

SUPERINTENDENT'S CONTRACT OF EMPLOYMENT

This Contract of Employment (hereinafter "Contract"), which serves as an addendum to the regular teacher's contract prescribed by the Indiana State Superintendent of Public Instruction pursuant to Indiana Code (IC) 20-28-6-3, is entered into by and between the Board of School Trustees of North Newton School Corporation (hereinafter "Board" or "School Corporation"), located in Newton County, Indiana, and Dr. Michael Raisor, Ed.S. (hereinafter "Superintendent"), a duly licensed and qualified educator under Indiana law.

This Contract is made in accordance with the provisions of IC 20-28-8-6 and other applicable Indiana statutes governing the employment of school administrators. The parties agree that this Contract constitutes the entire agreement between them and supersedes any prior understandings or agreements, whether oral or written. This Contract shall be posted on the School Corporation's website and published in a newspaper of general circulation in the School Corporation as required by IC 20-26-5- 4.3.

1. Term of Employment

The Board hereby employs the Superintendent, and the Superintendent agrees to serve as the Chief Executive Officer of the North Newton School Corporation for a term of three (3) years, commencing on November 1, 2025, and ending on October 31, 2028, unless earlier terminated in accordance with the provisions of this Contract or applicable law.

The Superintendent shall provide services for two hundred sixty (260) contract days per school year, to be scheduled by the Superintendent and voted on by the Board in a public meeting to ensure the efficient and effective performance of duties. These days shall include up to twenty (20) paid vacation days per school year, capped at twenty (20) days, with unused days compensated only in the event of termination, and eleven (11) paid holidays as established by Board policy or the school calendar. Vacation days must be used within twelve (12) months of accrual or forfeited, unless approved otherwise by the Board.

The Superintendent shall maintain a hybrid work schedule consisting of both on-site and remote work. The Superintendent will be physically present within the district or attend in-person meetings and events on behalf of the district, a minimum of three (3) days per week, and may perform assigned duties remotely on the remaining workdays. The Superintendent's schedule may be adjusted from time to time by mutual agreement of the Superintendent and the Board President to meet the operational needs of the district. Nothing in this clause shall be construed to establish fixed working hours or to limit the Superintendent's discretion in scheduling duties necessary to fulfill the responsibilities of the position.

This Contract may be extended by mutual agreement of the parties, but any extension shall not exceed five (5) additional years from the original term end date, in compliance with IC 20-28-8-6(b)(1).

2. Duties and Responsibilities

The Superintendent shall perform all duties and responsibilities of the position as set forth in IC 20-28-9- 12, Board policies, and the job description attached hereto as Exhibit A (incorporated by reference). These duties include, but are not limited to:

- Serving as the executive officer and advisor to the Board on all matters related to the administration of the School Corporation.
- Working collaboratively with the Board Policy Committee (comprised of three elected Board officials) to develop and recommend policies and procedures, as well as recommending programs and personnel actions, to the Board for approval.
- Supervising and evaluating all administrative and teaching personnel.
- Working collaboratively with the Board's Financial Committee, administrators, and department heads to prepare and submit the annual budget to the Board for approval, while ensuring overall fiscal responsibility.
- Promoting student achievement, staff development, and community engagement.
- Ensuring compliance with all federal, state, and local laws, including those related to education standards, special education, and civil rights.

The Superintendent agrees to devote full time and attention to the duties of the position during the term of this Contract and shall not engage in any other employment or business activity that interferes with these responsibilities without prior written approval from the Board. This does not prohibit the Superintendent from conducting business activity or speaking engagements using his free time, vacation and/or personal leave time. The Superintendent shall maintain a valid Indiana Superintendent's License throughout the term of this Contract, as required by IC 20-28-5-1. Failure to maintain licensure shall constitute grounds for immediate termination.

The Board retains the right to modify the job description as needed to meet the goals of the School Corporation, with reasonable notice to the Superintendent.

3. Compensation

In consideration of the services to be rendered, the Board agrees to pay the Superintendent a base salary of \$150,000.00 (One Hundred Fifty Thousand Dollars) per year for the duration of the three-year term, payable in twenty-six (26) equal bi-weekly installments, commencing November 1, 2025.

The board and superintendent will collaboratively create annual goals for the superintendent. The board and superintendent will mutually agree on the timeline for these goals completion and what constitutes successful accomplishment. These goals shall include 30-, 60-, 90-, and 120-day objectives established by the Board at the beginning of the Contract (by November 1st, 2025)

and annually thereafter by January 30 of each subsequent year (May 30th, 2026, and May 30, 2027). In addition to the annual salary set forth in this Agreement, the Superintendent shall be eligible for an annual performance bonus based on the Superintendent's evaluation conducted in accordance with IC 20-28-11.5. The performance bonus potential shall be as follows:

- Contract Year 1: Up to 6.75% of Annual Salary.
- Contract Year 2: Up to 8.00% of Annual Salary.
- Contract Year 3: Up to 10.00% of Annual Salary.

