ADDENDUM TO SUPERINTENDENT'S BASIC CONTRACT

This Addendum to the Superintendent'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 John C. Sampson (hereinafter referred to as the "Superintendent").

The Board and Superintendent, in exchange for the promises and consideration contained herein, agree as follows:

1. Term. The Board, in consideration of the promises and other benefits contained herein, hereby employs and the Superintendent hereby accepts employment as Superintendent of Schools for the Clinton Prairie School Corporation for a term commencing July 1, 2026, and ending June 30, 2029.

2. Duties & Schedule of Work Days. The Superintendent shall faithfully perform the duties of Superintendent of Schools and serve as Executive Officer of the Board. 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.

   The parties agree that the Superintendent shall perform the duties of the Superintendent for two hundred and forty (240) work days. These work days shall be provided in accordance with a schedule of work days established by the Superintendent so as to ensure the full and competent performance of the Superintendent Contract. The Superintendent's two hundred and forty (240) scheduled work days shall include vacation days and sick days pursuant to this Addendum.

3. Parties' Responsibilities.
   A. Superintendent. The Superintendent shall have the full responsibility of Schools and Board Executive Officer, including but not limited to:
      1. The organization, reorganization, arrangement and assignment of duties of the administrative, supervisory, classified staff and teaching staff in a manner that best serves the interests of the School Corporation; and
      2. The responsibility for all general matters pertinent to business affairs, construction, teacher selection, classified personnel and administrative personnel, subject to board approval.
   B. Board. The Board shall provide the Superintendent with periodic opportunities to discuss Superintendent-Board relationships.

4. Certification. The Superintendent shall maintain a Superintendent's license issued by the State of Indiana.

5. Base Salary. The Board shall pay the Superintendent an initial salary of One Hundred Twenty-Five Thousand Dollars ($125,000.00). Thereafter, if the Board provides an annual base salary increase to other administrators employed by the School Corporation, then the Superintendent shall be entitled to receive the highest annual base salary increase received by another administrative employee employed by the School Corporation for that same year.

6. Stipends. The Superintendent shall receive an annual stipend each contract year in the sum of Five Thousand Dollars ($5,000.00) for performing additional curriculum responsibilities.

7. Evaluation. The Board shall evaluate the Superintendent annually. Each such evaluation shall occur in a closed executive session. In the event that the Board determines that the performance of the Superintendent is unsatisfactory in any respect, the Board shall describe in writing, in reasonable detail, the specific instances of unsatisfactory performance. The evaluation shall include recommendations as to areas of improvement.

The Superintendent shall have the right to prepare and submit a written response to the evaluation. Such response, if any, shall be placed in the Superintendent's personnel file.

8. Use of Time. The Superintendent shall devote his time, skill, labor and attention to his employment as Superintendent during the term of this Agreement; provided, however, that the Superintendent, with the approval of the 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 Agreement shall not prevent the Superintendent from engaging in civic work provided that such work does not interfere with his school duties.

9. Travel. The Board shall pay the Superintendent's travel expenses necessary to the proper discharge of his duties pursuant to the School Corporation's travel policy. The Superintendent shall provide the Board with itemized expense statements or supporting memoranda.

10. Professional Meetings and Civic Organizations. The Superintendent 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 Superintendent to continue his professional development and expects him to participate in related learning experiences. Reasonable membership fees and dues resulting from the Superintendent's professional and community involvement shall be paid by the Board, subject to the Board's approval.

11. Sick Leave. The Superintendent shall be entitled to such annual sick leave as the Board provides for full-time administrators. 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 administrators.

12. Vacation. The Superintendent shall be entitled to twenty (20) days with pay per contract year as vacation time. A maximum of ten (10) vacation days may be carried over from one contract year to the next up to a maximum aggregate accumulation cap of twenty (20) vacation days. Any unused and accrued vacation

days existing at the end of each contract year (i.e., June 30th) that exceed the Superintendent's accumulation cap shall be paid at the Superintendent's daily rate calculated based on the Superintendent's base contract salary that is in effect for that contract year (i.e., on the applicable June 30th) and shall be paid as a one-time payment the first payroll in July of the subsequent contract year. School Year holidays designated as paid holidays for 240-day employees are not required work days for the Superintendent.

13. Insurance Benefits. The Superintendent shall be covered by the School Corporation's group term life, long-term disability and AD & D programs under the same terms and conditions as other administrators employed by the School Corporation if the Superintendent so elects to participate in these programs. In addition, the Board shall provide the Superintendent with an additional $200,000 of term life insurance for the term of this Agreement and any extensions thereto. These insurance benefits, if the Superintendent selects, shall be paid for by the Board under the same terms and conditions as such benefits are provided to other administrators employed by the School Corporation.

14. Cell Phone. The Board shall pay an annual stipend of $400 to the Superintendent to contribute toward the cost of a cell phone to be used for school business.

15. INPRS Retirement. The Board shall pay to INPRS on the Superintendent's behalf the employee's required share for the Indiana's teacher's retirement pension benefit.

16. 401(a) Annuity. The School Corporation will contribute 3% of the Superintendent's base salary each contract year to the School Corporation's 401(a) plan on behalf of the Superintendent. In addition, the Board shall make a one-time contribution to the School Corporation's 401(a) Plan upon the Superintendent'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 full-time teachers employed by the School Corporation.

17. Termination of Employment Agreement. This Agreement may be terminated prior to the expiration of the term in accordance with Indiana law.

18. Additional Fringe Benefits. Additional fringe benefits may be provided the Superintendent if the fringe benefit is provided for other employees of the School Corporation, is specifically approved by the Board to be provided to the Superintendent and is not inconsistent with the terms of this Addendum.

19. Hold Harmless. The Board agrees that it shall defend, hold harmless, and indemnify the Superintendent from any and all demands, claims, suits, actions and legal proceedings brought against the Superintendent 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 Superintendent was acting within the scope of his employment.

20. Governing Law. This Agreement 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 Superintendent. If during the term of this Agreement 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 Agreement shall, however, not be affected and shall remain in full force and effect.

IN WITNESS WHEREOF, the Superintendent and the Board have executed this Agreement on June 30, 2026.

Superintendent

John C. Sampson

Board of School Trustees of the Clinton Prairie School Corporation

By: ______________________
President, Justin Brewer

By: ______________________
Vice-President, Bobbi Elliott

By: ______________________
Secretary, David Larsh

By: ______________________
Board Member, Adam Beck

By: ______________________
Board Member, Kerk Kesler