

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 FRONTIER SCHOOL CORPORATION ("Corporation") and DANIEL A SICHTING ("Teacher"). DANIEL A SICHTING is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term, beginning **JULY 1, 2019** and ending on **JUNE 30, 2021**. Ind. Code 20-28-6-2(a)(3)(A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **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 **7.50**. 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 **\$108,160.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in **24.0** 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 18 day of NOVEMBER, 2019.

Teacher

Daniel A Sighting

Attested:

Daniel A Sighting

Superintendent

School Corporation by:

[Signature]

President

Laura A Beece

Secretary

SUPERINTENDENT'S CONTRACT ADDENDUM

This Contract Addendum, a supplemental contract to the Regular Teacher's Contract form, is made and entered into this 21st day of January, 2019, by and between the Board of School Trustees of the Frontier School Corporation, hereinafter designated as the "Board" and Daniel Sighting.

WHEREAS, the Board needs and desires to employ Daniel Sighting to fulfill the duties of the Superintendent of Schools of the Frontier School Corporation, and

WHEREAS, the Board and Daniel Sighting believe that a written employment contract which supplements the Regular Teacher's Contract form is necessary to describe specifically their relationship and to serve as a basis of effective communication between them as they fulfill their governance and administrative functions in the operation of the educational program of the Frontier School Corporation, and

WHEREAS, Daniel Sighting has consented to fulfill the duties of the Superintendent of Schools during the time period as set out below.

NOW, THEREFORE, BE IT RESOLVED, that the Board and Daniel Sighting herein specify and agree as follows:

1. **Term.** The Board hereby employs and Daniel Sighting accepts employment as Superintendent of Schools of the Frontier School Corporation for a term of three years commencing July 1, 2020, and ending on June 30, 2021. The parties agree that the term of this Contract shall automatically be extended one (1) school year on June 30, 2021, effective the next day on July 1, and then each successive June 30, unless a party gives the other written notice on or before the preceding January 1, that the party does not agree to the automatic extension of this Contract. The parties agree this shall result in a continuous three (3) year contract unless one party provides timely written notice to the other. The parties further understand that any early termination of this Agreement is subject to the buyout severance limitations set forth in Indiana Code 20-28-8-6(b)(2).

2. **Duties.** Daniel Sighting, in consideration of this Contract Addendum, will serve as Superintendent of Schools.

3. **Evaluation.** The Board will review the Superintendent's performance no less than annually each year. The Superintendent will not receive any raise or increment for the following year if his performance is designated as "improvement necessary" or "ineffective". Without written notice to the contrary, prior to January 1 of each contract year, the Superintendent's contract shall be reviewed for purposes of a performance review to communicate goals that are mutually

acceptable to the Board and the Superintendent.

4. **Salary.**

A. **Base Salary.** The Board shall pay the Superintendent an initial annual salary of \$104,000 effective January 21, 2019. Thereafter, if the teachers employed by the School Corporation receive a base salary increase and/or a one-time stipend, then the Superintendent shall receive the same base salary increase or one-time stipend in the same amount as the teacher receiving the highest base salary increase and/or one-time stipend. To be eligible for a base salary increase, the Superintendent must have been evaluated as either highly effective or effective.

B. **Performance Bonus.** For each year of this contract, the Superintendent will be eligible to receive a performance pay stipend of one thousand five hundred dollars (\$1500.00) per goal for achieving any or all of the following goals:

1. The School Corporation obtains and/or receives an "A" School Accountability Grade; and/or
2. The School Corporation's current school year enrollment increases over the prior school year enrollment by at least four (4) students; and/or
3. The School Corporation realizes a savings of at least one and one half percent (1.5%) in operational costs, including but not limited to the electricity costs, natural gas costs, or other operational costs identified by the Board.

C. **Teacher Appreciation Grant.**

In the event teachers employed by the Frontier School Corporation qualify for a teacher appreciation grant pursuant to the requirements of Indiana Code 20-43-10-3.5, and in the event the Superintendent receives an evaluation rating of effective or highly effective, the Superintendent shall be eligible to receive the same one-time stipend in the same amount as an eligible teacher who receives the same evaluation rating as the Superintendent.

