

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 **NEW CASTLE COMMUNITY SCHOOL CORPORATION** ("Corporation") and **STEPHEN G FISHER** ("Teacher"). **STEPHEN G FISHER** 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:

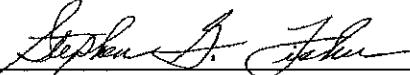
1. The Teacher shall teach in the schools of the Corporation for the school term, beginning **JULY 1, 2016** and ending on **JUNE 30, 2017**. *Ind. Code 20-28-6-2(a)(3)(A)*
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **261.00** days. *Ind. Code 20-28-6-2(a)(3)(B)*
3. The number of hours per day the Teacher is expected to work under this Contract is *Ind. Code 20-28-6-2(a)(3)(E)*
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **\$117,227.86** during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in **26.0** installments on a **biweekly basis**. *Ind. Code 20-28-6-2(a)(3)(D)* *Ind. Code 20-28-6-5(1)*
6. 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.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this 1ST day of AUGUST, 2016.

Teacher:




Attested:




Superintendent

School Corporation by:



President



Secretary

ADDENDUM TO TEACHER CONTRACT OF

STEPHEN G. FISHER

SUPERINTENDENT OF SCHOOLS
NEW CASTLE COMMUNITY SCHOOL CORPORATION

IT IS HEREBY AGREED by and between the Board of School Trustees of the New Castle Community School Corporation, New Castle, Indiana, hereinafter referred to as Board, and Stephen G. Fisher, hereinafter referred to as Superintendent, that this Addendum to the Teacher Contract of Stephen G. Fisher as Superintendent - New Castle Community School Corporation shall be a part of the original Teacher Contract of Stephen G. Fisher as Superintendent - New Castle Community School Corporation consisting of sixty (60) consecutive months beginning July 1, 2012, and continuing until June 30, 2017.

WITNESSETH

1. This Addendum is executed contemporaneous with the original Teacher Contract for Stephen G. Fisher as Superintendent - New Castle Community School Corporation and the consideration therefore, in addition to the mutual covenants and agreements contained herein, shall be the consideration set forth in the said Teacher Contract for which this is an Addendum.

2. The salary set forth in the Teacher Contract of Stephen G. Fisher shall not be increased, decreased, or otherwise affected by any change in the salary schedule for Teachers in the New Castle Community School Corporation.

3. Board hereby retains the right to adjust the annual salary of Superintendent during the term of this Contract. Said salary adjustment shall not reduce the annual salary below the amount stated in the Teacher Contract for which this is an Addendum. Any adjustment in salary made during the life of this Contract shall be in the form of an adjustment and shall become a part of this Contract. The parties agree, however, that by adjusting the salary Board has not entered into a new Contract with Superintendent, nor will the termination date of the existing Contract be extended. Board may, however, by specific action extend the termination date of the existing Contract at any time and for any length that does not violate the law.

4. This Contract may be terminated prior to the expiration date in any of the following ways:

(a) Mutual consent of Board and Superintendent or

(b) For any reason permitted under Indiana law provided all notice requirements and hearing requirements (if requested) are followed.

5. Superintendent shall maintain throughout the life of this Contract a valid and appropriate certificate to act as Superintendent of Schools in the State of Indiana as directed by Board. Superintendent does hereby agree to devote his full time, skill, labor, and attention to said employment during the terms of this Contract. Superintendent shall, at all times herein mentioned, conduct himself in a professional manner and perform his duties as required by this Contract,

pursuant to the laws of Indiana and the policies of Board as they may be modified from time to time.

6. Superintendent shall have the authority, subject to approval of Board, to reorganize, and arrange the administrative and supervisory staff which in Superintendent's judgment best serves the interest of the New Castle Community School Corporation. Superintendent shall have the responsibility for the administration of instruction and business affairs of the New Castle Community School Corporation, subject to approval of Board. Board shall refer, as promptly as possible, to Superintendent for study and recommendation, all criticisms, complaints, and suggestions regarding the New Castle Community School Corporation.

7. Board shall provide and pay all cost except one dollar (\$1.00) annually for family group health insurance to include major medical insurance for Superintendent.

