

ADDENDUM TO ASSISTANT PRINCIPAL'S BASIC CONTRACT

This Addendum to the Assistant Principal's Basic Contract is by and between the Board of School Trustees of the Clinton Prairie School Corporation (hereinafter referred to as the ("Board")) and Lukas Harlow (hereinafter referred to as the ("Assistant Principal")).

The Board and Assistant Principal, for the consideration herein specified, agree as follows:

1. Addendum. This addendum to the Assistant Principal's Basic Contract is incorporated by reference and made a part of the Basic Contract dated July 1, 2023 ("Contract").
2. Term. The Board, in consideration of the promises and other benefits contained herein, hereby employs and the Assistant Principal hereby accepts employment as Clinton Prairie Jr./Sr. High School Assistant Principal for a term commencing July 1, 2023 and ending June 30, 2025; provided however, that the termination date of this contract may be extended in accordance with the terms and conditions set forth below.
3. Duties. The Assistant Principal shall faithfully perform the duties of Clinton Prairie Jr./Sr. High School Assistant Principal. He shall perform those duties as they are now or shall in the future be fixed by law and shall perform the duties assigned and prescribed from time to time by the Board.
4. Certification. The Assistant Principal shall furnish the Board throughout the life of this Contract with a valid Certificate, issued by the State of Indiana, to hold the position of Assistant Principal.

5. Compensation. The Board shall pay the Assistant Principal an annual salary of \$83,835.00 for the 2023-2024 school year and \$86,769.00 beginning with the 2024-2025 school year. The Board and Assistant Principal may mutually agree to adjust the compensation of the Assistant Principal during the term of this Contract, but in no event shall such compensation be less than the amount stated above. Any such adjustment in compensation shall be in the form of an amendment to this Contract, but such adjustment shall not be deemed to have created a new Contract or modified the termination date of this Contract.
6. Evaluation. The Board, by its Superintendent, shall evaluate and assess in writing the performance of the Assistant Principal during the term of this Contract. Such evaluation will occur on an annual basis. Each such evaluation shall occur with the Superintendent. In the event that the Board, by its Superintendent, determines that the performance of the Assistant Principal is unsatisfactory in any respect, the Board, by its Superintendent, shall describe in writing, in reasonable detail, the specific instances of unsatisfactory performance. The evaluation shall include recommendations as to areas of improvement.
- The Assistant Principal shall have the right to prepare and submit a written response to the evaluation. Such response, if any, shall be placed in the Assistant Principal's personnel file.
7. Renewal of Employment Contract. In the event that the Board does not notify the Assistant Principal in writing by January 1, annually, that this

Contract will not be extended, then this Contract shall automatically be extended for a period of one (1) year from the termination date set forth in Section 2 above or any extension thereof. On or before November 1 of each year, the Assistant Principal shall notify the Board in writing of the automatic extension clause in this Contract.

8. Use of Time. The Assistant Principal shall devote his time, skill, labor and attention to his employment as Clinton Prairie Jr./Sr. High School Assistant Principal during the term of this Contract; provided, however, that the Assistant Principal, with the approval of the Superintendent and Board President, may undertake work, speaking engagement, writing, lecturing, and/or other professional duties and obligations that are associated with the position and the professional growth of the School Corporation insofar as such outside commitments do not interfere with the efficient operation of the School Corporation. This Contract shall not prevent the Assistant Principal from engaging in civic work provided that such work does not interfere with his school duties.
9. Travel. The Board shall pay the Assistant Principal's travel expenses necessary to the proper discharge of his duties pursuant to the School Corporation's travel policy. The Assistant Principal shall provide the Board with itemized expense statements or supporting memoranda.
10. Professional Meetings and Civic Organizations. The Assistant Principal shall attend appropriate professional meetings at local, state and national levels. The expenses of such attendance shall be borne by the Board. The

Board expects the Assistant Principal to continue his professional development and expects him to participate in related learning experiences. Reasonable membership fees and dues resulting from the Assistant Principal's professional and community involvement shall be paid by the Board, subject to the Board's approval.