5. **Benefits.**

- A. **Vacation Leave Days.** In each school year, the Superintendent shall be granted twenty (20) paid vacation days. These days must be taken in not less than one-half (1/2) day increments.

- B. **Personal Leave Days.** In each school year, the Superintendent shall be granted five (5) paid personal leave days each school year. Any unused personal days at the end of any school year shall be transferred into the Superintendent's unused sick leave accumulation, up to maximum of two hundred (200) days. The Board shall contribute the sum of forty dollars (\$40.00) per day of unused sick leave day in excess of two hundred (200) day cap, up to a maximum of ten (10) days per school year, into the Superintendent's Section 401(a) account.

- C. **Sick Leave.** In each school year, the Superintendent shall be granted ten (10) sick leave days up to a maximum accumulation of two hundred (200) days. The Board shall contribute the sum of forty dollars (\$40.00) per day of unused sick leave day in excess of two hundred (200) day cap, up to a maximum of ten (10) days per school year, into the Superintendent's Section 401(a) account.

- D. **Bereavement Leave.** The Superintendent shall receive seven (7) consecutive calendar days of paid bereavement leave commencing with the date of death of the member of the immediate family. For purposes of this paragraph, "immediate family" includes father, mother, brother, sister, husband, wife, child, father-in-law, mother-in-law, daughter-in-law, son-in-law, grandchild, grandparent or any relative who at the time of death was living as a member of the household of the employee. Special considerations may be made for special relationships not covered in the regulation but falling within its intent.

- E. **Paid Holidays.** The Superintendent shall be compensated for the following paid holidays:
 - a. Independence Day
 - b. New Year's Holiday (2 days)
 - c. Spring Break (1day)
 - d. Memorial Day
 - e. Christmas Holiday (2 days)
 - f. Labor Day
 - g. Thanksgiving (2 days)

- F. **Insurance.** The Superintendent may participate in the school corporation's medical, vision and dental insurance plans, and the Board will pay up to twenty-two thousand five hundred dollars (\$22,500.00) per year toward the Superintendent's insurance benefits. These benefits include health insurance, dental and vision insurance, life insurance, and long-term disability insurance. The Superintendent may use these amounts to fund and pay for the qualified benefits selected under a plan described in section 125 of the Internal Revenue Code (the "Code") and may contribute this sum to the School Corporation's Section 125 Flexible Spending Plan in order to pay for the premiums of the School Corporation's group health and dental insurance programs.
- G. **Section 401(a) Contribution.** The Board shall contribute an amount equal to one and one half percent (1.5%) of the Superintendent's total salary each school year into a Section 401(a) account for the Superintendent. Such contributions shall be credited to the Superintendent's Section 401(a) account in the same manner as for other School Corporation participants.
- H. **Insurance Upon Retirement from Employment.** The Board shall pay the Superintendent and/or his spouse an amount each year equal to the family health insurance premium (including medical, dental, vision, and prescription coverage) at the time of retirement for two (2) years or until both are eligible for full Medicare benefits, whichever occurs first.
- I. **Cellular Phone and Internet Device.** The Superintendent is required and it is essential for the performance of the Superintendent's duties to have a cellphone and cellphone service with both voicemail and email capacity and an internet data device. The Board will pay the Superintendent five hundred dollars (\$500.00) per year for the use of his/her personal cell phone and internet data device. Payments will be made in June and December each year.
- J. **INPRS Employee Contribution.** In addition to the other consideration provided to the Superintendent by this Contract, the Board shall make any contribution to the Indiana Public Employee Retirement System that would otherwise be required to be paid by the Superintendent in accordance with his date of hire. All payments to the Superintendent subject to federal income tax and the Superintendent's contribution to

the Indiana Public Employee Retirement System shall be included in the Superintendent's salary for purposes of the Indiana Public Employee Retirement System.

