

## 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

**METROPOLITAN SCHOOL DISTRICT OF SHAKAMAK** ("Corporation") and **Jeff Gambill**


("Superintendent"). **Jeff Gambill** is a **Superintendent**, as defined in Ind. Code 20-18-2-21.

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


1. The Superintendent shall administer in the Metropolitan School District of Shakamak for the school terms, beginning **January 1, 2021** and ending on **December 31, 2023**. Ind. Code 20-28-8-6
2. The school term(s) described in paragraph 1 immediately above for services under this Contract consists of **36** months. Ind. Code 20-28-8-6
3. The Corporation shall pay the Superintendent for services under this Contract the total salary of **\$90,000** during the school year. Ind. Code 20-28-6-2(a)(3)(C) *See Addendum Item 1*
4. The Corporation shall pay this amount in **26** installments on a **biweekly basis**. Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)
5. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(e) pursuant to the procedures set forth in Ind. Code 20-28-8-7
6. This Contract is a public record pursuant to Ind. Code 5-14-3.

Agreed this 17<sup>th</sup> day of December, 2020

  
Board President

  
Superintendent

Attested:


  
Board Secretary

**MSD of Shakamak**

**Salary Increase**

On October 21, 2021, the MSD of Shakamak Board of Trustees voted 5-0 to give a \$2,000 base salary increase to administration. The increase will be seen on the January 14, 2022 payroll.

Jeffrey Gambill – current salary: \$ 90,000.00  
Increase: \$ 2,000.00  
New Salary: \$ 92,000.00  
Plus Annual Cost of Insurance: \$ 22,261.68  
\$114,261.68

  
\_\_\_\_\_  
Treasurer

10/21/21  
Date

## ADDENDUM TO CONTRACT OF EMPLOYMENT

This Addendum to Contract of Employment (hereafter the "Contract") alters the negotiated agreement between the School Corporation and the Teachers Association, as amended (the "Teachers Master Contract"), for the employment of Jeff Gambill as Superintendent by the Board of School Trustees of the Metropolitan School District of Shakamak by consent of the parties in the manner permitted by Indiana Code. Collectively, the Teachers Master Contract and this Addendum shall be referred to hereinafter as the "Superintendent Contract".

### Parties to this Contract and Definition of Terms

Definitions of terms in this Contract are:

**"Superintendent"** meaning Jeff Gambill

**"Board"** meaning the Board of School Trustees acting as the governing body of the Metropolitan School District of Shakamak

**"School Corporation"** meaning the Metropolitan School District of Shakamak

**"Contract Year"** as used in this Contract means a period beginning January 1 and concluding December 31 of the calendar year.

### Employment of Superintendent and Term of Employment

The Board employs the Superintendent and the Superintendent agrees to be employed by the Board as the Superintendent of Metropolitan School District of Shakamak for a period of 3 years, beginning on January 1, 2021, and concluding on December 31, 2023, subject to the terms of this Contract.

The parties agree that the Superintendent shall provide services 260 days per year during each Contract Year. These workdays shall be provided in accordance with a schedule of workdays established by the Superintendent so as to insure the full and competent performance of this Contract.

The Board shall review the Superintendent's performance in accordance with state law.

### Duties of Superintendent

The parties agree that the duties of the position of Superintendent to be performed pursuant to this Contract are set forth in a job description for the position, which is incorporated into this Contract as a material term by reference in Board Policy. The review of the Superintendent's job performance provided for above shall be based upon the duties in this job description. The parties agree that the description of the duties as Superintendent as stated in the Superintendent's job description incorporated into this Contract represent a reasonable division of responsibilities between the policy-making responsibilities of the Board and the implementation and management responsibilities of the Superintendent. The parties further agree that this division of responsibilities is consistent with and shall continue to be implemented consistent with the

Indiana School Boards Association Code of Ethics for School Board members as adopted by the Indiana School Boards Association.

