

## 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 West Central School Corporation ("Corporation") and Dan Zylstra ("Teacher"). Dan Zylstra 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:

- The Teacher shall teach in the schools of the Corporation for the school term, beginning July 1, 2021, and ending on June 30, 2024. *Ind. Code 20-28-6-2(a)(3)(A)*
- The school term described in paragraph 1 immediately above for services under this Contract consists of 260/780 days. *Ind. Code 20-28-6-2(a)(3)(B)*
- The number of hours per day the Teacher is expected to work under this Contract is 7.5 not to exceed 8. *Ind. Code 20-28-6-2(a)(3)(E)*
- The Corporation shall pay the Teacher for services under this Contract the total salary of \$98,000 during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*
- 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)*
- 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.
- This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this 17th day of June 2021.

Teacher



School Corporation by:

  
President

Attested:

  
Superintendent  
Secretary

# NOTICE OF PUBLIC HEARING ON SCHOOL SUPERINTENDENT EMPLOYMENT CONTRACT PROVISIONS

The West Central School Board of Trustees will meet on Thursday, June 10, 2021 at 7:30 P.M. at 1850 S. US 421, Francesville, IN for the purpose of discussing and hearing public comment on the draft agreement for the superintendent contract as per IC 5-3-1-2 and IC 20-26-5-4.3

## Agreement Between the West Central School Corporation and the Superintendent of Schools Effective July 1, 2021 to June 30, 2024

| Item   | 2021 – 2022     | 2022 – 2023     | 2023 -2024      |
|--|-----------------|-----------------|-----------------|
| Annual Salary  | \$98,000        | \$100,000       | \$102,000       |
| Annual Contribution to TRF (3%)                        | \$2,940         | \$3,000         | \$3,060         |
| Annual Board Contribution to Health*                   | \$25,044*       | \$25,044*       | \$25,044*       |
| Annual Vision Insurance Premium*                       | \$183.44*       | \$183.44*       | \$183.44*       |
| Statutorily Required Contribution TRF (5.5%)           | \$5,390         | \$5,500         | \$5,610         |
| Annual LTD Premium*                                    | \$299.86        | \$306.00        | \$312.12        |
| Statutorily Required FICA (7.65%)                      | \$7,497         | \$7,650         | \$7,803         |
| 403(b) Contribution (5%)                               | \$4,900         | \$5,000         | \$5,100         |
| Annual Term Life Premium (\$75,000 Death Benefit)*     | \$125.00*       | \$125.00*       | \$125.00*       |
| Pay Joint Membership Fee to One (1) Professional Org.^ | \$94.00         | \$94.00         | \$94.00         |
| Meal Allowance for School Business                     | \$30.00 per day | \$30.00 per day | \$30.00 per day |

\*Indicates that the Board contributions will be adjusted if the carrier increases the premium for the same coverage. The Corporation will pay the premium (except for \$1.00) for family health, family vision, LTD, and Term Life.

^Indicates that the Board contribution will be adjusted if fees increase.

**Misc. Benefits:** The Superintendent shall receive all fringe benefits outlined in this addendum, along with any fringe benefits provided to teachers in the master contract. Additionally, the Board shall make a one-time 403(b) contribution of 5% for the total salary of the 2019-2020 and 2020-2021 school years totaling \$9,475 on the first pay period following the approval of this contract.

**Agreement Length:** The terms of this contract shall be deemed to be extended for an additional period of one (1) year unless prior to April 1, 2022, and April 1 of every year thereafter, the Board notifies the Superintendent that the Board does not intend to extend this Contract for such an additional one (1) year period. All provisions other than the length of this Contract shall remain the same upon extension by operation of this Paragraph unless the parties specifically agree in writing to the modification of a term in addition to the modification of

the length of this Contract. The superintendent is required to annually remind the board in writing of the deadline for preventing the roll-over. However, the agreement can be cancelled by the Board for the same list of reasons applicable to cancellation of the contract of an "established teacher" found at Indiana Code 20-28-7.5-1(e). The Superintendent can cancel the Agreement by giving a 90 day written notice of resignation.

**Working Days:** The Agreement calls for 260 working days in each school year inclusive of 20 paid vacation days and seven (7) recognized holidays\*. The annual vacation leave allotment is provided and vested on July 1 of each school year. Vacation Days shall not roll-over. \*New Year's Day, Good Friday, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, and Christmas Day.

**Evaluation:** The Superintendent will be evaluated by the Board and rated using the same categories applied to teachers and other administrators: "highly effective", "effective", "improvement necessary", or "ineffective." Like any certificated employee, any salary changes will be based upon performance.

**Increases:** The Board has determined the Superintendent's salary for the three (3) year contract. The Board reviews the Superintendent's salary and benefits annually and may approve changes in base salary, contributions, or allowances at that time. Further, the Board determines what amount, if any, should be awarded under the performance-based pay provisions of the contract.