- K. **Professional Dues and Conferences.** The Board will pay in full the dues for Superintendent for the cost of membership and participation in the Indiana Association of School Superintendents and the Indiana Association of School Business Officials.
- L. **Mileage Reimbursement.** If the Superintendent uses his/her personal vehicle for school business, the Board will reimburse the Superintendent at the mileage reimbursement rate paid to all other school employees.
- M. **Other Benefits.** Unless otherwise provided for in this Addendum, the Superintendent shall be entitled to all benefits provided to teachers pursuant to the terms of the collective bargaining between the Frontier School Corporation and the Frontier Classroom Teachers Association.
- N. **Medical Examination.** In light of the unique nature of the professional duties of Superintendent of Schools, the School Corporation shall, at its expense, provide to the Superintendent a complete medical examination of Superintendent, including a vision examination, once each year. Any portion the physical examination not covered by health insurance should be paid by the Superintendent and then submitted to the Board for reimbursement.

6. **Defense and Indemnification for Acts as Superintendent**

- The Board agrees to provide the Superintendent with legal counsel selected and paid for by the Board, to defend, indemnify and hold the Superintendent harmless for all claims, demands and judgments arising out of the performance of the duties within the scope of his employment to the fullest extent permitted by law. The provisions of this paragraph exclude criminal conduct or any other conduct that is outside the scope of the Superintendent's duties.


7. **Interpretation of Contract.** This Agreement shall be construed to be an Addendum to an Indiana Regular Teacher's Contract executed between the parties as required by applicable law, except that any monetary consideration set forth in this Agreement is to be considered an addendum and supersedes any conflicting terms or conditions set forth in the Regular Teacher's Contract.

8. **Severability.** This Addendum is governed by the laws of the State of Indiana, and shall be subject to the provisions of any applicable state law concerning the terms and conditions of an employment between a public school corporation and its superintendent. If, during the term of the Addendum, any specific clause or provisions thereof is determined to be illegal or conflict with state or federal law, the illegal or conflicting provision shall be deemed void. The remainder of the Addendum shall not be affected and shall remain in full force and effect.

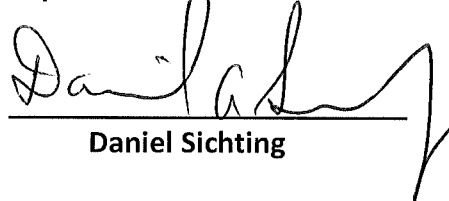
IN WITNESS WHEREOF, the Frontier School Corporation has caused to be affixed hereto its official name and the signature of its President and attested to by its Secretary of said School Corporation, and the Superintendent, Daniel Sighting, has hereunto set his signature.

Entered into and agreed this 21st day of January, 2019.

Frontier School Corporation

By:  _____
Board President

Superintendent

 _____
Daniel Sighting

Attest:

By:  _____
Board Secretary

REGULAR TEACHER CONTRACT

Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract

for the employment of teachers pursuant to Ind. Code 20-28-6-4(b)

This regular teacher contract ("Contract") is by and between the governing body of the FRONTIER SCHOOL CORPORATION ("Corporation") and JEFFREY B HETTINGER ("Teacher"). JEFFREY B HETTINGER is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term, beginning **JULY 1, 2019** and ending on **JUNE 30, 2020**. Ind. Code 20-28-6-2(a)(3)(A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **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 **7.50**. 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 **\$ 94,401.62** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in **24.0** 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 18 day of NOVEMBER, 2019.

Teacher

Jeff Hettinger

Attested:

Daniel A. Hill
Superintendent

School Corporation by:

[Signature]
President

Baura A Bee
Secretary

**Addendum Agreement to Regular Teacher's Contract
Jr/Sr High School Principal**

Annual Salary: \$94,401.62

Length of Contract: Initial contract of two (2) years as per state statute, with on (1) year rollover feature each year unless otherwise stipulated by the Board or the principal.

Duty Work Schedule: 260 Days with the following identified as non-duty (paid holiday):

Independence Day	Christmas Day (2 days)
Memorial Day	New Year's Day (2 days)
Labor Day	Spring Day

Thanksgiving Day

Friday Following Thanksgiving

Vacation Days: 20 days - Days taken may be in no less than ½ day increments

Health/Dental Insurance: A comprehensive health and dental plan is provided to the Principal. This plan may be a single or a family plan, whichever is applicable. The cost to the principal will be \$1.00 per year. A total of \$2000 per year will be paid two(2) times a year for not using the health and dental benefits. The money will be deposited into a 401(a) plan. A single plan for vision insurance will be provided.

