall be granted for death of aunt, uncle, niece, nephew, and first cousin. In the event of a death in the immediate family, the administrator may reserve one day of the five-day leave period for later use in handling the affairs of the deceased. The day so reserved may be used up to one calendar year after the death.

## **8. Separation Pay:**

- A. Administrator shall be entitled to receive one hundred and no/100 dollars (\$100.00) for each unused accumulated sick day plus one hundred and no/100 dollars (\$100.00) for each year of continuous service under a teacher contract with Delaware Community School Corporation based upon the following criteria:
- a. After five (5) years of continuous service as an administrator with DelCom and upon leaving employment of the corporation, the Administrator shall be entitled to 25% of accumulated sick days and 100% of years of service under a teacher contract with Delaware Community School Corporation. Any years of service or sick days accumulated while employed in a non-administrator capacity at DelCom shall only be included if they occurred and accumulated prior to the start of the Administrators service as an administrator for DelCom.
  - b. After ten (10) years of continuous service as an administrator with DelCom and upon leaving employment of the corporation, the Administrator shall be entitled to 50% of accumulated sick days and 100% of years of service under a teacher contract with Delaware Community School Corporation. Any years of service or sick days accumulated while employed in a non-administrator capacity at DelCom shall only be included if they occurred and accumulated prior to the start of the Administrators service as an administrator for DelCom.
  - c. After fifteen (15) years of continuous service as an administrator with DelCom and upon leaving employment of the corporation, the Administrator shall be entitled to 100% of accumulated sick days and 100% of years of service under a teacher contract with Delaware Community School Corporation. Any years of service or sick days accumulated while employed in a non-administrator capacity at DelCom shall only be included if they occurred and accumulated prior to the start of the Administrators service as an administrator for DelCom.

## **9. Mileage Reimbursement:**

- A. Administrator shall receive, if properly verified by claim, mileage expense for traveling on DelCom business at a rate to be determined by the Board but not to exceed the federal mileage reimbursement rate for that year.

Don Edward  
ADMINISTRATOR

10-17-23  
DATE

[Signature]  
SUPERINTENDENT OF SCHOOLS

10/18/23  
DATE

PRESIDENT [Signature]

VICE PRESIDENT [Signature]

SECRETARY Valerie Walpach

MEMBER [Signature]

MEMBER [Signature]

# 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)

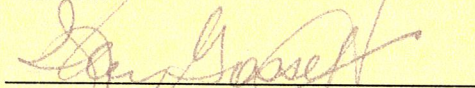
This regular teacher contract ("Contract") is by and between the governing body of the **DELAWARE COMMUNITY SCHOOL CORP** ("Corporation") and **JOEY GOSSETT** ("Teacher"). **JOEY GOSSETT** is a teacher as defined in Ind. Code 20-18-2-22.

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

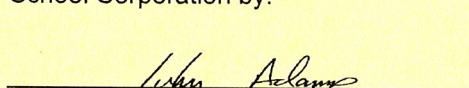
1. The Teacher shall teach in the schools of the Corporation for the school term beginning **July 01, 2023** and ending on **June 30, 2024**. Ind. Code 20-28-6-2(a) (3) (A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **215.00** days. Ind. Code 20-28-6-2(a) (3) (B)
3. 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 **\$91,878.00** 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 **16th** day of **October, 2023**.

Teacher:

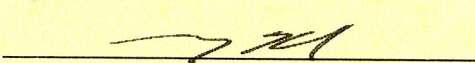
  
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School Corporation by:

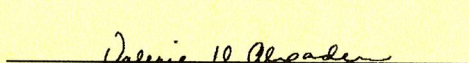
  
\_\_\_\_\_

President

Attested:

  
\_\_\_\_\_

Superintendent

  
\_\_\_\_\_

Secretary

**ADDENDUM TO ADMINISTRATIVE CONTRACT  
FOR 260 DAY ADMINISTRATOR**

Name: **Joey Gossett**

Position: Administrator  
Working Days: **215** per year

Delaware Community School Corporation (“DelCom”) and **Joey Gossett** hereby mutually agree to this contract Addendum:

**1. Term of Employment:**

Following background checks and license verification, Administrator shall be employed under the terms of this Addendum as an Administrator by DelCom for a term beginning **August 1, 2023** and ending **July 31, 2025**.

Among the standard responsibilities of an Indiana public school administrator, and in addition to those assigned by the Superintendent or by other supervisors, are the following duties required during the term:

- A. Administrator agrees to comply with applicable federal, state, and DelCom policies, rules, procedures, and regulations.
- B. Administrator shall attend public board meetings as related to his/her assignment or as requested by the Superintendent.
- C. Administrator shall serve, at the request of the Superintendent, on the Board’s collective bargaining and discussion teams.
- D. Administrator shall serve on other committees as designated by the Superintendent or any supervisors.

**2. Hours of Work:**

- A. Yearly work schedule to be assigned by Superintendent.
- B. A normal work day for Administrator is 7:30 a.m. to 4:00 p.m. EST or as determined by the Superintendent or other supervisors.



### 3. Compensation:

- A. DelCom shall for services rendered to DelCom pay to Administrator the annual sum of **eighty-four thousand eight hundred seventy-two and no/100 dollars (\$84,872.00)** ("Base Salary") paid during the term in 24 equal, semimonthly pays.
- B. In addition, DelCom shall make employer contributions into DelCom's 403(b) retirement plan in the sum of **2%** of Administrator's Base Salary, on normal payroll dates, and into the 403(b) account designated by Administrator, provided that no contribution is made in advance of the Administrator having completed the minimum number of hours worked during that payroll period.

### 4. Insurance:

- A. DelCom shall make an employer contribution of 0% of the premium cost for the family health plan option or 0% of the premium cost for the single health plan option for that payroll period. While Administrator is insured under the family or single option, DelCom shall then add to Administrator's paycheck 90% of the premium for the family health plan option or 100% of the premium for the single health plan option owed for that payroll period. Administrator shall then use those funds to pay 100% of the premium on a pre-tax basis owed during that payroll cycle.
- B. DelCom shall make an employer contribution of one hundred percent (100%) of the single/family option dental premium cost for that payroll period..
- C. DelCom shall make an employer contribution of one hundred percent (100%) of the single/family option vision premium cost for that payroll period.
- D. DelCom shall make an employer contribution of one hundred percent (100%) of the group long-term disability premium cost for that payroll period.
- E. DelCom shall offer coverage under a group term life insurance/AD&D policy in the face amount of one hundred thousand and no/100 (\$100,000.00) and Administrator shall be entitled to designate his/her beneficiaries. If any Administrator is reimbursed the insurance premium by DelCom, Administrator shall be required to pay one dollar (\$1.00) per contract year for such coverage.
- F. Insurance payroll deductions shall be deducted from Administrator's paychecks according to Administrator's payroll authorization form.

**5. Indiana State Teacher's Retirement:**

- A. DelCom shall make an annual contribution on behalf of Administrator of three percent (3%) of Administrator's Base Salary into the Indiana State Teacher's Retirement Fund.

**6. Sick Leave:**

- A. Administrator shall be entitled to ten (10) sick days per contract year while employed by Delaware Community School Corporation and may accumulate up to **one hundred (100)** unused days.
- B. Administrator may use any available accumulated sick leave days for immediate family illness. "Immediate family" shall be interpreted as spouse, children, parents, mother-in-law, father-in-law, son-in-law, daughter-in-law, brother, sister, or other relatives living in the same household with the administrator.

**7. Personal Leave:**

- A. Administrator shall be entitled to four (4) personal leave days per year. Unless an emergency occurs, all personal leave days must be approved by the Superintendent at least forty-eight (48) hours in advance. If at the conclusion of any contract year, Administrator is absent on account of personal business for fewer than four (4) days, a maximum of two (2) remaining personal business days will be accumulative to a total not to exceed six (6) personal business days in any given contract year. Any unused personal business days above and beyond the two (2) accumulative personal business days shall be transferred and added to accumulative sick leave.

**8. Bereavement**

- A. Up to five (5) consecutive school days shall be granted for bereavement leave due to a death in the Administrator's immediate relative. Bereavement leave may commence with the day following the day of such a death, but no later than five (5) school days after the death, unless otherwise approved by the Superintendent. "Immediate relative" shall be interpreted as spouse, children, parents, mother-in-law, father-in-law, son-in-law, daughter-in-law, brother, sister, or other relatives living in the same household with the administrator. In the event of the death of a person for whom the administrator is the legal guardian or custody, the administrator shall have the same number of leave days as if the deceased were a member of the administrator's immediate family. Three (3) school days shall be granted for death of a grandchild. Two

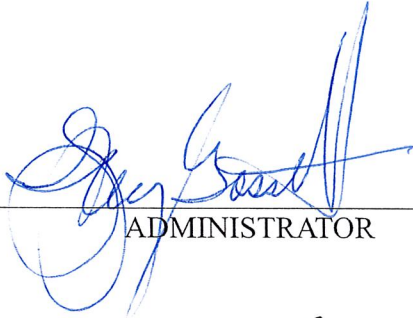
(2) days shall be granted for death of grandparents, brother-in-law, or sister-in-law. One (1) school day shall be granted for death of aunt, uncle, niece, nephew, and first cousin. In the event of a death in the immediate family, the administrator may reserve one day of the five-day leave period for later use in handling the affairs of the deceased. The day so reserved may be used up to one calendar year after the death.

**9. Separation Pay:**

- A. Administrator shall be entitled to receive one hundred and no/100 dollars (\$100.00) for each unused accumulated sick day plus one hundred and no/100 dollars (\$100.00) for each year of continuous service under a teacher contract with Delaware Community School Corporation based upon the following criteria:
- a. After five (5) years of continuous service as an administrator with DelCom and upon leaving employment of the corporation, the Administrator shall be entitled to 25% of accumulated sick days and 100% of years of service under a teacher contract with Delaware Community School Corporation. Any years of service or sick days accumulated while employed in a non-administrator capacity at DelCom shall only be included if they occurred and accumulated prior to the start of the Administrators service as an administrator for DelCom.
  - b. After ten (10) years of continuous service as an administrator with DelCom and upon leaving employment of the corporation, the Administrator shall be entitled to 50% of accumulated sick days and 100% of years of service under a teacher contract with Delaware Community School Corporation. Any years of service or sick days accumulated while employed in a non-administrator capacity at DelCom shall only be included if they occurred and accumulated prior to the start of the Administrators service as an administrator for DelCom.
  - c. After fifteen (15) years of continuous service as an administrator with DelCom and upon leaving employment of the corporation, the Administrator shall be entitled to 100% of accumulated sick days and 100% of years of service under a teacher contract with Delaware Community School Corporation. Any years of service or sick days accumulated while employed in a non-administrator capacity at DelCom shall only be included if they occurred and accumulated prior to the start of the Administrators service as an administrator for DelCom.

**10. Mileage Reimbursement:**

- A. Administrator shall receive, if properly verified by claim, mileage expense for traveling on DelCom business at a rate to be determined by the Board but not to exceed the federal mileage reimbursement rate for that year.