The performance bonus shall be contingent upon the successful completion of mutually agreed upon goals in the following four performance areas:

1. Academics
2. Operations
3. Finance
4. Community Relations

Each performance area shall account for twenty-five percent (25%) of the total potential bonus for that contract year. Specific goals and metrics for each performance area shall be developed jointly by the Board and the Superintendent no later than November 30 of each contract year. Following the Superintendent's annual evaluation, the Board shall determine the extent to which each performance area goal has been successfully achieved and shall award the corresponding portion of the bonus. Any performance bonus earned shall be paid to the Superintendent no later than thirty (30) days after the completion of the annual evaluation. Payment of this bonus shall not alter or affect the Superintendent's base salary. This does not constitute a change in annual base pay and would be treated as a stipend. Any salary adjustment shall be documented in a written amendment to this Contract but shall not constitute a new contract or extension of the term.

4. Benefits and Leaves

The Superintendent shall be entitled to the following benefits, in addition to those provided under the regular teacher's contract:

a. Sick Leave: Twelve (12) paid sick leave days for the first school year, and nine (9) paid sick leave days per school year thereafter for personal or immediate family illness, accumulating up to ninety (90) days. The Superintendent may transfer up to six (6) additional sick leave days per year from previous employment at EVSC until all accrued leave is converted. Unused sick leave may be converted to service credit in the Indiana Teachers' Retirement Fund (TRF) upon retirement, in accordance with IC 5-10.4-5- 11.

b. Bereavement Leave: Up to five (5) paid days for the death of an immediate family member, as defined by Board policy.

c. Health Insurance: Full family coverage under the School Corporation's group health insurance plan, with the Superintendent paying \$1 per year and the Board covering the remaining premium cost, consistent with benefits provided to other administrative employees. Employee shall notify the School Board each year which plan (that is currently offered) they have selected prior to the final day of Enrollment for insurance.

d. Dental Insurance: Family coverage under the School Corporation's group dental insurance plan, with the Superintendent paying \$1 per year and the Board covering the remaining premium cost. Employee shall notify the School Board each year which plan (that is currently offered) they have selected prior to the final day of Enrollment for insurance.

e. Vision Insurance: Family coverage under the School Corporation's group vision insurance plan, with the Superintendent paying \$1 per year and the Board covering the remaining premium cost. Employee shall notify the School Board each year which plan (that is currently offered) they have selected prior to the final day of Enrollment for insurance.

f. Life Insurance and Disability: Term life insurance in the amount of \$10,000 and long-term disability insurance covering 60% of base salary.

g. Retirement: The Superintendent shall participate in the Indiana Teachers' Retirement Fund. In addition, the Board shall contribute 6.5% (or the minimal amount required by state statute) of the Superintendent's base salary annually to a 457(b) deferred compensation plan or annuity, beginning on the anniversary date of hire (November 1, 2025). Such contributions shall vest only after the Superintendent has completed three (3) years of continuous service under this Contract (November 1, 2028). If the Superintendent's employment terminates prior to the completion of three (3) years, any unvested contributions shall be forfeited.

h. Professional Development: Reimbursement for up to \$5,000 annually for attendance at professional conferences, seminars, and membership dues in professional organizations, or any additional memberships as requested or approved by the board (Chamber of Commerce, etc.), subject to prior Board approval and submission of receipts.

i. Travel Expenses: \$1000/month Automobile allowance to cover Vehicle purchase, Gas, Insurance. All other Automobile expenditures are at the cost of the Employee. The Superintendent shall receive stipends to cover job-related travel, lodging, and meal expenses incurred while performing duties for the School Corporation.

The stipends shall be calculated on a weekly basis as follows:

- Food Stipend: \$125 per week, with receipts required.
- Lodging Stipend: \$375 per week, with receipts required.

These stipends are intended to reasonably cover typical travel-related costs associated with the Superintendent's duties.

If job-related circumstances necessitate additional travel or extended overnight stays beyond the Superintendent's regular schedule, such expenses shall be permitted with the prior approval of

the Board President or by a vote of the full Board and reimbursed in accordance with School Corporation policy upon submission of receipts.