Life Insurance: A life and accidental death and dismemberment benefit policy is provided at the cost of \$1.00 to the Administrative Assistant/Assistant principal with a face amount of \$100,000.

Long Term Disability: A long term disability insurance policy is provided at the cost of \$1.00 per year.

Retirement: Paid-An administrative assistant/assistant principal who is eligible to receive Indiana Teacher Retirement benefits and who has taught or administered for at least 15 years, of which the last ten (10) must have been served in Frontier School Corporation immediately prior to termination of employment, and who actually terminated his/her employment with Frontier School Corporation will receive \$40 for each day of accumulated sick leave not to exceed 200 days. The money will be deposited in the retiring employee's 401(a) plan.

Mileage: An allowance of \$0.35 per mile is provided to the administrator for the use of his/her personal vehicle for school purposes-supervision, meetings, etc.

Personal Leave: Five (5) per year (unused days will be added to sick leave each July 1)

Sick Leave: Ten (10) days for the first year in the Frontier School Corporation, nine (9) days each year thereafter-accumulate to 200. Transfer sick days up to 100. After five (5) years of employment with Frontier, the school corporation will buy back sick days at the rate of \$40 per day for the number of days over 30. The corporation will buy back no more than ten (10) days per year. The money will be deposited into a 401(a) plan.

Death in Family: Seven (7) consecutive calendar days commencing with the date of a member of the immediate family. Immediate family includes father, mother, brother, sister, husband, wife, child, father-in-law, mother-in-law, daughter-in-law, son-in-law, grandchild, grandparent, or any other relative who at the time of death was living as a member of the

household of the employee. The Superintendent may consider special relationships not covered in the regulation but falling within its intent.

401(a) and 403(b): The Board of School Trustees will match certified employees contributions to a 403(b) annuity plan up to 1.5% and will place the money in a 401(a) account in the employee's name. The plan provider will be Met Life. A participant in the program becomes vested upon completing the fifth consecutive year of teaching in Frontier Schools. The employee must use a 403(b) plan that the school corporation currently recognizes as an acceptable provider. If an employee is currently contributing 1.5% or more of his/her salary into a 403(b) account, the employee need not put more into the account to receive the board match. Employees do not have to participate in the matching annuity program.

Cell Phone Stipend: The Jr/Sr High School Principal is required and it is essential for the performance of his/her duties to have a cellphone and cellphone service with both voicemail and email capacity and an internet data device. The school board will pay the Jr/Sr High School Principal three hundred dollars (\$300.00) per year for the use of his/her personal cell phone and internet data device. Payments will be made in June and December each year.

This agreement is executed in triplicate and is made a part of a Regular Teacher's Contract

this 21st day of January, 2020. Each party of this agreement has a copy.


Signed: 
Employee


Frontier School Corporation by:

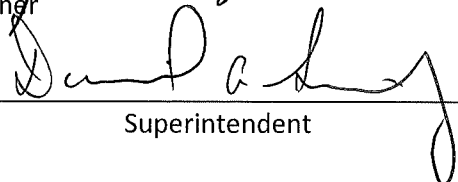
, President
J. P. Copas

, Vice-President
Steve Christopher

, Secretary
Laura Bell

, Member
Andie Mears

, Member
Shelley Christopher

Approved: 
Superintendent

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 FRONTIER SCHOOL CORPORATION ("Corporation") and CARMEN K BORDNER ("Teacher"). CARMEN K BORDNER is a teacher as defined in Ind. Code 20-18-2-22.

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

- 1. The Teacher shall teach in the schools of the Corporation for the school term, beginning JULY 1, 2019 and ending on JUNE 30, 2020 . Ind. Code 20-28-6-2(a)(3)(A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of 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 7.50. 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 \$ 75,822.84 during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in 24.0 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 18 day of NOVEMBER, 2019.