The Superintendent agrees that his duties, pursuant to this Contract, represent full time employment and he will not accept outside employment, perform work as an independent contractor, or engage in any other business pursuit involving his personal services, if any of these activities interfere with his performance of his duties as Superintendent as determined by the Board.

The Superintendent agrees that at all times, while he is employed pursuant to this Contract, he will fully meet the minimum qualifications for the position of Superintendent, which include maintaining a license from the State of Indiana required for the position of Superintendent.

### Salary and Benefits

As consideration for the performance of the duties and meeting the qualifications established by this Contract, the Board agrees that the Superintendent shall receive the following:

1. Basic Salary

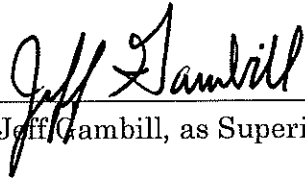
For the 2021-2023 School Year, the Superintendent shall receive the Basic Salary of \$90,000, plus an amount equal to the annual cost of family coverage in the School Corporation's medical, dental, and vision insurance plans. The Superintendent shall be paid in 26 equal installments annually on a scheduled fixed for all employees of the School Corporation. The School Board reviews the Superintendent's salary and benefits annually and may approve changes in base salary, contributions, or allowances at that time.

2. Fringe Benefits


- A. Teachers' Master Contract – In addition to those benefits described herein, the Superintendent is entitled to those fringe benefits included in the Teachers Master Contract, but otherwise subject to the adjustments described hereinafter.
- B. Group Medical, Dental, Vision Insurance Plans – The Superintendent shall pay the cost of his medical, dental, and vision insurance plan.
- C. Life Insurance/Long Term Disability - The School Corporation shall pay 100% of the premiums for the Superintendent's life insurance coverage of \$70,000 and long-term disability coverage.
- D. Contract Days – The Superintendent's work year shall consist of 260 days, with 15 paid vacation days, 10 sick days and nationally recognized Holidays.
- E. Retirement Fund – The Board shall make any contribution to the Indiana State Teachers Retirement Fund that is required to be paid by the School Corporation.

F. Business and Professional Expenses - The Board shall reimburse the Superintendent for appropriate business and professional expenses approved by the Board, as well as the per mile rate allowed by the Federal Government, all consistent with existing Corporation Policy

Dated this 17<sup>th</sup> day of December, 2020

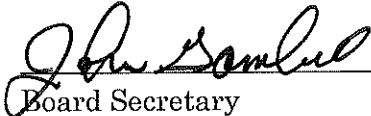


\_\_\_\_\_  
Jeff Gambill, as Superintendent



\_\_\_\_\_  
Board President

Attested:



\_\_\_\_\_  
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  
**METROPOLITAN SCHOOL DISTRICT OF SHAKAMAK** ("Corporation") and **Travis Turpen**  
("Principal"). Travis Turpen is a **principal** as defined in Ind. Code 20-18-2-14.

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

1. The Principal shall administer in the Shakamak Elementary School for the school terms, beginning **July 1, 2022** and ending on **June 30, 2023**. Ind. Code 20-28-8-2
2. The school term(s) described in paragraph 1 immediately above for services under this Contract consists of **215** days each year. Ind. Code 20-28-8-1
3. The Corporation shall pay the Principal for services under this Contract the total salary of **\$70,000.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
4. The Corporation shall pay this amount in **26** installments on a **biweekly basis**. Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)
5. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(e) pursuant to the procedures set forth in Ind. Code 20-28-8-3
6. This Contract is a public record pursuant to Ind. Code 5-14-3.

Agreed this 16<sup>TH</sup> day of June, 2022.