In the event of a significant increase or decrease in travel-related costs, including but not limited to fuel or lodging expenses, either party may request a good-faith review and adjustment of stipend amounts to ensure they remain reasonable and reflective of current market conditions.

j. Other Leaves: The Superintendent shall be entitled to all leaves provided by law, including family and medical leave under the Family and Medical Leave Act (FMLA) and maternity/paternity leave. Sabbatical leave may be granted at the Board's discretion after five (5) years of service.

All benefits are subject to the terms of applicable Board policies and state law.

5. Performance Evaluation

The Board shall conduct semi-annual written performance evaluations of the Superintendent by December 31 and June 30 of each contract year, in accordance with IC 20-28-11.5 and the evaluation plan adopted by the Board. The Board may conduct performance valuations as needed at any other time during any contract year, at the sole discretion of the Board. The evaluation shall assess the Superintendent's effectiveness in areas such as leadership, student achievement, fiscal management, and community relations. The Superintendent shall participate in a post-evaluation conference with the Board to discuss results and goals for the upcoming period. Ratings shall include categories that match "Highly Effective, Effective, Improvement Necessary, Ineffective," as required by Indiana law. This is the norm for the two reviews the school board gives a superintendent for their job performance.

6. Termination

This Contract may be terminated as follows, in compliance with IC 20-28-8-7:

a. Mutual Agreement: By written mutual consent of the parties at any time.

b. Loss of License or Eligibility. The School Board receives written notice from the Division of Professional Standards that the Superintendent no longer holds a license for the position of Superintendent of Schools from the Division of Professional Standards of the Indiana Department of Education or receives a certified copy of a court document indicating that the Superintendent was convicted of a crime. In the event one of these circumstances occurs, the Board may terminate the Superintendent's Contracts immediately upon providing written notice to the Superintendent. The Superintendent agrees that he waives all statutory and constitutional due process procedures that he would otherwise be entitled to receive by law in the event the Board has to terminate the Superintendent's Contracts pursuant to this provision.

c. For Cause: By the Board for reasons specified in IC 20-28-7.5-1 (e.g., immorality, insubordination, neglect of duty, incompetence, including but not limited to receiving two (2) consecutive performance evaluations rated below "Effective" (equivalent to "Effective" under IC 20-28-11.5, where categories must match "Highly Effective, Effective, Improvement Necessary, Ineffective.")), after providing written notice and an opportunity for a hearing if requested by the

Superintendent within ten (10) days. Pay and benefits are terminated effective immediately upon termination of employment and no payout of benefits or other compensation except as required by the state of Indiana or federal law.

d. Without Cause: The Board may elect to terminate the Superintendent's Contract without cause. In the event of termination without cause, the superintendent will receive one year's severance pay plus all insurance benefits for one year of termination date.

e. Non-Renewal: By the Board upon written notice delivered to the Superintendent by January 1 of the final year of the Contract or as otherwise may be required under Indiana law. No hearing is required for non-renewal.

f. Resignation: By the Superintendent upon written notice to the Board by January 1 of the final year, or earlier with Board approval. Superintendents pay and benefits terminate effective immediately on the day given for Resignation. And that the Superintendent will give the School Board a minimum of 2 weeks of actual work time for coverage of job responsibilities. In the event of termination, the Superintendent shall return all School Corporation property and cooperate in the transition to a successor.

7. Indemnification and Liability

The Board agrees to defend, indemnify, and hold harmless the Superintendent from any claims, suits, or liabilities arising from the performance of duties under this Contract, except to the extent that such claims, suits, or liabilities are caused by the gross negligence or willful misconduct of one or more of the Superintendent, to the extent permitted by IC 34-13-3 (Indiana Tort Claims Act). The Superintendent agrees to comply with all applicable ethics laws, including IC 20-26-5-4.5.

8. Miscellaneous Provisions

a. Governing Law: This Contract shall be governed by the laws of the State of Indiana.

b. Entire Agreement: This Contract, including exhibits and the regular teacher's contract, constitutes the entire agreement. Amendments must be in writing and approved by the Board.

c. Severability: If any provision is held invalid, the remainder shall remain in effect.

d. Notices: All notices shall be in writing and delivered personally by certified mail, or email to the addresses specified by the parties.

e. Assignment: This Contract is personal and non-assignable.

IN WITNESS WHEREOF, the parties have executed this Contract on the date first above written.

Board of School Trustees of North Newton School Corporation

By:  Date: 10-22-25 President

By:  Date: 10-22-25 Secretary

Superintendent

By:  Date: 10/22/25 Michael Raisor, Ph.D.

Exhibit A: Superintendent Job Description

[Standard job description outlining duties per IC 20-28-9-12, including educational leadership, administrative oversight, and policy implementation. To be attached separately.]