Teacher Carmen Bordner

School Corporation by: [Signature]

Attested: [Signature] Superintendent

[Signature] Secretary

**Addendum Agreement to Regular Teacher's Contract
Elementary Principal-Frontier Elementary**

Annual Salary: \$75,822.84

Length of Contract: 220 Days; Initial contract of two (2) years as per state statute, with on (1) year rollover feature each year unless otherwise stipulated by the Board or the principal.

Vacation Days: None

Health/Dental Insurance: The Board will pay \$19,799 toward the principal's health and dental insurance for a family plan or the board will pay the full cost of a single plan. A total of \$2000 per year will be paid two (2) times a year for not using the health and dental benefits. The money will be deposited into a 401(a) plan. A single plan for vision insurance will be provided.

Life Insurance: A life and accidental death and dismemberment benefit policy is provided at the cost of \$1.00 to the Administrative Assistant/Assistant principal with a face amount of \$100,000.

Long Term Disability: A long term disability insurance policy is provided at the cost of \$1.00 per year.

Retirement: Paid-An administrator who is eligible to receive Indiana Teacher Retirement benefits and who has taught or administered for at least 15 years, of which the last ten (10) must have been served in Frontier School Corporation immediately prior to termination of employment, and who actually terminated his/her employment with Frontier School Corporation will receive \$40 for each day of accumulated sick leave not to exceed 200 days. The money will be deposited in the retiring employee's 401(a) plan.

Personal Leave: Five (5) per year (unused days will be added to sick leave each July 1) which do not accumulate but revert to sick days if unused.

Sick Leave: Ten (10) days for the first year in the Frontier School Corporation, eight (8) days each year thereafter-accumulate to 200. Transfer sick days up to 100. After five (5) years of employment with Frontier, the school corporation will buy back sick days at the rate of \$40 per day for the number of days over 30. The corporation will buy back no more than ten (10) days per year. The money will be deposited into a 401(a) plan.

Cell Phone Stipend: The Elementary Principal is required and it is essential for the performance of his/her duties to have a cellphone and cellphone service with both voicemail and email capacity and an internet data device. The school board will pay the Elementary Principal three hundred dollars (\$300.00) per year for the use of his/her personal cell phone and internet data device. Payments will be made in June and December each year.

Death in Family: See master teacher's contract

401(a) and 403(b): See master teacher's contract

This agreement is executed in triplicate and is made a part of a Regular Teacher's Contract

this 21st day of January, 2020 Each party of this agreement has a copy.

Signed:

Cammie Bordner

Employee

Frontier School Corporation by:

J.C. Copas, President

Steve Christopher, Vice-President

Laura Bell, Secretary

Andie Mears, Member

Shelley Christopher, Member

Approved: *[Signature]*
Superintendent

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 FRONTIER SCHOOL CORPORATION ("Corporation") and JILLIAN E LAYTON ("Teacher"). JILLIAN E LAYTON is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term, beginning **JULY 1, 2019** and ending on **JUNE 30, 2020**. Ind. Code 20-28-6-2(a)(3)(A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **203.00** 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 **7.50**. 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 **\$ 66,471.89** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in **24.0** 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 18 day of NOVEMBER, 2019.

Teacher

Attested

Superintendent

School Corporation by:

President

Secretary

**Addendum Agreement to Regular Teacher's Contract
Administrative Assistant/Assistant Principal**

Annual Salary: \$66,471.89

Length of Contract: 203 Days; Initial contract of two (2) years as per state statute, with on (1) year rollover feature each year unless otherwise stipulated by the Board or the administrative assistant/assistant principal.

Vacation Days: 5 days the first year, 10 days the 2nd year. Days taken may be in no less than ½ day increments.

Health/Dental Insurance: A comprehensive health and dental plan is provided to the Principal. This plan may be a single or a family plan, whichever is applicable. The cost to the principal will be \$1.00 per year. A total of \$2000 per year will be paid in two (2) times per year for not using the health and dental benefits. The money will be deposited into a 401(a) plan. A single plan for vision insurance will be provided.