  
\_\_\_\_\_  
ADMINISTRATOR

10/19/2023  
\_\_\_\_\_  
DATE

  
\_\_\_\_\_  
SUPERINTENDENT OF SCHOOLS

10/19/27  
\_\_\_\_\_  
DATE

PRESIDENT John Allen  
\_\_\_\_\_

VICE PRESIDENT [Signature]  
\_\_\_\_\_

SECRETARY Darlene U. Alford  
\_\_\_\_\_

MEMBER Alice Gillis  
\_\_\_\_\_

MEMBER [Signature]  
\_\_\_\_\_

# 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)

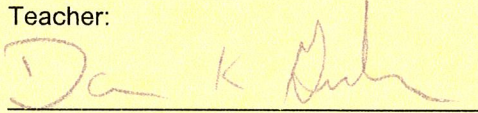
This regular teacher contract ("Contract") is by and between the governing body of the **DELAWARE COMMUNITY SCHOOL CORP** ("Corporation") and **DARIN K GULLION** ("Teacher"). **DARIN K GULLION** is a teacher as defined in Ind. Code 20-18-2-22.

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

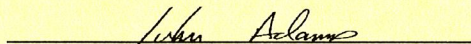
1. The Teacher shall teach in the schools of the Corporation for the school term beginning **July 01, 2023** and ending on **June 30, 2024**. Ind. Code 20-28-6-2(a) (3) (A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **260.00** days. Ind. 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 **\$146,427.00** 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 **16th** day of **October, 2023**.

Teacher:

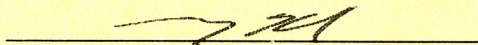
  
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School Corporation by:

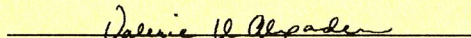
  
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President

Attested:

  
\_\_\_\_\_

Superintendent

  
\_\_\_\_\_

Secretary

**ADDENDUM TO ADMINISTRATIVE CONTRACT  
FOR 260 DAY ASSISTANT SUPERINTENDENT**

Name: **Darin Gullion**

Position: Administrator  
Working Days: **260** per year

Delaware Community School Corporation (“DelCom”) and **Darin Gullion** hereby mutually agree to this contract Addendum:

**1. Term of Employment:**

Following background checks and license verification, Administrator shall be employed under the terms of this Addendum as an Administrator by DelCom for a term beginning **July 1, 2023** and ending **June 30, 2026**.

Among the standard responsibilities of an Indiana public school administrator, and in addition to those assigned by the Superintendent or by other supervisors, are the following duties required during the term:

- A. Administrator agrees to comply with applicable federal, state, and DelCom policies, rules, procedures, and regulations.
- B. Administrator shall attend public board meetings as related to his/her assignment or as requested by the Superintendent.
- C. Administrator shall serve, at the request of the Superintendent, on the Board’s collective bargaining and discussion teams.
- D. Administrator shall serve on other committees as designated by the Superintendent or any supervisors.

**2. Hours of Work:**

- A. Yearly work schedule to be assigned by Superintendent.
- B. A normal work day for Administrator is 7:30 a.m. to 4:00 p.m. EST or as determined by the Superintendent or other supervisors.

### **3. Compensation:**

- A. DelCom shall for services rendered to DelCom pay to Administrator the annual sum of **one hundred twenty-three thousand seven hundred ninety-five and no/100 dollars (\$123,795.00)** (“Base Salary”) paid during the term in 24 equal, semimonthly pays.
- B. In addition, DelCom shall make employer contributions into DelCom’s 403(b) retirement plan in the sum of **3%** of Administrator’s Base Salary, on normal payroll dates, and into the 403(b) account designated by Administrator, provided that no contribution is made in advance of the Administrator having completed the minimum number of hours worked during that payroll period.

### **4. Insurance:**

- A. DelCom shall make an employer contribution of 0% of the premium cost for the family health plan option or 0% of the premium cost for the single health plan option for that payroll period. While Administrator is insured under the family or single option, DelCom shall then add to Administrator’s paycheck 100% of the premium for the family health plan option or 100% of the premium for the single health plan option owed for that payroll period. Administrator shall then use those funds to pay 100% of the premium on a pre-tax basis owed during that payroll cycle.
- B. DelCom shall make an employer contribution of one hundred percent (100%) of the single/family option dental premium cost for that payroll period..
- C. DelCom shall make an employer contribution of one hundred percent (100%) of the single/family option vision premium cost for that payroll period.
- D. DelCom shall make an employer contribution of one hundred percent (100%) of the group long-term disability premium cost for that payroll period.
- E. DelCom shall offer coverage under a group term life insurance/AD&D policy in the face amount of one hundred thousand and no/100 (\$100,000.00) and Administrator shall be entitled to designate his/her beneficiaries. If any Administrator is reimbursed the insurance premium by DelCom, Administrator shall be required to pay one dollar (\$1.00) per contract year for such coverage.
- F. Insurance payroll deductions shall be deducted from Administrator’s paychecks according to Administrator’s payroll authorization form.

**5. Indiana State Teacher's Retirement:**

- A. DelCom shall make an annual contribution on behalf of Administrator of three percent (3%) of Administrator's Base Salary into the Indiana State Teacher's Retirement Fund.

**6. Sick Leave:**

- A. Administrator shall be entitled to ten (10) sick days per contract year while employed by Delaware Community School Corporation and may accumulate up to **one hundred fifty (150)** unused days.
- B. Administrator may use any available accumulated sick leave days for immediate family illness. "Immediate family" shall be interpreted as spouse, children, parents, mother-in-law, father-in-law, son-in-law, daughter-in-law, brother, sister, or other relatives living in the same household with the administrator.

**7. Personal Leave:**

- A. Administrator shall be entitled to four (4) personal leave days per year. Unless an emergency occurs, all personal leave days must be approved by the Superintendent at least forty-eight (48) hours in advance. If at the conclusion of any contract year, Administrator is absent on account of personal business for fewer than four (4) days, a maximum of two (2) remaining personal business days will be accumulative to a total not to exceed six (6) personal business days in any given contract year. Any unused personal business days above and beyond the two (2) accumulative personal business days shall be transferred and added to accumulative sick leave.

**8. Bereavement**

- A. Up to five (5) consecutive school days shall be granted for bereavement leave due to a death in the Administrator's immediate relative. Bereavement leave may commence with the day following the day of such a death, but no later than five (5) school days after the death, unless otherwise approved by the Superintendent. "Immediate relative" shall be interpreted as spouse, children, parents, mother-in-law, father-in-law, son-in-law, daughter-in-law, brother, sister, or other relatives living in the same household with the administrator. In the event of the death of a person for whom the administrator is the legal guardian or custody, the administrator shall have the same number of leave days as if the deceased were a member of the administrator's immediate family. Three (3) school days shall be granted for death of a grandchild. Two



(2) days shall be granted for death of grandparents, brother-in-law, or sister-in-law. One (1) school day shall be granted for death of aunt, uncle, niece, nephew, and first cousin. In the event of a death in the immediate family, the administrator may reserve one day of the five-day leave period for later use in handling the affairs of the deceased. The day so reserved may be used up to one calendar year after the death.

**9. Separation Pay:**

- A. Administrator shall be entitled to receive one hundred and no/100 dollars (\$100.00) for each unused accumulated sick day plus one hundred and no/100 dollars (\$100.00) for each year of continuous service under a teacher contract with Delaware Community School Corporation based upon the following criteria:
- a. After five (5) years of continuous service as an administrator with DelCom and upon leaving employment of the corporation, the Administrator shall be entitled to 25% of accumulated sick days and 100% of years of service under a teacher contract with Delaware Community School Corporation. Any years of service or sick days accumulated while employed in a non-administrator capacity at DelCom shall only be included if they occurred and accumulated prior to the start of the Administrators service as an administrator for DelCom.
  - b. After ten (10) years of continuous service as an administrator with DelCom and upon leaving employment of the corporation, the Administrator shall be entitled to 50% of accumulated sick days and 100% of years of service under a teacher contract with Delaware Community School Corporation. Any years of service or sick days accumulated while employed in a non-administrator capacity at DelCom shall only be included if they occurred and accumulated prior to the start of the Administrators service as an administrator for DelCom.
  - c. After fifteen (15) years of continuous service as an administrator with DelCom and upon leaving employment of the corporation, the Administrator shall be entitled to 100% of accumulated sick days and 100% of years of service under a teacher contract with Delaware Community School Corporation. Any years of service or sick days accumulated while employed in a non-administrator capacity at DelCom shall only be included if they occurred and accumulated prior to the start of the Administrators service as an administrator for DelCom.

**10. Mileage Reimbursement:**

- A. Administrator shall receive, if properly verified by claim, mileage expense for traveling on DelCom business at a rate to be determined by the Board but not to exceed the federal mileage reimbursement rate for that year.

**11. Holidays:**

- A. All holidays recognized by DelCom shall be considered paid, non-working days for those Administrators under contract for two hundred sixty (260) days. Other days shall be paid and given at the direction of the Superintendent of Schools.

**12. Vacation Days:**

- A. All Administrators under contract for 260 days shall receive twenty (20) paid vacation days per year. Any unused vacation days as of June 30<sup>th</sup> of each year, will be forfeited.

  
\_\_\_\_\_  
ADMINISTRATOR

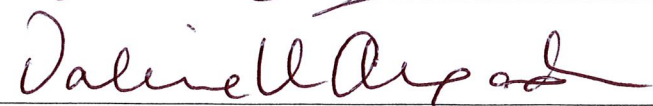
10-18-2023  
DATE


  
\_\_\_\_\_  
SUPERINTENDENT OF SCHOOLS

10/18/23  
DATE

PRESIDENT   
\_\_\_\_\_

VICE PRESIDENT   
\_\_\_\_\_

SECRETARY   
\_\_\_\_\_

MEMBER   
\_\_\_\_\_

MEMBER   
\_\_\_\_\_

# 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 **DELAWARE COMMUNITY SCHOOL CORP** ("Corporation") and **AMY L LARRABEE** ("Teacher"). **AMY L LARRABEE** 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:

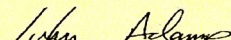
1. The Teacher shall teach in the schools of the Corporation for the school term beginning **July 01, 2023** and ending on **June 30, 2024**. Ind. Code 20-28-6-2(a) (3) (A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **260.00** days. Ind. 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 **\$107,006.00** 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 **16th** day of **October, 2023**.

Teacher:

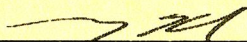
  
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School Corporation by:

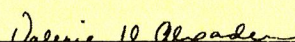
  
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President

Attested:

  
\_\_\_\_\_

Superintendent

  
\_\_\_\_\_

Secretary

**ADDENDUM TO ADMINISTRATIVE CONTRACT  
FOR 260 DAY ADMINISTRATOR**

Name: **Amy Larrabee**

Position: Director of Special Education  
Working Days: **260** per year

Delaware Community School Corporation (“DelCom”) and **Amy Larrabee** hereby mutually agree to this contract Addendum:

**1. Term of Employment:**

Following background checks and license verification, Administrator shall be employed under the terms of this Addendum as an Administrator by DelCom for a term beginning **July 1, 2023** and ending **June 30, 2025**.

Among the standard responsibilities of an Indiana public school administrator, and in addition to those assigned by the Superintendent or by other supervisors, are the following duties required during the term:

- A. Administrator agrees to comply with applicable federal, state, and DelCom policies, rules, procedures, and regulations.
- B. Administrator shall attend public board meetings as related to his/her assignment or as requested by the Superintendent.
- C. Administrator shall serve, at the request of the Superintendent, on the Board’s collective bargaining and discussion teams.
- D. Administrator shall serve on other committees as designated by the Superintendent or any supervisors.