11. Sick Leave. The Assistant Principal shall be entitled to such annual sick leave as the Board provides for full-time teachers. Unused sick leave shall be cumulative subject to the maximum number of sick leave days which may accrue under the Board's policy concerning sick leave for School Corporation employees.
12. Fringe Benefits. The Assistant Principal shall be covered by the School Corporation group health, dental, vision, term life, and long-term disability programs, if the Assistant Principal so elects to participate in these programs. In addition, the Board shall provide the Assistant Principal with an additional \$200,000 of term life insurance for the term of this Contract and any extensions thereto. The above benefits, if the Assistant Principal selects, shall be paid for by the Board; provided, however, that the Assistant Principal shall pay \$19.20 per year for the group health program, \$20.16 per year for the dental program, \$6.96 per year for the vision program, \$1.00 per year for the long-term disability program, \$1.00 per year for the group term life insurance program as long as any of said insurance benefits are offered by the School Corporation. However, any future health related premium increases will be passed on to the Assistant Principal in the same

percentage rate as the teachers. The Board shall provide the Assistant Principal a cell phone allowance equal to \$400 each school year, payable in January, which shall be included in taxable income.

13. Retirement. The Board shall pay Assistant Principal's mandatory contribution to the INPRS state retirement plan. The Board shall make an annual contribution on behalf of the Assistant Principal to the School Corporation's 401(a) plan each plan year in the same amount and subject to the same terms as applicable to teachers. For the 2023-2024 school year, the annual contribution shall be \$1,520. The Board shall make a one-time contribution to the School Corporation's 401(a) Plan upon the Assistant Principal's retirement or termination of employment equal to a specified dollar amount for each accumulated unused sick day, in the same amount and subject to the same eligibility terms as applicable to teachers.

14. Termination of Employment Agreement. This Contract:

- A. Shall be automatically terminated upon the death of the Assistant Principal.
- B. May be terminated unilaterally in the event the Assistant Principal shall, after opportunity for hearing with the benefit of legal counsel, be held by the Board to be guilty of incompetence, immorality, insubordination, or such other offenses recognized as cause, according to law, for cancellation of contract. Insofar as applicable, I.
- C. 20-6.1-4-18 through I. C. 20-6.1-4-20 is incorporated herein by reference.

15. Hold Harmless. The Board agrees that it shall defend, hold harmless, and indemnify the Assistant Principal from any and all demands, claims, suits, actions and legal proceedings brought against the Assistant Principal in his individual capacity, or in his official capacity as agent and employee of the Board, provided that the incident giving rise to such demand, claim, suit action or legal proceeding arose while the Assistant Principal was acting within the scope of his employment. If in the good faith opinion of the Assistant Principal, a conflict exists as regards the defense to such claim between the legal position of the Board and the legal position of the Assistant Principal, except in situations governed by Paragraphs 17(B) of this Contract, may engage counsel of the Assistant Principal's choice and the Board shall indemnify the Assistant Principal for reasonable costs of such legal defense.

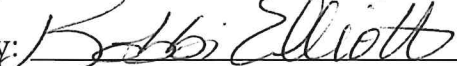
16. Governing Law. This Contract is governed by the laws of the State of Indiana, and shall be subject to the provisions of any applicable state law concerning the terms and conditions of an employment contract between a public school corporation and its assistant principal. If during the term of this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

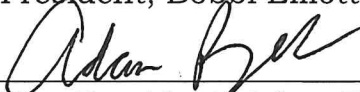
IN WITNESS WHEREOF, the Assistant Principal and the Board have executed this Contract as of the 18th day of December, 2023.

Assistant Principal



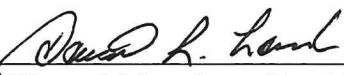
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