Life Insurance: A life and accidental death and dismemberment benefit policy is provided at the cost of \$1.00 to the Administrative Assistant/Assistant principal with a face amount of \$50,000.

Long Term Disability: A long term disability insurance policy is provided at the cost of \$1.00 per year.

Retirement: Paid-An administrative assistant/assistant principal who is eligible to receive Indiana Teacher Retirement benefits and who has taught or administered for at least 15 years, of which the last ten (10) must have been served in Frontier School Corporation immediately prior to termination of employment, and who actually terminated his/her employment with Frontier School Corporation will receive \$40 for each day of accumulated sick leave not to exceed 200 days. The money will be deposited in the retiring employee's 401(a) plan.

Mileage: An allowance of \$0.35 per mile is provided to the administrator for the use of his/her personal vehicle for school purposes-supervision, meetings, etc.

Personal Leave: Five (5) per year (unused days will be added to sick leave each July 1) which do not accumulate but revert to sick days if unused.

Sick Leave: Ten (10) days for the first year in the Frontier School Corporation, eight (8) days each year thereafter-accumulate to 200. Transfer sick days up to 100. After five (5) years of employment with Frontier, the school corporation will buy back sick days at the rate of \$40 per day for the number of days over 30. The corporation will buy back no more than ten (10) days per year. The money will be deposited into a 401(a) plan.

Death in Family: Seven (7) consecutive calendar days commencing with the date of a member of the immediate family. Immediate family includes father, mother, brother, sister, husband, wife, child, father-in-law, mother-in-law, daughter-in-law, son-in-law, grandchild, grandparent, or any other relative who at the time of death was living as a member of the household of the employee. The Superintendent may consider special relationships not covered in the regulation but falling within its intent.

401(a) and 403(b): The Board of School Trustees will match certified employees contributions to a 403(b) annuity plan up to 1.5% and will place the money in a 401(a) account in the employee's name. The plan provider will be Met Life. A participant in the program becomes vested upon completing the fifth consecutive year of teaching in Frontier Schools. The employee must use a 403(b) plan that the school corporation currently recognizes as an acceptable provider. If an employee is currently contributing 1.5% or more of his/her salary into a 403(b) account, the employee need not put more into the account to receive the board match. Employees do not have to participate in the matching annuity program.

Cell Phone Stipend: The Administrative Assistant/Assistant Principal is required and it is essential for the performance of his/her duties to have a cellphone and cellphone service with both voicemail and email capacity and an internet data device. The school board will pay the Administrative Assistant/Assistant Principal three hundred dollars (\$300.00) per year for the use of his/her personal cell phone and internet data device. Payments will be made in June and December each year.

This agreement is executed in triplicate and is made a part of a Regular Teacher's Contract this 21st day of Jan, 2020. Each party of this agreement has a copy.

Signed: [Signature]
Employee

Frontier School Corporation by: [Signature], President

J.C. Copas

[Signature], Vice-President
Steve Christopher

[Signature], Secretary
Laura Bell

[Signature], Member
Andie Mears

[Signature], Member
Shelley Christopher

Approved: [Signature]
Superintendent

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 FRONTIER SCHOOL CORPORATION ("Corporation") and TROY W BURGESS ("Teacher"). TROY W BURGESS is a teacher as defined in Ind. Code 20-18-2-22.

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

- 1. The Teacher shall teach in the schools of the Corporation for the school term, beginning JULY 1, 2019 and ending on JUNE 30, 2020 . Ind. Code 20-28-6-2(a)(3)(A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of 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 7.50. 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 \$ 67,597.00 during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in 24.0 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 18 day of NOVEMBER, 2019.

Teacher Troy W Burgess

Attested: Superintendent

School Corporation by: President

Secretary Laura A Bee

ADDENDUM AGREEMENT TO REGULAR TEACHER'S CONTRACT
TRANSPORTATION DIRECTOR/ATHLETIC DIRECTOR

Responsibility: Frontier School Corporation Transportation/Athletic Director

Salary: \$67,597.00 annually

Varsity Football Coaching Stipend: \$5,700 annually for being the Varsity Football Coaching stipend

Contract Days: 220 Days

Health/Dental Insurance: The Corporation will contribute \$7,799 toward the cost of a single health plan and \$19,799 toward the cost of a family health plan. The district will provide the cost of a dental plan for the employee. A single plan for vision will be provided.