8. Board shall provide and pay all costs except one dollar (\$1.00) annually for long-term disability insurance for Superintendent (which coverage shall amount to 66-2/3% of his annual salary with a waiting period of ninety (90) days). Superintendent shall be granted by Board up to ninety (90) days of pay from the date of disability for the implementation of such insurance, but said pay shall not exceed the period of disability and shall not become effective until after Superintendent has used his sick days. In no event, however, shall the disability pay and sick leave pay exceed the regular salary for the pay period involved. Board shall grant sick days as provided by statute. Superintendent shall have available all sick days accumulated prior to becoming Superintendent.

9. Except as provided below, the Board shall provide and pay all cost except one dollar (\$1.00) annually for life insurance as follows: whole life or universal life in the amount of twenty-seven thousand five hundred dollars (\$27,500.00) and group term life insurance in the amount of fifty thousand dollars (\$50,000.00) plus an individual term life insurance policy of two hundred fifty thousand dollars (\$250,000.00). Superintendent shall be designated as the owner of the whole life policy and the two hundred fifty thousand dollar (\$250,000.00) term policy. In the event of termination of this Contract, Superintendent shall have the option to continue these policies (excluding group policy) and shall be responsible for the payment of premiums thereon from the date of termination.

10. Superintendent shall be entitled to receive a vacation with pay of twenty (20) working days per year. The time of such vacation is to be mutually agreed upon between Superintendent and Board. Unused vacation days may accumulate to a total not to exceed seventy (70) days. If, at the time of retirement, Superintendent has unused vacation days, he shall be compensated for said days up to a maximum of fifty (50) days at his current daily rate of pay.

11. Board shall provide Superintendent with an automobile for use as required in the performance of duties during employment under this Contract, subject to Board Policy. Said automobile shall be selected by Board.

12. Superintendent shall, subject to the approval of Board, attend appropriate professional meetings and activities at the local, state, and national level. The necessary expenses of said attendance to be paid by Board. Board further agrees to pay the annual membership fee of Superintendent for IAPSS.

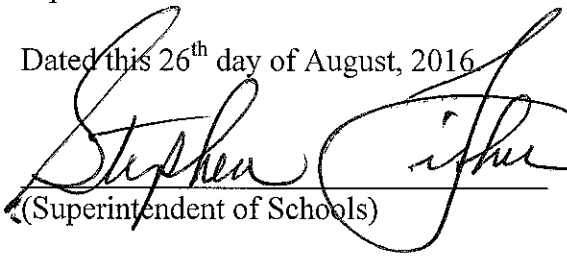
13. Superintendent shall be entitled to the applicable retirement benefits that are provided in the then current (in effect at the time of retirement) Master Contract between Board and the New Castle Education Association.

14. If, prior to the end of the term of this Contract, Board does not wish to renew the contract of Superintendent, notice shall be given to Superintendent in writing delivered in person or by registered mail as provided by statute.

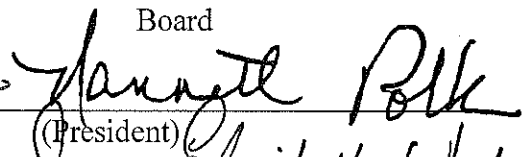
15. The Superintendent shall fulfill all aspects of this Contract and this Addendum, any exceptions shall be subject to the approval of Board.

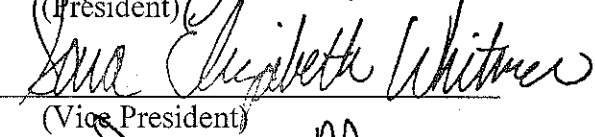
16. All terms and conditions of this Contract are subject to all of the laws of the State of Indiana and all rules and regulations of the Superintendent of the Department of Education of the State of Indiana. This Contract and Addendum are hereby deemed to be amended to and conform to all statutes in conflict herewith which shall be in effect upon the date of execution of this Contract and Addendum or which shall apply retroactive to contracts between school corporations and superintendents.