**2. Hours of Work:**

- A. Yearly work schedule to be assigned by Superintendent.
- B. A normal work day for Administrator is 7:30 a.m. to 4:00 p.m. EST or as determined by the Superintendent or other supervisors.

### **3. Compensation:**

- A. DelCom shall for services rendered to DelCom pay to Administrator the annual sum of **one hundred thousand and no/100 dollars (\$100,000.00)** (“Base Salary”) paid during the term in 24 equal, semimonthly pays.
- B. In addition, DelCom shall make employer contributions into DelCom’s 403(b) retirement plan in the sum of **3%** of Administrator’s Base Salary, on normal payroll dates, and into the 403(b) account designated by Administrator, provided that no contribution is made in advance of the Administrator having completed the minimum number of hours worked during that payroll period.

### **4. Insurance:**

- A. DelCom shall make an employer contribution of 0% of the premium cost for the family health plan option or 0% of the premium cost for the single health plan option for that payroll period. While Administrator is insured under the family or single option, DelCom shall then add to Administrator’s paycheck 90% of the premium for the family health plan option or 100% of the premium for the single health plan option owed for that payroll period. Administrator shall then use those funds to pay 100% of the premium on a pre-tax basis owed during that payroll cycle.
- B. DelCom shall make an employer contribution of one hundred percent (100%) of the single/family option dental premium cost for that payroll period..
- C. DelCom shall make an employer contribution of one hundred percent (100%) of the single/family option vision premium cost for that payroll period.
- D. DelCom shall make an employer contribution of one hundred percent (100%) of the group long-term disability premium cost for that payroll period.
- E. DelCom shall offer coverage under a group term life insurance/AD&D policy in the face amount of one hundred thousand and no/100 (\$100,000.00) and Administrator shall be entitled to designate his/her beneficiaries. If any Administrator is reimbursed the insurance premium by DelCom, Administrator shall be required to pay one dollar (\$1.00) per contract year for such coverage.
- F. Insurance payroll deductions shall be deducted from Administrator’s paychecks according to Administrator’s payroll authorization form.

**5. Indiana State Teacher's Retirement:**

- A. DelCom shall make an annual contribution on behalf of Administrator of three percent (3%) of Administrator's Base Salary into the Indiana State Teacher's Retirement Fund.

**6. Sick Leave:**

- A. Administrator shall be entitled to ten (10) sick days per contract year while employed by Delaware Community School Corporation and may accumulate up to **one hundred fifty (150)** unused days.
- B. Administrator may use any available accumulated sick leave days for immediate family illness. "Immediate family" shall be interpreted as spouse, children, parents, mother-in-law, father-in-law, son-in-law, daughter-in-law, brother, sister, or other relatives living in the same household with the administrator.

**7. Personal Leave:**

- A. Administrator shall be entitled to four (4) personal leave days per year. Unless an emergency occurs, all personal leave days must be approved by the Superintendent at least forty-eight (48) hours in advance. If at the conclusion of any contract year, Administrator is absent on account of personal business for fewer than four (4) days, a maximum of two (2) remaining personal business days will be accumulative to a total not to exceed six (6) personal business days in any given contract year. Any unused personal business days above and beyond the two (2) accumulative personal business days shall be transferred and added to accumulative sick leave.

**8. Bereavement**

- A. Up to five (5) consecutive school days shall be granted for bereavement leave due to a death in the Administrator's immediate relative. Bereavement leave may commence with the day following the day of such a death, but no later than five (5) school days after the death, unless otherwise approved by the Superintendent. "Immediate relative" shall be interpreted as spouse, children, parents, mother-in-law, father-in-law, son-in-law, daughter-in-law, brother, sister, or other relatives living in the same household with the administrator. In the event of the death of a person for whom the administrator is the legal guardian or custody, the administrator shall have the same number of leave days as if the deceased were a member of the administrator's immediate family. Three (3) school days shall be granted for death of a grandchild. Two (2) days shall be granted for death of grandparents, brother-in-law, or

sister-in-law. One (1) school day shall be granted for death of aunt, uncle, niece, nephew, and first cousin. In the event of a death in the immediate family, the administrator may reserve one day of the five-day leave period for later use in handling the affairs of the deceased. The day so reserved may be used up to one calendar year after the death.

**9. Separation Pay:**

- A. Administrator shall be entitled to receive one hundred and no/100 dollars (\$100.00) for each unused accumulated sick day plus one hundred and no/100 dollars (\$100.00) for each year of continuous service under a teacher contract with Delaware Community School Corporation based upon the following criteria:
- a. After five (5) years of continuous service as an administrator with DelCom and upon leaving employment of the corporation, the Administrator shall be entitled to 25% of accumulated sick days and 100% of years of service under a teacher contract with Delaware Community School Corporation. Any years of service or sick days accumulated while employed in a non-administrator capacity at DelCom shall only be included if they occurred and accumulated prior to the start of the Administrators service as an administrator for DelCom.
  - b. After ten (10) years of continuous service as an administrator with DelCom and upon leaving employment of the corporation, the Administrator shall be entitled to 50% of accumulated sick days and 100% of years of service under a teacher contract with Delaware Community School Corporation. Any years of service or sick days accumulated while employed in a non-administrator capacity at DelCom shall only be included if they occurred and accumulated prior to the start of the Administrators service as an administrator for DelCom.
  - c. After fifteen (15) years of continuous service as an administrator with DelCom and upon leaving employment of the corporation, the Administrator shall be entitled to 100% of accumulated sick days and 100% of years of service under a teacher contract with Delaware Community School Corporation. Any years of service or sick days accumulated while employed in a non-administrator capacity at DelCom shall only be included if they occurred and accumulated prior to the start of the Administrators service as an administrator for DelCom.

**10. Mileage Reimbursement:**

- A. Administrator shall receive, if properly verified by claim, mileage expense for traveling on DelCom business at a rate to be determined by the Board but not to exceed the federal mileage reimbursement rate for that year.

**11. Holidays:**

- A. All holidays recognized by DelCom shall be considered paid, non-working days for those Administrators under contract for two hundred sixty (260) days. Other days shall be paid and given at the direction of the Superintendent of Schools.

**12. Vacation Days:**

- A. All Administrators under contract for 260 days shall receive twenty (20) paid vacation days per year. Any unused vacation days as of June 30<sup>th</sup> of each year, will be forfeited.

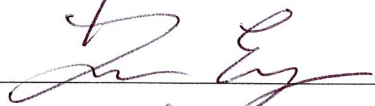
  
ADMINISTRATOR

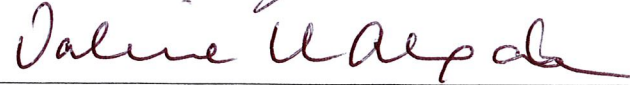
10/17/23  
DATE

  
SUPERINTENDENT OF SCHOOLS

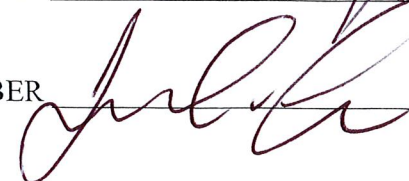
10/18/23  
DATE

PRESIDENT 

VICE PRESIDENT 

SECRETARY 

MEMBER 

MEMBER 



# 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)

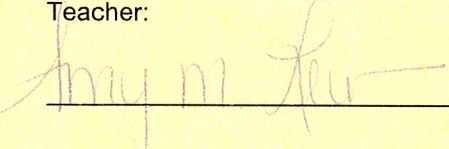
This regular teacher contract ("Contract") is by and between the governing body of the **DELAWARE COMMUNITY SCHOOL CORP** ("Corporation") and **AMY MARIE LEWMAN** ("Teacher"). **AMY MARIE LEWMAN** is a teacher as defined in Ind. Code 20-18-2-22.

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

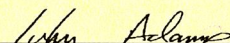
1. The Teacher shall teach in the schools of the Corporation for the school term beginning **July 01, 2023** and ending on **June 30, 2024**. Ind. Code 20-28-6-2(a) (3) (A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **215.00** days. Ind. Code 20-28-6-2(a) (3) (B)
3. 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 **\$111,421.00** 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 **16th** day of **October, 2023**.

Teacher:

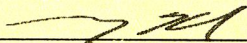
  
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School Corporation by:

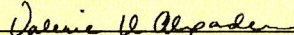
  
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President

Attested:

  
\_\_\_\_\_

Superintendent

  
\_\_\_\_\_

Secretary

**ADDENDUM TO ADMINISTRATIVE CONTRACT**  
**FOR 260 DAY ADMINISTRATOR**

Name: **Amy Lewman**

Position: Administrator  
Working Days: **215** per year

Delaware Community School Corporation (“DelCom”) and **Amy Lewman** hereby mutually agree to this contract Addendum:

**1. Term of Employment:**

Following background checks and license verification, Administrator shall be employed under the terms of this Addendum as an Administrator by DelCom for a term beginning **July 1, 2023** and ending **June 30, 2025**.

Among the standard responsibilities of an Indiana public school administrator, and in addition to those assigned by the Superintendent or by other supervisors, are the following duties required during the term:

- A. Administrator agrees to comply with applicable federal, state, and DelCom policies, rules, procedures, and regulations.
- B. Administrator shall attend public board meetings as related to his/her assignment or as requested by the Superintendent.
- C. Administrator shall serve, at the request of the Superintendent, on the Board’s collective bargaining and discussion teams.
- D. Administrator shall serve on other committees as designated by the Superintendent or any supervisors.

**2. Hours of Work:**

- A. Yearly work schedule to be assigned by Superintendent.
- B. A normal work day for Administrator is 7:30 a.m. to 4:00 p.m. EST or as determined by the Superintendent or other supervisors.

### 3. Compensation:

- A. DelCom shall for services rendered to DelCom pay to Administrator the annual sum of **ninety-one thousand fifty-two and no/100 dollars (\$91,052.00)** (“Base Salary”) paid during the term in 24 equal, semimonthly pays.
- B. In addition, DelCom shall make employer contributions into DelCom’s 403(b) retirement plan in the sum of **3%** of Administrator’s Base Salary, on normal payroll dates, and into the 403(b) account designated by Administrator, provided that no contribution is made in advance of the Administrator having completed the minimum number of hours worked during that payroll period.

### 4. Insurance:

- A. DelCom shall make an employer contribution of 0% of the premium cost for the family health plan option or 0% of the premium cost for the single health plan option for that payroll period. While Administrator is insured under the family or single option, DelCom shall then add to Administrator’s paycheck 90% of the premium for the family health plan option or 100% of the premium for the single health plan option owed for that payroll period. Administrator shall then use those funds to pay 100% of the premium on a pre-tax basis owed during that payroll cycle.
- B. DelCom shall make an employer contribution of one hundred percent (100%) of the single/family option dental premium cost for that payroll period..
- C. DelCom shall make an employer contribution of one hundred percent (100%) of the single/family option vision premium cost for that payroll period.
- D. DelCom shall make an employer contribution of one hundred percent (100%) of the group long-term disability premium cost for that payroll period.
- E. DelCom shall offer coverage under a group term life insurance/AD&D policy in the face amount of one hundred thousand and no/100 (\$100,000.00) and Administrator shall be entitled to designate his/her beneficiaries. If any Administrator is reimbursed the insurance premium by DelCom, Administrator shall be required to pay one dollar (\$1.00) per contract year for such coverage.
- F. Insurance payroll deductions shall be deducted from Administrator’s paychecks according to Administrator’s payroll authorization form.