Principal

Board President

Superintendent

Board Secretary

## REGULAR TEACHER CONTRACT

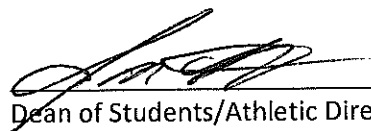
Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract  
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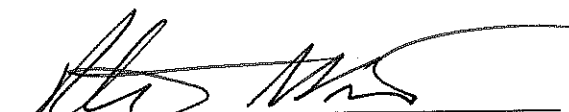
This regular teacher contract ("Contract") is by and between the governing body of the  
**METROPOLITAN SCHOOL DISTRICT OF SHAKAMAK** ("Corporation") and **Jonathan Miller**  
("DEAN OF STUDENTS/ATHLETIC DIRECTOR"). **Jonathan Miller** is DEAN OF STUDENTS/  
ATHLETIC DIRECTOR as defined in Ind. Code 20-18-2-22.

In exchange for the Dean of Students/Athletic Director services described below, the Corporation and  
the Dean of Students/Athletic Director agree that:

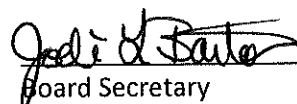
1. The Dean of Students/Athletic Director shall administer in the Shakamak Junior-Senior High School for the school terms, beginning **July 1, 2022** and ending on **JUNE 30, 2023**.  
Ind. Code 20-28-6-2(a)(3)(A)
2. The school term(s) described in paragraph 1 immediately above for services under this Contract consists of **200** days each year. Ind. Code 20-28-6-2(a)(3)(B)
3. The Corporation shall pay the Dean of Students/Athletic Director for services under this Contract the total salary of **\$64,582.38** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
4. The Corporation shall pay this amount in **26** installments on a **biweekly basis**.  
Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)
5. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(e) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3
6. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this 16<sup>th</sup> day of June, 2022.

  
\_\_\_\_\_  
Dean of Students/Athletic Director

  
\_\_\_\_\_  
Board President

  
\_\_\_\_\_  
Superintendent

  
\_\_\_\_\_  
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 METROPOLITAN SCHOOL DISTRICT OF SHAKAMAK ("Corporation") and Shane Reese ("Principal"). Shane Reese is a principal, as defined in Ind. Code 20-18-2-14.

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

- 1. The Principal shall administer in the Shakamak Junior-Senior High School for the school terms, beginning JULY 25, 2022 and ending on JUNE 30, 2023. Ind. Code 20-28-8-2
2. The school term(s) described in paragraph 1 immediately above for services under this Contract consists of 220 days each year. Ind. Code 20-28-8-1
3. The Corporation shall pay the Principal for services under this Contract the total salary of \$82,000 during the school year. Ind. Code 20-28-6-2(a)(3)(C)
4. The Corporation shall pay this amount in 26 installments on a biweekly basis. Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)
5. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(e) pursuant to the procedures set forth in Ind. Code 20-28-8-3
6. This Contract is a public record pursuant to Ind. Code 5-14-3.

Agreed this 21st day of July, 2022

Principal

School Corporation by:

Attested:

Superintendent

Handwritten signature of Jeff Jamill

President

Secretary

Handwritten signature of the 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 **METROPOLITAN SCHOOL DISTRICT OF SHAKAMAK** ("Corporation") and **Leslie Cooprider** ("Teacher"). Leslie Cooprider is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The teacher shall administer in the Shakamak Junior-Senior High School for the school terms, beginning **August 1, 2022** and ending on **JUNE 30, 2023**. Ind. Code 20-28-6-2(a)(3)(A)
2. The school term(s) described in paragraph 1 immediately above for services under this Contract consists of **211** days each year. Ind. Code 20-28-6-2(a)(3)(B)
3. The Corporation shall pay the Teacher for services as **Junior-Senior High School Assistant Principal**, with additional teaching duties under this Contract the total salary of **\$65,000.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
4. The Corporation shall pay this amount in **26** installments on a **biweekly basis**. Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)
5. 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.
6. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this 18th day of August, 2022.

Teacher

School Corporation by:

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Attested:

Superintendent

*Jeff Hamhill*

President

Secretary

*Jodi L. Bates*