Life Insurance: A life and accidental death and dismemberment benefit policy is provided at the cost of \$1.00 to the employee with a face amount of \$50,000.

Long Term Disability: Long-term disability insurance is provided at a cost of \$1.00 per year.

Retirement: An administrator who is eligible to receive Indiana Teacher Retirement benefits and who has taught or administered for at least 15 years, of which the last ten (10) must have been served in the Frontier School Corporation immediately prior to termination of employment who actually terminate his/her employment with the Frontier School Corporation will receive forty (\$40)/day for accumulated sick leave not to exceed 200 days. The money will be deposited into the retiring employee's 401(a) plan.

Personal Leave: Five (5) days per year (unused days will be added to sick leave each August 1).

Sick Leave: Ten (10) days for the first year in the Frontier School Corporation, eight (8) days each year thereafter. Unused Sick Leave will accumulate to two hundred (200) days. After five (5) years of employment with Frontier, the school corporation will buy back sick days at the rate of forty (\$40) dollars per day for the number of days over thirty (30) days. The money will be deposited into an employee's 401(a) plan. The corporation will buy back no more than ten (10) days per year.

Death in Family: Seven (7) consecutive calendar days commencing with the date of death of a member of the immediate family. Immediate family includes: father, mother, brother, sister, husband, wife, child, father-in-law, mother-in-law, daughter-in-law, son-in-law, grandchild, grandparent, or any relative who at the time of death was living as a member of the household of the employee. The Superintendent may consider special relationships not covered in the regulation but falling within its intent.

CDL: The expectation as a condition of employment that Mr. Burgess will obtain a Commercial Driver's License with twelve (12) months of his approval by the Frontier School Corporation School Board on Monday, April 15, 2019.

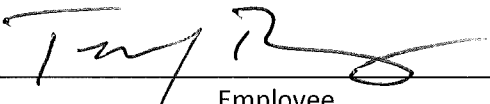
Length of contract: Initial two (2) year contract

Mileage: If Mr. Burgess uses his/her personal vehicle for Athletic or Transportation business associated with his job description, the board will reimburse him at the mileage reimbursement rate paid to all other school employees.

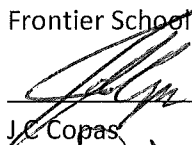
Prior to his contract period beginning on July 1, 2019, Mr. Burgess can request a mileage reimbursement at the current IRS rate per mile for trips from Evansville to Brookston for a maximum of one thousand ten (\$1,010) dollars. This mileage reimbursement would cover approximately six (6) round trips.

Cell Phone Stipend: The Transportation Director/Athletic Director is required and it is essential for the performance of his/her duties to have a cellphone and cellphone service with both voicemail and email capacity and an internet data device. The school board will pay the Transportation Director/Athletic Director two hundred fifty (\$250.00) per year for the use of his/her personal cell phone and internet data device. Payments will be made in June and December each year.

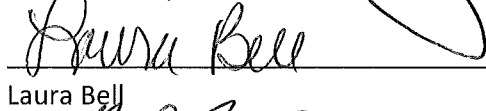
This agreement is executed in duplicate and is made part of a Regular Teacher's Contract this 21st day of January, 2020. Each party of this agreement has a copy.

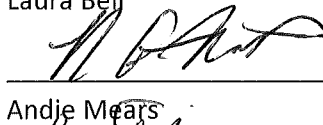
Signed: 
Employee

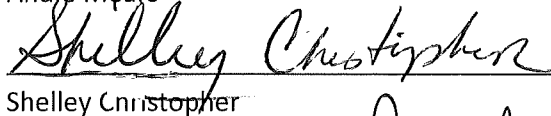
Frontier School Corporation by:


, President
J.C. Copas

, Vice-President
Steve Christopher

, Secretary
Laura Bell

, Member
Andje Mears

, Member
Shelley Christopher

Approved: 
Superintendent