**5. Indiana State Teacher's Retirement:**

- A. DelCom shall make an annual contribution on behalf of Administrator of three percent (3%) of Administrator's Base Salary into the Indiana State Teacher's Retirement Fund.

**6. Sick Leave:**

- A. Administrator shall be entitled to ten (10) sick days per contract year while employed by Delaware Community School Corporation and may accumulate up to **one hundred fifty (150)** unused days.
- B. Administrator may use any available accumulated sick leave days for immediate family illness. "Immediate family" shall be interpreted as spouse, children, parents, mother-in-law, father-in-law, son-in-law, daughter-in-law, brother, sister, or other relatives living in the same household with the administrator.

**7. Personal Leave:**

- A. Administrator shall be entitled to four (4) personal leave days per year. Unless an emergency occurs, all personal leave days must be approved by the Superintendent at least forty-eight (48) hours in advance. If at the conclusion of any contract year, Administrator is absent on account of personal business for fewer than four (4) days, a maximum of two (2) remaining personal business days will be accumulative to a total not to exceed six (6) personal business days in any given contract year. Any unused personal business days above and beyond the two (2) accumulative personal business days shall be transferred and added to accumulative sick leave.

**8. Bereavement**

- A. Up to five (5) consecutive school days shall be granted for bereavement leave due to a death in the Administrator's immediate relative. Bereavement leave may commence with the day following the day of such a death, but no later than five (5) school days after the death, unless otherwise approved by the Superintendent. "Immediate relative" shall be interpreted as spouse, children, parents, mother-in-law, father-in-law, son-in-law, daughter-in-law, brother, sister, or other relatives living in the same household with the administrator. In the event of the death of a person for whom the administrator is the legal guardian or custody, the administrator shall have the same number of leave days as if the deceased were a member of the administrator's immediate family. Three (3) school days shall be granted for death of a grandchild. Two

(2) days shall be granted for death of grandparents, brother-in-law, or sister-in-law. One (1) school day shall be granted for death of aunt, uncle, niece, nephew, and first cousin. In the event of a death in the immediate family, the administrator may reserve one day of the five-day leave period for later use in handling the affairs of the deceased. The day so reserved may be used up to one calendar year after the death.

**9. Separation Pay:**

- A. Administrator shall be entitled to receive one hundred and no/100 dollars (\$100.00) for each unused accumulated sick day plus one hundred and no/100 dollars (\$100.00) for each year of continuous service under a teacher contract with Delaware Community School Corporation based upon the following criteria:
- a. After five (5) years of continuous service as an administrator with DelCom and upon leaving employment of the corporation, the Administrator shall be entitled to 25% of accumulated sick days and 100% of years of service under a teacher contract with Delaware Community School Corporation. Any years of service or sick days accumulated while employed in a non-administrator capacity at DelCom shall only be included if they occurred and accumulated prior to the start of the Administrators service as an administrator for DelCom.
  - b. After ten (10) years of continuous service as an administrator with DelCom and upon leaving employment of the corporation, the Administrator shall be entitled to 50% of accumulated sick days and 100% of years of service under a teacher contract with Delaware Community School Corporation. Any years of service or sick days accumulated while employed in a non-administrator capacity at DelCom shall only be included if they occurred and accumulated prior to the start of the Administrators service as an administrator for DelCom.
  - c. After fifteen (15) years of continuous service as an administrator with DelCom and upon leaving employment of the corporation, the Administrator shall be entitled to 100% of accumulated sick days and 100% of years of service under a teacher contract with Delaware Community School Corporation. Any years of service or sick days accumulated while employed in a non-administrator capacity at DelCom shall only be included if they occurred and accumulated prior to the start of the Administrators service as an administrator for DelCom.

**10. Mileage Reimbursement:**

- A. Administrator shall receive, if properly verified by claim, mileage expense for traveling on DelCom business at a rate to be determined by the Board but not to exceed the federal mileage reimbursement rate for that year.

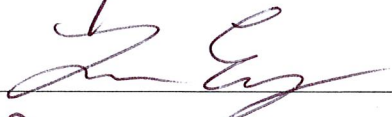
  
ADMINISTRATOR

10-17-23  
DATE

  
SUPERINTENDENT OF SCHOOLS


10/18/23  
DATE

PRESIDENT 

VICE PRESIDENT 

SECRETARY 

MEMBER 

MEMBER 

# 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)

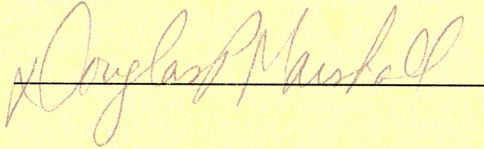
This regular teacher contract ("Contract") is by and between the governing body of the **DELAWARE COMMUNITY SCHOOL CORP** ("Corporation") and **DOUGLAS P MARSHALL** ("Teacher"). **DOUGLAS P MARSHALL** is a teacher as defined in Ind. Code 20-18-2-22.

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

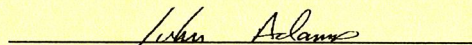
1. The Teacher shall teach in the schools of the Corporation for the school term beginning **July 01, 2023** and ending on **June 30, 2024**. Ind. Code 20-28-6-2(a) (3) (A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **220.00** days. Ind. 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 **\$118,195.00** 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 **16th** day of **October, 2023**.

Teacher:

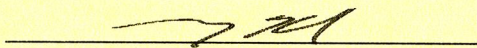
  
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School Corporation by:

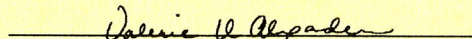
  
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President

Attested:

  
\_\_\_\_\_

Superintendent

  
\_\_\_\_\_

Secretary

**ADDENDUM TO ADMINISTRATIVE CONTRACT**  
**FOR 260 DAY ADMINISTRATOR**

Name: **Doug Marshall**

Position: Administrator  
Working Days: **220** per year

Delaware Community School Corporation (“DelCom”) and **Doug Marshall** hereby mutually agree to this contract Addendum:

**1. Term of Employment:**

Following background checks and license verification, Administrator shall be employed under the terms of this Addendum as an Administrator by DelCom for a term beginning **July 1, 2023** and ending **June 30, 2025**.

Among the standard responsibilities of an Indiana public school administrator, and in addition to those assigned by the Superintendent or by other supervisors, are the following duties required during the term:

- A. Administrator agrees to comply with applicable federal, state, and DelCom policies, rules, procedures, and regulations.
- B. Administrator shall attend public board meetings as related to his/her assignment or as requested by the Superintendent.
- C. Administrator shall serve, at the request of the Superintendent, on the Board’s collective bargaining and discussion teams.
- D. Administrator shall serve on other committees as designated by the Superintendent or any supervisors.

**2. Hours of Work:**

- A. Yearly work schedule to be assigned by Superintendent.
- B. A normal work day for Administrator is 7:30 a.m. to 4:00 p.m. EST or as determined by the Superintendent or other supervisors.



### 3. Compensation:

- A. DelCom shall for services rendered to DelCom pay to Administrator the annual sum of **ninety-seven thousand eight hundred twenty-six and no/100 dollars (\$97,826.00)** (“Base Salary”) paid during the term in 24 equal, semimonthly pays.
- B. In addition, DelCom shall make employer contributions into DelCom’s 403(b) retirement plan in the sum of **3%** of Administrator’s Base Salary, on normal payroll dates, and into the 403(b) account designated by Administrator, provided that no contribution is made in advance of the Administrator having completed the minimum number of hours worked during that payroll period.

### 4. Insurance:

- A. DelCom shall make an employer contribution of 0% of the premium cost for the family health plan option or 0% of the premium cost for the single health plan option for that payroll period. While Administrator is insured under the family or single option, DelCom shall then add to Administrator’s paycheck 90% of the premium for the family health plan option or 100% of the premium for the single health plan option owed for that payroll period. Administrator shall then use those funds to pay 100% of the premium on a pre-tax basis owed during that payroll cycle.
- B. DelCom shall make an employer contribution of one hundred percent (100%) of the single/family option dental premium cost for that payroll period..
- C. DelCom shall make an employer contribution of one hundred percent (100%) of the single/family option vision premium cost for that payroll period.
- D. DelCom shall make an employer contribution of one hundred percent (100%) of the group long-term disability premium cost for that payroll period.
- E. DelCom shall offer coverage under a group term life insurance/AD&D policy in the face amount of one hundred thousand and no/100 (\$100,000.00) and Administrator shall be entitled to designate his/her beneficiaries. If any Administrator is reimbursed the insurance premium by DelCom, Administrator shall be required to pay one dollar (\$1.00) per contract year for such coverage.
- F. Insurance payroll deductions shall be deducted from Administrator’s paychecks according to Administrator’s payroll authorization form.

**5. Indiana State Teacher's Retirement:**

- A. DelCom shall make an annual contribution on behalf of Administrator of three percent (3%) of Administrator's Base Salary into the Indiana State Teacher's Retirement Fund.

**6. Sick Leave:**

- A. Administrator shall be entitled to ten (10) sick days per contract year while employed by Delaware Community School Corporation and may accumulate up to **one hundred fifty (150)** unused days.
- B. Administrator may use any available accumulated sick leave days for immediate family illness. "Immediate family" shall be interpreted as spouse, children, parents, mother-in-law, father-in-law, son-in-law, daughter-in-law, brother, sister, or other relatives living in the same household with the administrator.

**7. Personal Leave:**

- A. Administrator shall be entitled to four (4) personal leave days per year. Unless an emergency occurs, all personal leave days must be approved by the Superintendent at least forty-eight (48) hours in advance. If at the conclusion of any contract year, Administrator is absent on account of personal business for fewer than four (4) days, a maximum of two (2) remaining personal business days will be accumulative to a total not to exceed six (6) personal business days in any given contract year. Any unused personal business days above and beyond the two (2) accumulative personal business days shall be transferred and added to accumulative sick leave.

**8. Bereavement**

- A. Up to five (5) consecutive school days shall be granted for bereavement leave due to a death in the Administrator's immediate relative. Bereavement leave may commence with the day following the day of such a death, but no later than five (5) school days after the death, unless otherwise approved by the Superintendent. "Immediate relative" shall be interpreted as spouse, children, parents, mother-in-law, father-in-law, son-in-law, daughter-in-law, brother, sister, or other relatives living in the same household with the administrator. In the event of the death of a person for whom the administrator is the legal guardian or custody, the administrator shall have the same number of leave days as if the deceased were a member of the administrator's immediate family. Three (3) school days shall be granted for death of a grandchild. Two

(2) days shall be granted for death of grandparents, brother-in-law, or sister-in-law. One (1) school day shall be granted for death of aunt, uncle, niece, nephew, and first cousin. In the event of a death in the immediate family, the administrator may reserve one day of the five-day leave period for later use in handling the affairs of the deceased. The day so reserved may be used up to one calendar year after the death.