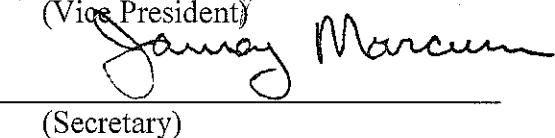
Dated this 26th day of August, 2016

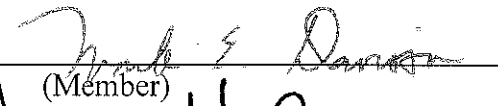

(Superintendent of Schools)

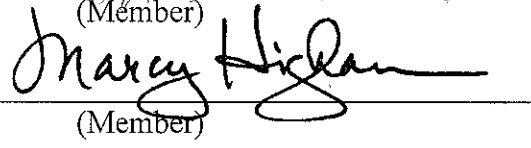
Board


(President)


(Vice President)


(Secretary)


(Member)

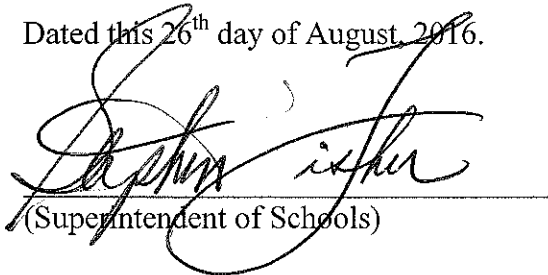

(Member)

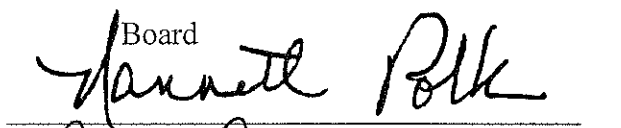
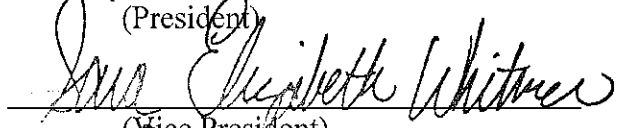
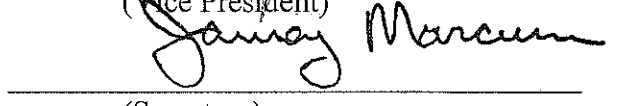

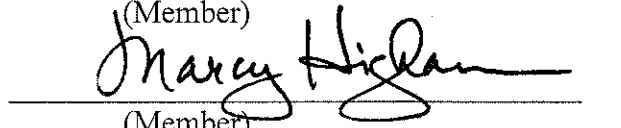
SCHEDULE A

SALARY AND COMPENSATION SCHEDULE

Commencing July 1, 2012, To be determined, but in any event not less than One Hundred Twenty Thousand, Seven Hundred and Forty Five Dollars (\$120,745.00) reduced by three percent (3%) to be paid to the Indiana State Teachers' Retirement Fund by the school corporation for the Assistant Superintendent for Secondary Programs and Facilities

Dated this 26th day of August, 2016.


(Superintendent of Schools)

Board

(President)

(Vice President)

(Secretary)

(Member)

(Member)

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 **NEW CASTLE COMMUNITY SCHOOL CORPORATION** ("Corporation") and **WILLIAM B PHEFFER** ("Teacher"). **WILLIAM B PHEFFER** 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:

1. The Teacher shall teach in the schools of the Corporation for the school term, beginning **JULY 1, 2016** and ending on **JUNE 30, 2017**. Ind. Code 20-28-6-2(a)(3)(A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **261.00** days. Ind. Code 20-28-6-2(a)(3)(B)
3. The number of hours per day the Teacher is expected to work under this Contract is . Ind. Code 20-28-6-2(a)(3)(E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **\$99,115.58** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in **26.0** installments on a **biweekly basis**. Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)
6. 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.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this 1ST day of AUGUST, 2016.

Teacher

W. B. Pheffer

School Corporation by:

Kenneth Btk

President

Attested:

Stephen A. John

Superintendent

Janey Marcan

Secretary

ADDENDUM TO TEACHER CONTRACT OF

WILLIAM PHEFFER

ASSISTANT SUPERINTENDENT FOR SECONDARY PROGRAMS
AND FACILITIES
NEW CASTLE COMMUNITY SCHOOL CORPORATION

IT IS HEREBY AGREED by and between the Board of School Trustees of the New Castle Community School Corporation, New Castle, Indiana, hereinafter referred to as Board, and William Pheffer, hereinafter referred to as Assistant Superintendent for Secondary Programs & Facilities - New Castle Community School Corporation, that this Addendum to the Teacher Contract of William Pheffer as Assistant Superintendent for Secondary Programs & Facilities - New Castle Community School Corporation shall be a part of the original Teacher Contract of William Pheffer as Assistant Superintendent for Secondary Programs & Facilities - New Castle Community School Corporation consisting of sixty (60) consecutive months beginning July 1, 2012, and continuing until June 30, 2017.

