

MADISON-GRANT UNITED SCHOOL CORPORATION
Addendum to Regular Teacher's Contract - Chief Financial Officer

This Addendum to the Regular Teacher's Contract for **Bengamin N. Mann** is effective on July 1, 2023, between **Madison-Grant United School Corporation** acting by and through its Board of School Trustees. ("School Corporation") and **Bengamin N. Mann** ("Mann") for the position of Chief Financial Officer ("CFO").

EMPLOYMENT: School Corporation agrees to employ Mann as the Chief Financial Officer and Mann accepts such employment in accordance with the terms of this Agreement.

DUTIES: Mann shall perform all of the employment duties and job functions which are assigned by the Superintendent of Schools. Superintendent shall reserve the right to change such job duties and assign Mann to perform other job duties related to the administration of the School Corporation from time to time which are commensurate with Mann's education, training and experience. Mann shall devote his best efforts to the performance of such job duties and shall not accept or perform any alternative or supplemental employment without the express prior written consent of the Superintendent, which may be reasonably withheld.

TERM OF CONTRACT: Employment under this Agreement shall begin on July 1, 2023 and shall continue in effect for the period to and including June 30, 2025. Thereafter, the Agreement may be renewed for consecutive one (1) year terms, each year consisting of 260 work days. The terms of this Agreement may be altered, modified or revised in favor of a new contract on the mutual consent of Mann and approved by the School Board of Trustees. The performance of Mann shall be evaluated by the Superintendent at various times not less often than annually during any term of the Agreement or any extensions or renewals thereof.

SALARY: Mann shall be paid a base annual salary in the amount of \$115,000 subject to applicable withholding and payable in accordance with the School Corporation's payroll practices. Mann's salary may be adjusted at the end of each term as may be determined by the School Corporation. The CFO will receive the same percentage base salary increase, if any, as provided teachers. In the event that teachers receive a fixed amount increase in base salary, the CFO shall receive that increase as well. Additionally, the CFO will also receive any one-time stipend provided to other School Corporation teachers.

BENEFITS:

TRF: The Madison-Grant Board of School Trustees shall pay the percentage rate as established actuarially by the TRF Board as the employee's contribution to the retirement fund. The Board shall pay the 3% employee contribution.

HEALTH INSURANCE: Mann shall be eligible to participate in the School Corporation health insurance program including family coverage at a cost of \$1.00 per year to Mann. If Mann elects to participate in a High Deductible plan, the School Corporation shall be responsible for the remaining portion of the premiums in excess of \$1.00 per year, provided however, the School Corporation shall also provide an annual Health Savings contribution of \$2,400 to be deposited into Mann's Health Savings Account ("HSA") on the first business day after January 1 of each contract year.

DENTAL INSURANCE: Mann shall be eligible to participate in the School Corporation dental insurance program including family coverage at a cost of \$1.00 per year to Mann.

VISION INSURANCE: Mann shall be eligible to participate in the School Corporation vision insurance program including family coverage at a cost of \$1.00 per year to Mann.

LONG-TERM DISABILITY INSURANCE: The School Corporation shall provide long term disability insurance for Mann. The School Corporation shall pay all but \$1.00 for the premium of such long term disability insurance. Mann shall pay \$1.00 of the premium.

TERM LIFE INSURANCE: The School Corporation will provide a term life insurance policy on the life of Mann payable to a beneficiary named by Mann in the face amount of \$150,000.

403b: Mann shall be entitled to participate in the School's 403(b) program which will include a contribution by the School Corporation of 4% of the base salary of Mann which shall be credited to Mann's 403(b) account in the same manner as other School Corporation participants.

VACATION: Mann shall be entitled to twenty (20) days paid vacation for each full school year of this Agreement. Vacation days shall be apportioned during a partial school year during the term of this Agreement. Unused vacation days, as of June 30 of the current year, shall be paid out to Mann in the amount as calculated by the number of vacation days remaining multiplied by the daily rate of pay as of June 30 of the current year. Payment shall be made on the first regularly scheduled installment in July.

SICK / PERSONAL LEAVE: Mann shall be entitled to twelve (12) days paid sick days and emergency leave, and five (5) days paid personal leave during each full school year of this Agreement. Six days and emergency leave shall be apportioned during a partial school year during the term of this Agreement.

EXPENSE REIMBURSEMENT: Mann shall be entitled to a reimbursement for all reasonable school related expenses including authorized travel incurred by Mann in the performance of his duties. Mann shall maintain records and written receipts to be eligible for expense reimbursement.

PAID HOLIDAYS: Mann shall be paid for the following holidays:

- New Year's Day
- Memorial Day
- Fourth of July
- Labor Day
- Thanksgiving Day
- Friday following Thanksgiving Day
- Christmas Eve Day
- Christmas Day

CELL PHONE: The CFO is required and it is essential for the performance of the CFO's duties to have a cellular phone. The Board agrees to provide a corporation-owned cellular phone to the CFO.

OTHER BENEFITS: The employee shall be entitled to all other benefits provided to teachers pursuant to the terms of the collective bargaining agreement between Madison-Grant United School Corporation and the Madison-Grant Classroom Teachers Association.

NON-DISCLOSURE: The parties recognize that in performing the duties incumbent upon the Chief Financial Officer, Mann shall be party to confidential information. Mann agrees that he will not disclose to anyone, directly or indirectly, any such confidential information, particularly information related to any student or faculty member. All documents that Mann shall receive or generate that includes confidential information that may arise during the course of the performance of his duties shall at all times remain the exclusive property of the School Corporation and will remain in the School Corporation's possession and shall be filed on School Corporation premises or within School Corporation systems.

CONTINUING QUALIFICATION: During the term of this Agreement and any extension or renewal thereof, Mann shall meet and maintain all administrative licensing and certification requirements set by the State of Indiana Department of Education.

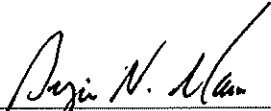
RENEWAL / NON-RENEWAL / CANCELATION: This Agreement may be non-renewed or canceled as allowed by law.

In the event Mann is the subject of a formal charge is filed against him alleging any offense set forth in I.C. 20-28-5-8(c), the Board of School Trustees may, in its discretion suspend Mann with pay until such time as the charge(s) is/are resolved or until the expiration of the contract term, whichever is sooner.

FINAL AGREEMENT: This Agreement is the entire agreement of Madison-Grant United School Corporation and Bengamin N. Mann, which may be modified by further writing and duly executed by both parties.

WHEREFORE, the parties signed this Agreement on the day above written.

BOARD OF SCHOOL TRUSTEES OF THE
MADISON-GRANT UNITED SCHOOL CORP.



Bengamin N. Mann



Mary Jo Brunt, President



Amanda Kelich, Secretary