**9. Separation Pay:**

- A. Administrator shall be entitled to receive one hundred and no/100 dollars (\$100.00) for each unused accumulated sick day plus one hundred and no/100 dollars (\$100.00) for each year of continuous service under a teacher contract with Delaware Community School Corporation based upon the following criteria:
- a. After five (5) years of continuous service as an administrator with DelCom and upon leaving employment of the corporation, the Administrator shall be entitled to 25% of accumulated sick days and 100% of years of service under a teacher contract with Delaware Community School Corporation. Any years of service or sick days accumulated while employed in a non-administrator capacity at DelCom shall only be included if they occurred and accumulated prior to the start of the Administrators service as an administrator for DelCom.
  - b. After ten (10) years of continuous service as an administrator with DelCom and upon leaving employment of the corporation, the Administrator shall be entitled to 50% of accumulated sick days and 100% of years of service under a teacher contract with Delaware Community School Corporation. Any years of service or sick days accumulated while employed in a non-administrator capacity at DelCom shall only be included if they occurred and accumulated prior to the start of the Administrators service as an administrator for DelCom.
  - c. After fifteen (15) years of continuous service as an administrator with DelCom and upon leaving employment of the corporation, the Administrator shall be entitled to 100% of accumulated sick days and 100% of years of service under a teacher contract with Delaware Community School Corporation. Any years of service or sick days accumulated while employed in a non-administrator capacity at DelCom shall only be included if they occurred and accumulated prior to the start of the Administrators service as an administrator for DelCom.

**10. Mileage Reimbursement:**

- A. Administrator shall receive, if properly verified by claim, mileage expense for traveling on DelCom business at a rate to be determined by the Board but not to exceed the federal mileage reimbursement rate for that year.

*Douglas P. Marshall*  
ADMINISTRATOR

10/17/23  
DATE

*[Signature]*  
SUPERINTENDENT OF SCHOOLS

10/18/23  
DATE

PRESIDENT *[Signature]*

VICE PRESIDENT *[Signature]*

SECRETARY *Darlene U. Alsup*

MEMBER *[Signature]*

MEMBER *[Signature]*

# 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)

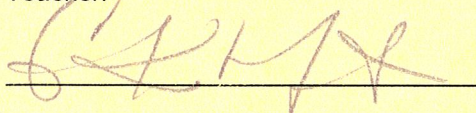
This regular teacher contract ("Contract") is by and between the governing body of the **DELAWARE COMMUNITY SCHOOL CORP** ("Corporation") and **CYNTHIA R MICK** ("Teacher"). **CYNTHIA R MICK** is a teacher as defined in Ind. Code 20-18-2-22.

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

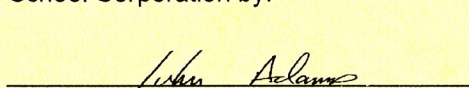
1. The Teacher shall teach in the schools of the Corporation for the school term beginning **July 01, 2023** and ending on **June 30, 2024**. Ind. Code 20-28-6-2(a) (3) (A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **210.00** days. Ind. 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 **\$103,269.00** 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 **16th** day of **October, 2023**.

Teacher:

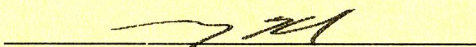
  
\_\_\_\_\_

School Corporation by:

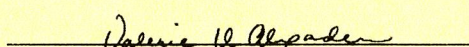
  
\_\_\_\_\_

President

Attested:

  
\_\_\_\_\_

Superintendent

  
\_\_\_\_\_

Secretary

**ADDENDUM TO ADMINISTRATIVE CONTRACT  
FOR 260 DAY ADMINISTRATOR**

Name: **Cindy Mick**

Position: Administrator  
Working Days: **210** per year

Delaware Community School Corporation (“DelCom”) and **Cindy Mick** hereby mutually agree to this contract Addendum:

**1. Term of Employment:**

Following background checks and license verification, Administrator shall be employed under the terms of this Addendum as an Administrator by DelCom for a term beginning **August 1, 2023** and ending **July 31, 2025**.

Among the standard responsibilities of an Indiana public school administrator, and in addition to those assigned by the Superintendent or by other supervisors, are the following duties required during the term:

- A. Administrator agrees to comply with applicable federal, state, and DelCom policies, rules, procedures, and regulations.
- B. Administrator shall attend public board meetings as related to his/her assignment or as requested by the Superintendent.
- C. Administrator shall serve, at the request of the Superintendent, on the Board’s collective bargaining and discussion teams.
- D. Administrator shall serve on other committees as designated by the Superintendent or any supervisors.

**2. Hours of Work:**

- A. Yearly work schedule to be assigned by Superintendent.
- B. A normal work day for Administrator is 7:30 a.m. to 4:00 p.m. EST or as determined by the Superintendent or other supervisors.

**3. Compensation:**

- A. DelCom shall for services rendered to DelCom pay to Administrator the annual sum of **eighty-two thousand nine hundred and no/100 dollars (\$82,900.00)** (“Base Salary”) paid during the term in 24 equal, semimonthly pays.
- B. In addition, DelCom shall make employer contributions into DelCom’s 403(b) retirement plan in the sum of **2%** of Administrator’s Base Salary, on normal payroll dates, and into the 403(b) account designated by Administrator, provided that no contribution is made in advance of the Administrator having completed the minimum number of hours worked during that payroll period.

**4. Insurance:**

- A. DelCom shall make an employer contribution of 0% of the premium cost for the family health plan option or 0% of the premium cost for the single health plan option for that payroll period. While Administrator is insured under the family or single option, DelCom shall then add to Administrator’s paycheck 90% of the premium for the family health plan option or 100% of the premium for the single health plan option owed for that payroll period. Administrator shall then use those funds to pay 100% of the premium on a pre-tax basis owed during that payroll cycle.
- B. DelCom shall make an employer contribution of one hundred percent (100%) of the single/family option dental premium cost for that payroll period..
- C. DelCom shall make an employer contribution of one hundred percent (100%) of the single/family option vision premium cost for that payroll period.
- D. DelCom shall make an employer contribution of one hundred percent (100%) of the group long-term disability premium cost for that payroll period.
- E. DelCom shall offer coverage under a group term life insurance/AD&D policy in the face amount of one hundred thousand and no/100 (\$100,000.00) and Administrator shall be entitled to designate his/her beneficiaries. If any Administrator is reimbursed the insurance premium by DelCom, Administrator shall be required to pay one dollar (\$1.00) per contract year for such coverage.
- F. Insurance payroll deductions shall be deducted from Administrator’s paychecks according to Administrator’s payroll authorization form.

**5. Indiana State Teacher's Retirement:**

- A. DelCom shall make an annual contribution on behalf of Administrator of three percent (3%) of Administrator's Base Salary into the Indiana State Teacher's Retirement Fund.

**6. Sick Leave:**

- A. Administrator shall be entitled to ten (10) sick days per contract year while employed by Delaware Community School Corporation and may accumulate up to **one hundred (100)** unused days.
- B. Administrator may use any available accumulated sick leave days for immediate family illness. "Immediate family" shall be interpreted as spouse, children, parents, mother-in-law, father-in-law, son-in-law, daughter-in-law, brother, sister, or other relatives living in the same household with the administrator.

**7. Personal Leave:**

- A. Administrator shall be entitled to four (4) personal leave days per year. Unless an emergency occurs, all personal leave days must be approved by the Superintendent at least forty-eight (48) hours in advance. If at the conclusion of any contract year, Administrator is absent on account of personal business for fewer than four (4) days, a maximum of two (2) remaining personal business days will be accumulative to a total not to exceed six (6) personal business days in any given contract year. Any unused personal business days above and beyond the two (2) accumulative personal business days shall be transferred and added to accumulative sick leave.

**8. Bereavement**

- A. Up to five (5) consecutive school days shall be granted for bereavement leave due to a death in the Administrator's immediate relative. Bereavement leave may commence with the day following the day of such a death, but no later than five (5) school days after the death, unless otherwise approved by the Superintendent. "Immediate relative" shall be interpreted as spouse, children, parents, mother-in-law, father-in-law, son-in-law, daughter-in-law, brother, sister, or other relatives living in the same household with the administrator. In the event of the death of a person for whom the administrator is the legal guardian or custody, the administrator shall have the same number of leave days as if the deceased were a member of the administrator's immediate family. Three (3) school days shall be granted for death of a grandchild. Two



(2) days shall be granted for death of grandparents, brother-in-law, or sister-in-law. One (1) school day shall be granted for death of aunt, uncle, niece, nephew, and first cousin. In the event of a death in the immediate family, the administrator may reserve one day of the five-day leave period for later use in handling the affairs of the deceased. The day so reserved may be used up to one calendar year after the death.

**9. Separation Pay:**

- A. Administrator shall be entitled to receive one hundred and no/100 dollars (\$100.00) for each unused accumulated sick day plus one hundred and no/100 dollars (\$100.00) for each year of continuous service under a teacher contract with Delaware Community School Corporation based upon the following criteria:
- a. After five (5) years of continuous service as an administrator with DelCom and upon leaving employment of the corporation, the Administrator shall be entitled to 25% of accumulated sick days and 100% of years of service under a teacher contract with Delaware Community School Corporation. Any years of service or sick days accumulated while employed in a non-administrator capacity at DelCom shall only be included if they occurred and accumulated prior to the start of the Administrators service as an administrator for DelCom.
  - b. After ten (10) years of continuous service as an administrator with DelCom and upon leaving employment of the corporation, the Administrator shall be entitled to 50% of accumulated sick days and 100% of years of service under a teacher contract with Delaware Community School Corporation. Any years of service or sick days accumulated while employed in a non-administrator capacity at DelCom shall only be included if they occurred and accumulated prior to the start of the Administrators service as an administrator for DelCom.
  - c. After fifteen (15) years of continuous service as an administrator with DelCom and upon leaving employment of the corporation, the Administrator shall be entitled to 100% of accumulated sick days and 100% of years of service under a teacher contract with Delaware Community School Corporation. Any years of service or sick days accumulated while employed in a non-administrator capacity at DelCom shall only be included if they occurred and accumulated prior to the start of the Administrators service as an administrator for DelCom.

**10. Mileage Reimbursement:**

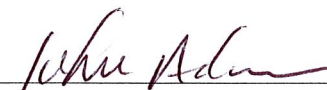
- A. Administrator shall receive, if properly verified by claim, mileage expense for traveling on DelCom business at a rate to be determined by the Board but not to exceed the federal mileage reimbursement rate for that year.

  
\_\_\_\_\_  
ADMINISTRATOR

10-17-23  
DATE

  
\_\_\_\_\_  
SUPERINTENDENT OF SCHOOLS

10/18/23  
DATE

PRESIDENT   
\_\_\_\_\_

VICE PRESIDENT   
\_\_\_\_\_

SECRETARY   
\_\_\_\_\_

MEMBER   
\_\_\_\_\_

MEMBER   
\_\_\_\_\_

# 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)

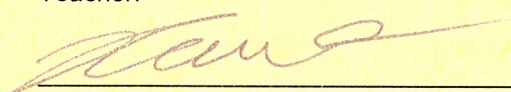
This regular teacher contract ("Contract") is by and between the governing body of the **DELAWARE COMMUNITY SCHOOL CORP** ("Corporation") and **RYAN D PARROTT** ("Teacher"). **RYAN D PARROTT** is a teacher as defined in Ind. Code 20-18-2-22.

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

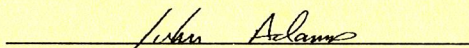
1. The Teacher shall teach in the schools of the Corporation for the school term beginning **July 01, 2023** and ending on **June 30, 2024**. Ind. Code 20-28-6-2(a) (3) (A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **215.00** days. Ind. Code 20-28-6-2(a) (3) (B)
3. 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 **\$111,421.00** 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 **16th** day of **October, 2023**.

Teacher:

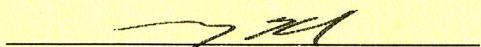


School Corporation by:

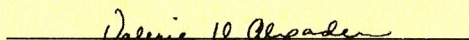


President

Attested:



Superintendent



Secretary

**ADDENDUM TO ADMINISTRATIVE CONTRACT**  
**FOR 260 DAY ADMINISTRATOR**

Name: **Ryan Parrott**

Position: Administrator  
Working Days: **215** per year

Delaware Community School Corporation ("DelCom") and **Ryan Parrott** hereby mutually agree to this contract Addendum:

**1. Term of Employment:**

Following background checks and license verification, Administrator shall be employed under the terms of this Addendum as an Administrator by DelCom for a term beginning **July 1, 2023** and ending **June 30, 2025**.

Among the standard responsibilities of an Indiana public school administrator, and in addition to those assigned by the Superintendent or by other supervisors, are the following duties required during the term:

- A. Administrator agrees to comply with applicable federal, state, and DelCom policies, rules, procedures, and regulations.
- B. Administrator shall attend public board meetings as related to his/her assignment or as requested by the Superintendent.
- C. Administrator shall serve, at the request of the Superintendent, on the Board's collective bargaining and discussion teams.
- D. Administrator shall serve on other committees as designated by the Superintendent or any supervisors.

**2. Hours of Work:**

- A. Yearly work schedule to be assigned by Superintendent.
- B. A normal work day for Administrator is 7:30 a.m. to 4:00 p.m. EST or as determined by the Superintendent or other supervisors.

### 3. Compensation:

- A. DelCom shall for services rendered to DelCom pay to Administrator the annual sum of **ninety-one thousand fifty-two and no/100 dollars (\$91,052.00)** (“Base Salary”) paid during the term in 24 equal, semimonthly pays.
- B. In addition, DelCom shall make employer contributions into DelCom’s 403(b) retirement plan in the sum of **3%** of Administrator’s Base Salary, on normal payroll dates, and into the 403(b) account designated by Administrator, provided that no contribution is made in advance of the Administrator having completed the minimum number of hours worked during that payroll period.

### 4. Insurance:

- A. DelCom shall make an employer contribution of 0% of the premium cost for the family health plan option or 0% of the premium cost for the single health plan option for that payroll period. While Administrator is insured under the family or single option, DelCom shall then add to Administrator’s paycheck 90% of the premium for the family health plan option or 100% of the premium for the single health plan option owed for that payroll period. Administrator shall then use those funds to pay 100% of the premium on a pre-tax basis owed during that payroll cycle.
- B. DelCom shall make an employer contribution of one hundred percent (100%) of the single/family option dental premium cost for that payroll period..
- C. DelCom shall make an employer contribution of one hundred percent (100%) of the single/family option vision premium cost for that payroll period.
- D. DelCom shall make an employer contribution of one hundred percent (100%) of the group long-term disability premium cost for that payroll period.
- E. DelCom shall offer coverage under a group term life insurance/AD&D policy in the face amount of one hundred thousand and no/100 (\$100,000.00) and Administrator shall be entitled to designate his/her beneficiaries. If any Administrator is reimbursed the insurance premium by DelCom, Administrator shall be required to pay one dollar (\$1.00) per contract year for such coverage.
- F. Insurance payroll deductions shall be deducted from Administrator’s paychecks according to Administrator’s payroll authorization form.

**5. Indiana State Teacher's Retirement:**

- A. DelCom shall make an annual contribution on behalf of Administrator of three percent (3%) of Administrator's Base Salary into the Indiana State Teacher's Retirement Fund.

**6. Sick Leave:**

- A. Administrator shall be entitled to ten (10) sick days per contract year while employed by Delaware Community School Corporation and may accumulate up to **one hundred fifty (150)** unused days.
- B. Administrator may use any available accumulated sick leave days for immediate family illness. "Immediate family" shall be interpreted as spouse, children, parents, mother-in-law, father-in-law, son-in-law, daughter-in-law, brother, sister, or other relatives living in the same household with the administrator.

**7. Personal Leave:**

- A. Administrator shall be entitled to four (4) personal leave days per year. Unless an emergency occurs, all personal leave days must be approved by the Superintendent at least forty-eight (48) hours in advance. If at the conclusion of any contract year, Administrator is absent on account of personal business for fewer than four (4) days, a maximum of two (2) remaining personal business days will be accumulative to a total not to exceed six (6) personal business days in any given contract year. Any unused personal business days above and beyond the two (2) accumulative personal business days shall be transferred and added to accumulative sick leave.

**8. Bereavement**

- A. Up to five (5) consecutive school days shall be granted for bereavement leave due to a death in the Administrator's immediate relative. Bereavement leave may commence with the day following the day of such a death, but no later than five (5) school days after the death, unless otherwise approved by the Superintendent. "Immediate relative" shall be interpreted as spouse, children, parents, mother-in-law, father-in-law, son-in-law, daughter-in-law, brother, sister, or other relatives living in the same household with the administrator. In the event of the death of a person for whom the administrator is the legal guardian or custody, the administrator shall have the same number of leave days as if the deceased were a member of the administrator's immediate family. Three (3) school days shall be granted for death of a grandchild. Two

(2) days shall be granted for death of grandparents, brother-in-law, or sister-in-law. One (1) school day shall be granted for death of aunt, uncle, niece, nephew, and first cousin. In the event of a death in the immediate family, the administrator may reserve one day of the five-day leave period for later use in handling the affairs of the deceased. The day so reserved may be used up to one calendar year after the death.

**9. Separation Pay:**

- A. Administrator shall be entitled to receive one hundred and no/100 dollars (\$100.00) for each unused accumulated sick day plus one hundred and no/100 dollars (\$100.00) for each year of continuous service under a teacher contract with Delaware Community School Corporation based upon the following criteria:
- a. After five (5) years of continuous service as an administrator with DelCom and upon leaving employment of the corporation, the Administrator shall be entitled to 25% of accumulated sick days and 100% of years of service under a teacher contract with Delaware Community School Corporation. Any years of service or sick days accumulated while employed in a non-administrator capacity at DelCom shall only be included if they occurred and accumulated prior to the start of the Administrators service as an administrator for DelCom.
  - b. After ten (10) years of continuous service as an administrator with DelCom and upon leaving employment of the corporation, the Administrator shall be entitled to 50% of accumulated sick days and 100% of years of service under a teacher contract with Delaware Community School Corporation. Any years of service or sick days accumulated while employed in a non-administrator capacity at DelCom shall only be included if they occurred and accumulated prior to the start of the Administrators service as an administrator for DelCom.
  - c. After fifteen (15) years of continuous service as an administrator with DelCom and upon leaving employment of the corporation, the Administrator shall be entitled to 100% of accumulated sick days and 100% of years of service under a teacher contract with Delaware Community School Corporation. Any years of service or sick days accumulated while employed in a non-administrator capacity at DelCom shall only be included if they occurred and accumulated prior to the start of the Administrators service as an administrator for DelCom.

**10. Mileage Reimbursement:**

- A. Administrator shall receive, if properly verified by claim, mileage expense for traveling on DelCom business at a rate to be determined by the Board but not to exceed the federal mileage reimbursement rate for that year.



ADMINISTRATOR

10/18/2023  
DATE



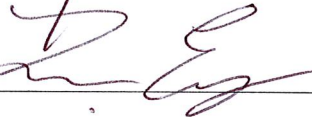
SUPERINTENDENT OF SCHOOLS

10/18/23  
DATE

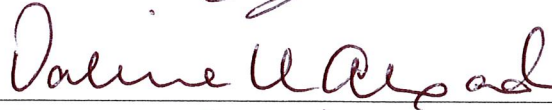
PRESIDENT



VICE PRESIDENT



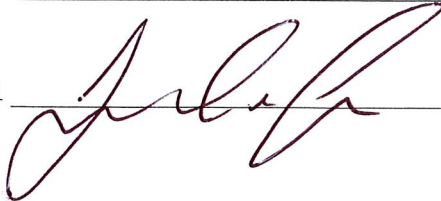
SECRETARY



MEMBER



MEMBER





# 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)

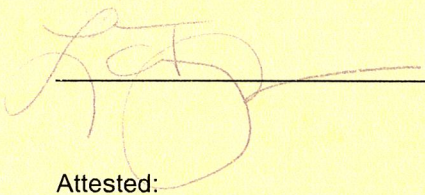
This regular teacher contract ("Contract") is by and between the governing body of the **DELAWARE COMMUNITY SCHOOL CORP** ("Corporation") and **LINDSEY THOMPSON** ("Teacher"). **LINDSEY THOMPSON** is a teacher as defined in Ind. Code 20-18-2-22.

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

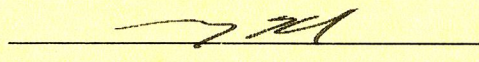
1. The Teacher shall teach in the schools of the Corporation for the school term beginning **July 01, 2023** and ending on **June 30, 2024**. Ind. Code 20-28-6-2(a) (3) (A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **260.00** days. Ind. 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 **\$95,430.00** 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) \$200
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 **16th** day of **October, 2023**.

Teacher:

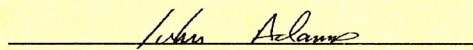
  
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Attested:

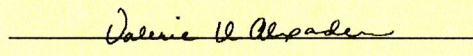
  
\_\_\_\_\_

Superintendent

School Corporation by:

  
\_\_\_\_\_

President

  
\_\_\_\_\_

Secretary

**ADDENDUM TO ADMINISTRATIVE CONTRACT  
FOR 260 DAY ADMINISTRATOR**

Name: **Lindsey Thompson**

Position: Director of Professional Development and PowerSchool Manager  
Working Days: **260** per year

Delaware Community School Corporation (“DelCom”) and **Lindsey Thompson** hereby mutually agree to this contract Addendum:

**1. Term of Employment:**

Following background checks and license verification, Administrator shall be employed under the terms of this Addendum as an Administrator by DelCom for a term beginning **July 1, 2023** and ending **June 30, 2025**.

Among the standard responsibilities of an Indiana public school administrator, and in addition to those assigned by the Superintendent or by other supervisors, are the following duties required during the term:

- A. Administrator agrees to comply with applicable federal, state, and DelCom policies, rules, procedures, and regulations.
- B. Administrator shall attend public board meetings as related to his/her assignment or as requested by the Superintendent.
- C. Administrator shall serve, at the request of the Superintendent, on the Board’s collective bargaining and discussion teams.
- D. Administrator shall serve on other committees as designated by the Superintendent or any supervisors.

**2. Hours of Work:**

- A. Yearly work schedule to be assigned by Superintendent.
- B. A normal work day for Administrator is 7:30 a.m. to 4:00 p.m. EST or as determined by the Superintendent or other supervisors.

### 3. Compensation:

- A. DelCom shall for services rendered to DelCom pay to Administrator the annual sum of **eighty thousand and no/100 dollars (\$80,000.00)** (“Base Salary”) paid during the term in 24 equal, semimonthly pays.
- B. In addition, DelCom shall make employer contributions into DelCom’s 403(b) retirement plan in the sum of **3%** of Administrator’s Base Salary, on normal payroll dates, and into the 403(b) account designated by Administrator, provided that no contribution is made in advance of the Administrator having completed the minimum number of hours worked during that payroll period.

### 4. Insurance:

- A. DelCom shall make an employer contribution of 0% of the premium cost for the family health plan option or 0% of the premium cost for the single health plan option for that payroll period. While Administrator is insured under the family or single option, DelCom shall then add to Administrator’s paycheck 90% of the premium for the family health plan option or 100% of the premium for the single health plan option owed for that payroll period. Administrator shall then use those funds to pay 100% of the premium on a pre-tax basis owed during that payroll cycle.
- B. DelCom shall make an employer contribution of one hundred percent (100%) of the single/family option dental premium cost for that payroll period..
- C. DelCom shall make an employer contribution of one hundred percent (100%) of the single/family option vision premium cost for that payroll period.
- D. DelCom shall make an employer contribution of one hundred percent (100%) of the group long-term disability premium cost for that payroll period.
- E. DelCom shall offer coverage under a group term life insurance/AD&D policy in the face amount of one hundred thousand and no/100 (\$100,000.00) and Administrator shall be entitled to designate his/her beneficiaries. If any Administrator is reimbursed the insurance premium by DelCom, Administrator shall be required to pay one dollar (\$1.00) per contract year for such coverage.
- F. Insurance payroll deductions shall be deducted from Administrator’s paychecks according to Administrator’s payroll authorization form.

**5. Indiana State Teacher's Retirement:**

- A. DelCom shall make an annual contribution on behalf of Administrator of three percent (3%) of Administrator's Base Salary into the Indiana State Teacher's Retirement Fund.

**6. Sick Leave:**

- A. Administrator shall be entitled to ten (10) sick days per contract year while employed by Delaware Community School Corporation and may accumulate up to **one hundred fifty (150)** unused days.
- B. Administrator may use any available accumulated sick leave days for immediate family illness. "Immediate family" shall be interpreted as spouse, children, parents, mother-in-law, father-in-law, son-in-law, daughter-in-law, brother, sister, or other relatives living in the same household with the administrator.

**7. Personal Leave:**

- A. Administrator shall be entitled to four (4) personal leave days per year. Unless an emergency occurs, all personal leave days must be approved by the Superintendent at least forty-eight (48) hours in advance. If at the conclusion of any contract year, Administrator is absent on account of personal business for fewer than four (4) days, a maximum of two (2) remaining personal business days will be accumulative to a total not to exceed six (6) personal business days in any given contract year. Any unused personal business days above and beyond the two (2) accumulative personal business days shall be transferred and added to accumulative sick leave.

**8. Bereavement**

- A. Up to five (5) consecutive school days shall be granted for bereavement leave due to a death in the Administrator's immediate relative. Bereavement leave may commence with the day following the day of such a death, but no later than five (5) school days after the death, unless otherwise approved by the Superintendent. "Immediate relative" shall be interpreted as spouse, children, parents, mother-in-law, father-in-law, son-in-law, daughter-in-law, brother, sister, or other relatives living in the same household with the administrator. In the event of the death of a person for whom the administrator is the legal guardian or custody, the administrator shall have the same number of leave days as if the deceased were a member of the administrator's immediate family. Three (3) school days shall be granted for death of a grandchild. Two (2) days shall be granted for death of grandparents, brother-in-law, or

sister-in-law. One (1) school day shall be granted for death of aunt, uncle, niece, nephew, and first cousin. In the event of a death in the immediate family, the administrator may reserve one day of the five-day leave period for later use in handling the affairs of the deceased. The day so reserved may be used up to one calendar year after the death.

**9. Separation Pay:**

- A. Administrator shall be entitled to receive one hundred and no/100 dollars (\$100.00) for each unused accumulated sick day plus one hundred and no/100 dollars (\$100.00) for each year of continuous service under a teacher contract with Delaware Community School Corporation based upon the following criteria:
- a. After five (5) years of continuous service as an administrator with DelCom and upon leaving employment of the corporation, the Administrator shall be entitled to 25% of accumulated sick days and 100% of years of service under a teacher contract with Delaware Community School Corporation. Any years of service or sick days accumulated while employed in a non-administrator capacity at DelCom shall only be included if they occurred and accumulated prior to the start of the Administrators service as an administrator for DelCom.
  - b. After ten (10) years of continuous service as an administrator with DelCom and upon leaving employment of the corporation, the Administrator shall be entitled to 50% of accumulated sick days and 100% of years of service under a teacher contract with Delaware Community School Corporation. Any years of service or sick days accumulated while employed in a non-administrator capacity at DelCom shall only be included if they occurred and accumulated prior to the start of the Administrators service as an administrator for DelCom.
  - c. After fifteen (15) years of continuous service as an administrator with DelCom and upon leaving employment of the corporation, the Administrator shall be entitled to 100% of accumulated sick days and 100% of years of service under a teacher contract with Delaware Community School Corporation. Any years of service or sick days accumulated while employed in a non-administrator capacity at DelCom shall only be included if they occurred and accumulated prior to the start of the Administrators service as an administrator for DelCom.

**10. Mileage Reimbursement:**

- A. Administrator shall receive, if properly verified by claim, mileage expense for traveling on DelCom business at a rate to be determined by the Board but not to exceed the federal mileage reimbursement rate for that year.

**11. Holidays:**

- A. All holidays recognized by DelCom shall be considered paid, non-working days for those Administrators under contract for two hundred sixty (260) days. Other days shall be paid and given at the direction of the Superintendent of Schools.

**12. Vacation Days:**

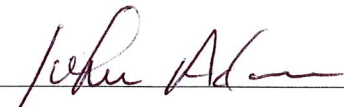
- A. All Administrators under contract for 260 days shall receive twenty (20) paid vacation days per year. Any unused vacation days as of June 30<sup>th</sup> of each year, will be forfeited.

  
\_\_\_\_\_  
ADMINISTRATOR

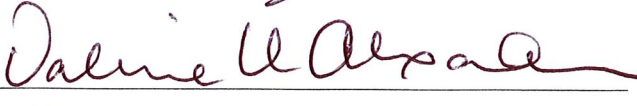
10/19/23  
\_\_\_\_\_  
DATE


  
\_\_\_\_\_  
SUPERINTENDENT OF SCHOOLS

10/19/23  
\_\_\_\_\_  
DATE

PRESIDENT   
\_\_\_\_\_

VICE PRESIDENT   
\_\_\_\_\_

SECRETARY   
\_\_\_\_\_

MEMBER   
\_\_\_\_\_

MEMBER   
\_\_\_\_\_

# 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 **DELAWARE COMMUNITY SCHOOL CORP** ("Corporation") and **RACHEL B VANCE** ("Teacher"). **RACHEL B VANCE** 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 01, 2023** and ending on **June 30, 2024**. 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 **210.00** 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 **\$89,174.00** 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 **16th** day of **October, 2023**.

Teacher:

Rachel Vance

School Corporation by:

Libby Adams

President

Attested:

[Signature]

Superintendent

Valerie H. Alspaugh

Secretary

**ADDENDUM TO ADMINISTRATIVE CONTRACT**  
**FOR 260 DAY ADMINISTRATOR**

Name: **Rachel Vance**

Position: Administrator

Working Days: **210** per year

Delaware Community School Corporation (“DelCom”) and **Rachel Vance** hereby mutually agree to this contract Addendum:

**1. Term of Employment:**

Following background checks and license verification, Administrator shall be employed under the terms of this Addendum as an Administrator by DelCom for a term beginning **August 1, 2023** and ending **July 31, 2025**.

Among the standard responsibilities of an Indiana public school administrator, and in addition to those assigned by the Superintendent or by other supervisors, are the following duties required during the term:

- A. Administrator agrees to comply with applicable federal, state, and DelCom policies, rules, procedures, and regulations.
- B. Administrator shall attend public board meetings as related to his/her assignment or as requested by the Superintendent.
- C. Administrator shall serve, at the request of the Superintendent, on the Board’s collective bargaining and discussion teams.
- D. Administrator shall serve on other committees as designated by the Superintendent or any supervisors.

**2. Hours of Work:**

- A. Yearly work schedule to be assigned by Superintendent.
- B. A normal work day for Administrator is 7:30 a.m. to 4:00 p.m. EST or as determined by the Superintendent or other supervisors.



### 3. Compensation:

- A. DelCom shall for services rendered to DelCom pay to Administrator the annual sum of **seventy-seven thousand two hundred fifty and no/100 dollars (\$77,250.00)** (“Base Salary”) paid during the term in 24 equal, semimonthly pays.
- B. In addition, DelCom shall make employer contributions into DelCom’s 403(b) retirement plan in the sum of **2%** of Administrator’s Base Salary, on normal payroll dates, and into the 403(b) account designated by Administrator, provided that no contribution is made in advance of the Administrator having completed the minimum number of hours worked during that payroll period.

### 4. Insurance:

- A. DelCom shall make an employer contribution of 0% of the premium cost for the family health plan option or 0% of the premium cost for the single health plan option for that payroll period. While Administrator is insured under the family or single option, DelCom shall then add to Administrator’s paycheck 90% of the premium for the family health plan option or 100% of the premium for the single health plan option owed for that payroll period. Administrator shall then use those funds to pay 100% of the premium on a pre-tax basis owed during that payroll cycle.
- B. DelCom shall make an employer contribution of one hundred percent (100%) of the single/family option dental premium cost for that payroll period..
- C. DelCom shall make an employer contribution of one hundred percent (100%) of the single/family option vision premium cost for that payroll period.
- D. DelCom shall make an employer contribution of one hundred percent (100%) of the group long-term disability premium cost for that payroll period.
- E. DelCom shall offer coverage under a group term life insurance/AD&D policy in the face amount of one hundred thousand and no/100 (\$100,000.00) and Administrator shall be entitled to designate his/her beneficiaries. If any Administrator is reimbursed the insurance premium by DelCom, Administrator shall be required to pay one dollar (\$1.00) per contract year for such coverage.
- F. Insurance payroll deductions shall be deducted from Administrator’s paychecks according to Administrator’s payroll authorization form.

**5. Indiana State Teacher's Retirement:**

- A. DelCom shall make an annual contribution on behalf of Administrator of three percent (3%) of Administrator's Base Salary into the Indiana State Teacher's Retirement Fund.

**6. Sick Leave:**

- A. Administrator shall be entitled to ten (10) sick days per contract year while employed by Delaware Community School Corporation and may accumulate up to **one hundred (100)** unused days.
- B. Administrator may use any available accumulated sick leave days for immediate family illness. "Immediate family" shall be interpreted as spouse, children, parents, mother-in-law, father-in-law, son-in-law, daughter-in-law, brother, sister, or other relatives living in the same household with the administrator.

**7. Personal Leave:**

- A. Administrator shall be entitled to four (4) personal leave days per year. Unless an emergency occurs, all personal leave days must be approved by the Superintendent at least forty-eight (48) hours in advance. If at the conclusion of any contract year, Administrator is absent on account of personal business for fewer than four (4) days, a maximum of two (2) remaining personal business days will be accumulative to a total not to exceed six (6) personal business days in any given contract year. Any unused personal business days above and beyond the two (2) accumulative personal business days shall be transferred and added to accumulative sick leave.

**8. Bereavement**

- A. Up to five (5) consecutive school days shall be granted for bereavement leave due to a death in the Administrator's immediate relative. Bereavement leave may commence with the day following the day of such a death, but no later than five (5) school days after the death, unless otherwise approved by the Superintendent. "Immediate relative" shall be interpreted as spouse, children, parents, mother-in-law, father-in-law, son-in-law, daughter-in-law, brother, sister, or other relatives living in the same household with the administrator. In the event of the death of a person for whom the administrator is the legal guardian or custody, the administrator shall have the same number of leave days as if the deceased were a member of the administrator's immediate family. Three (3) school days shall be granted for death of a grandchild. Two

(2) days shall be granted for death of grandparents, brother-in-law, or sister-in-law. One (1) school day shall be granted for death of aunt, uncle, niece, nephew, and first cousin. In the event of a death in the immediate family, the administrator may reserve one day of the five-day leave period for later use in handling the affairs of the deceased. The day so reserved may be used up to one calendar year after the death.

**9. Separation Pay:**

- A. Administrator shall be entitled to receive one hundred and no/100 dollars (\$100.00) for each unused accumulated sick day plus one hundred and no/100 dollars (\$100.00) for each year of continuous service under a teacher contract with Delaware Community School Corporation based upon the following criteria:
- a. After five (5) years of continuous service as an administrator with DelCom and upon leaving employment of the corporation, the Administrator shall be entitled to 25% of accumulated sick days and 100% of years of service under a teacher contract with Delaware Community School Corporation. Any years of service or sick days accumulated while employed in a non-administrator capacity at DelCom shall only be included if they occurred and accumulated prior to the start of the Administrators service as an administrator for DelCom.
  - b. After ten (10) years of continuous service as an administrator with DelCom and upon leaving employment of the corporation, the Administrator shall be entitled to 50% of accumulated sick days and 100% of years of service under a teacher contract with Delaware Community School Corporation. Any years of service or sick days accumulated while employed in a non-administrator capacity at DelCom shall only be included if they occurred and accumulated prior to the start of the Administrators service as an administrator for DelCom.
  - c. After fifteen (15) years of continuous service as an administrator with DelCom and upon leaving employment of the corporation, the Administrator shall be entitled to 100% of accumulated sick days and 100% of years of service under a teacher contract with Delaware Community School Corporation. Any years of service or sick days accumulated while employed in a non-administrator capacity at DelCom shall only be included if they occurred and accumulated prior to the start of the Administrators service as an administrator for DelCom.

**10. Mileage Reimbursement:**

- A. Administrator shall receive, if properly verified by claim, mileage expense for traveling on DelCom business at a rate to be determined by the Board but not to exceed the federal mileage reimbursement rate for that year.

Rachel Vance  
ADMINISTRATOR

10/17/23  
DATE

[Signature]  
SUPERINTENDENT OF SCHOOLS

10/18/23  
DATE

PRESIDENT [Signature]

VICE PRESIDENT [Signature]

SECRETARY [Signature]

MEMBER [Signature]

MEMBER [Signature]

# 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)

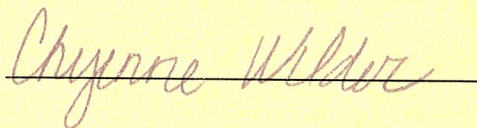
This regular teacher contract ("Contract") is by and between the governing body of the **DELAWARE COMMUNITY SCHOOL CORP** ("Corporation") and **CHYENNE M WILDER** ("Teacher"). **CHYENNE M WILDER** is a teacher as defined in Ind. Code 20-18-2-22.

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

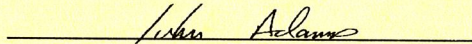
1. The Teacher shall teach in the schools of the Corporation for the school term beginning **July 01, 2023** and ending on **June 30, 2024**. Ind. Code 20-28-6-2(a) (3) (A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **215.00** days. Ind. Code 20-28-6-2(a) (3) (B)
3. 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 **\$98,058.00** 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 **16th** day of **October, 2023**.

Teacher:

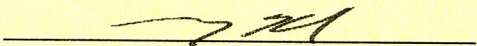
  
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School Corporation by:

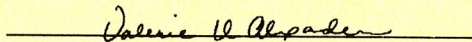
  
\_\_\_\_\_

President

Attested:

  
\_\_\_\_\_

Superintendent

  
\_\_\_\_\_

Secretary

**ADDENDUM TO ADMINISTRATIVE CONTRACT**  
**FOR 260 DAY ADMINISTRATOR**

Name: **Chyenne Wilder**

Position: Administrator  
Working Days: **215** per year

Delaware Community School Corporation (“DelCom”) and **Chyenne Wilder** hereby mutually agree to this contract Addendum:

**1. Term of Employment:**

Following background checks and license verification, Administrator shall be employed under the terms of this Addendum as an Administrator by DelCom for a term beginning **July 1, 2023** and ending **June 30, 2025**.

Among the standard responsibilities of an Indiana public school administrator, and in addition to those assigned by the Superintendent or by other supervisors, are the following duties required during the term:

- A. Administrator agrees to comply with applicable federal, state, and DelCom policies, rules, procedures, and regulations.
- B. Administrator shall attend public board meetings as related to his/her assignment or as requested by the Superintendent.
- C. Administrator shall serve, at the request of the Superintendent, on the Board’s collective bargaining and discussion teams.
- D. Administrator shall serve on other committees as designated by the Superintendent or any supervisors.

**2. Hours of Work:**

- A. Yearly work schedule to be assigned by Superintendent.
- B. A normal work day for Administrator is 7:30 a.m. to 4:00 p.m. EST or as determined by the Superintendent or other supervisors.

### 3. Compensation:

- A. DelCom shall for services rendered to DelCom pay to Administrator the annual sum of **ninety-one thousand fifty-two and no/100 dollars (\$91,052.00)** (“Base Salary”) paid during the term in 24 equal, semimonthly pays.
- B. In addition, DelCom shall make employer contributions into DelCom’s 403(b) retirement plan in the sum of **3%** of Administrator’s Base Salary, on normal payroll dates, and into the 403(b) account designated by Administrator, provided that no contribution is made in advance of the Administrator having completed the minimum number of hours worked during that payroll period.

### 4. Insurance:

- A. DelCom shall make an employer contribution of 0% of the premium cost for the family health plan option or 0% of the premium cost for the single health plan option for that payroll period. While Administrator is insured under the family or single option, DelCom shall then add to Administrator’s paycheck 90% of the premium for the family health plan option or 100% of the premium for the single health plan option owed for that payroll period. Administrator shall then use those funds to pay 100% of the premium on a pre-tax basis owed during that payroll cycle.
- B. DelCom shall make an employer contribution of one hundred percent (100%) of the single/family option dental premium cost for that payroll period..
- C. DelCom shall make an employer contribution of one hundred percent (100%) of the single/family option vision premium cost for that payroll period.
- D. DelCom shall make an employer contribution of one hundred percent (100%) of the group long-term disability premium cost for that payroll period.
- E. DelCom shall offer coverage under a group term life insurance/AD&D policy in the face amount of one hundred thousand and no/100 (\$100,000.00) and Administrator shall be entitled to designate his/her beneficiaries. If any Administrator is reimbursed the insurance premium by DelCom, Administrator shall be required to pay one dollar (\$1.00) per contract year for such coverage.
- F. Insurance payroll deductions shall be deducted from Administrator’s paychecks according to Administrator’s payroll authorization form.

**5. Indiana State Teacher's Retirement:**

- A. DelCom shall make an annual contribution on behalf of Administrator of three percent (3%) of Administrator's Base Salary into the Indiana State Teacher's Retirement Fund.

**6. Sick Leave:**

- A. Administrator shall be entitled to ten (10) sick days per contract year while employed by Delaware Community School Corporation and may accumulate up to **one hundred fifty (150)** unused days.
- B. Administrator may use any available accumulated sick leave days for immediate family illness. "Immediate family" shall be interpreted as spouse, children, parents, mother-in-law, father-in-law, son-in-law, daughter-in-law, brother, sister, or other relatives living in the same household with the administrator.

**7. Personal Leave:**

- A. Administrator shall be entitled to four (4) personal leave days per year. Unless an emergency occurs, all personal leave days must be approved by the Superintendent at least forty-eight (48) hours in advance. If at the conclusion of any contract year, Administrator is absent on account of personal business for fewer than four (4) days, a maximum of two (2) remaining personal business days will be accumulative to a total not to exceed six (6) personal business days in any given contract year. Any unused personal business days above and beyond the two (2) accumulative personal business days shall be transferred and added to accumulative sick leave.

**8. Bereavement**

- A. Up to five (5) consecutive school days shall be granted for bereavement leave due to a death in the Administrator's immediate relative. Bereavement leave may commence with the day following the day of such a death, but no later than five (5) school days after the death, unless otherwise approved by the Superintendent. "Immediate relative" shall be interpreted as spouse, children, parents, mother-in-law, father-in-law, son-in-law, daughter-in-law, brother, sister, or other relatives living in the same household with the administrator. In the event of the death of a person for whom the administrator is the legal guardian or custody, the administrator shall have the same number of leave days as if the deceased were a member of the administrator's immediate family. Three (3) school days shall be granted for death of a grandchild. Two



(2) days shall be granted for death of grandparents, brother-in-law, or sister-in-law. One (1) school day shall be granted for death of aunt, uncle, niece, nephew, and first cousin. In the event of a death in the immediate family, the administrator may reserve one day of the five-day leave period for later use in handling the affairs of the deceased. The day so reserved may be used up to one calendar year after the death.

**9. Separation Pay:**

- A. Administrator shall be entitled to receive one hundred and no/100 dollars (\$100.00) for each unused accumulated sick day plus one hundred and no/100 dollars (\$100.00) for each year of continuous service under a teacher contract with Delaware Community School Corporation based upon the following criteria:
- a. After five (5) years of continuous service as an administrator with DelCom and upon leaving employment of the corporation, the Administrator shall be entitled to 25% of accumulated sick days and 100% of years of service under a teacher contract with Delaware Community School Corporation. Any years of service or sick days accumulated while employed in a non-administrator capacity at DelCom shall only be included if they occurred and accumulated prior to the start of the Administrators service as an administrator for DelCom.
  - b. After ten (10) years of continuous service as an administrator with DelCom and upon leaving employment of the corporation, the Administrator shall be entitled to 50% of accumulated sick days and 100% of years of service under a teacher contract with Delaware Community School Corporation. Any years of service or sick days accumulated while employed in a non-administrator capacity at DelCom shall only be included if they occurred and accumulated prior to the start of the Administrators service as an administrator for DelCom.
  - c. After fifteen (15) years of continuous service as an administrator with DelCom and upon leaving employment of the corporation, the Administrator shall be entitled to 100% of accumulated sick days and 100% of years of service under a teacher contract with Delaware Community School Corporation. Any years of service or sick days accumulated while employed in a non-administrator capacity at DelCom shall only be included if they occurred and accumulated prior to the start of the Administrators service as an administrator for DelCom.

**10. Mileage Reimbursement:**

- A. Administrator shall receive, if properly verified by claim, mileage expense for traveling on DelCom business at a rate to be determined by the Board but not to exceed the federal mileage reimbursement rate for that year.

Chynne Wilder  
ADMINISTRATOR

10-17-23  
DATE

[Signature]  
SUPERINTENDENT OF SCHOOLS

10/18/23  
DATE

PRESIDENT John Adam

VICE PRESIDENT [Signature]

SECRETARY Valerie U. Alford

MEMBER Alice Gillis

MEMBER [Signature]