WITNESSETH

1. This Addendum is executed contemporaneous with the original Teacher Contract of William Pheffer as Assistant Superintendent for Secondary Programs & Facilities - New Castle Community School Corporation and the consideration therefore, in addition to the mutual covenants and agreements contained herein, shall be the consideration set forth in the said Teacher Contract for which it is an Addendum.

2. The salary set forth in the Teacher Contract of William Pheffer shall not be increased, decreased, or otherwise affected by any change in the salary schedule for Teachers in the New Castle Community School Corporation.

3. The Board shall provide and pay all cost except one dollar (\$1.00) annually for a family group health and accident insurance policy to include major medical insurance for the Assistant Superintendent for Secondary Programs & Facilities. This provision for health and accident insurance is not in addition to but does, in fact, replace the health and accident insurance agreement arrived at under the terms of Public Law 217.

4. The Board shall provide and pay all cost except one dollar (\$1.00) annually for a long-term disability insurance policy providing for a 66-2/3% benefit and shall guarantee ninety (90) days illness leave from day of disability for the implementation of such insurance for the Assistant Superintendent for Secondary Programs & Facilities. This provision for long-term disability insurance is not in addition to but does, in fact, replace the long-term disability insurance agreement arrived at under the terms of Public Law 217.

5. The Board shall provide and pay all cost except one dollar (\$1.00) annually for life insurance as follows: ordinary life or universal life in the amount of twenty-seven thousand five hundred dollars (\$27,500.00) and group term life insurance in the amount of fifty thousand dollars

(\$50,000.00) plus an individual term life insurance policy of two hundred fifty thousand dollars (\$250,000).

6. The Assistant Superintendent for Secondary Programs & Facilities shall, subject to the approval of the Board, attend appropriate professional meetings and activities at the local, state and national level, the necessary expenses of said attendance to be paid by the Board.

7. The Assistant Superintendent for Secondary Programs & Facilities shall be entitled to receive a vacation with pay of twenty (20) working days per year. Unused vacation days may accumulate to a total not to exceed seventy (70). If, at the time of retirement, the Assistant Superintendent for Secondary Programs & Facilities has unused vacation days, he shall be compensated for said days up to a maximum of fifty (50) at his current daily rate of pay.

8. The Assistant Superintendent, if retiring between the ages of 50-55, shall receive the severance benefits as outlined in Section V, pages 4-5, of the 2002-03 master contract agreement between the Board of School Trustees and the New Castle Education Association. If the Assistant Superintendent retires after age 55, he shall receive the severance benefits outlined in the 2004-05 master contract agreement between the Board of School Trustees and the New Castle Education Association (except as hereinafter provided), but in no case shall said benefit equal an amount less than that outlined in the 2002-03 master contract agreement.

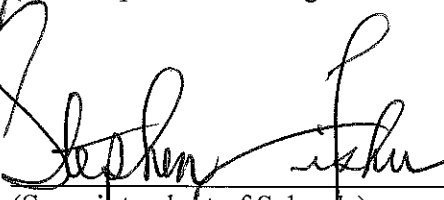
9. The Assistant Superintendent for Secondary Programs & Facilities shall fulfill all aspects of this Contract and this Addendum, any exceptions thereto being by prior mutual consent of the Board and the Assistant Superintendent for Secondary Education & Facilities.

10. All terms and conditions of this Contract are subject to all of the laws of the State of Indiana and all rules and regulations of the Superintendent of Public Instruction, and this Contract and Addendum is hereby deemed to be amended by all statutes in conflict herewith which shall be in effect upon the date of execution of this Contract and Addendum with the Board and the Assistant Superintendent for Secondary Programs & Facilities receiving a copy of this Contract and Addendum.

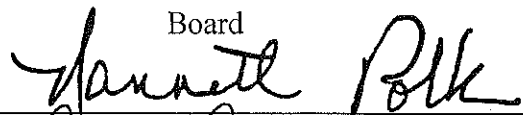
Dated this 26th day of August, 2016.

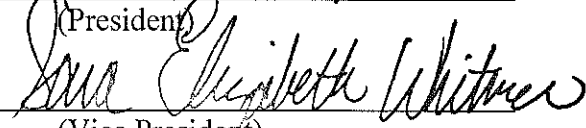


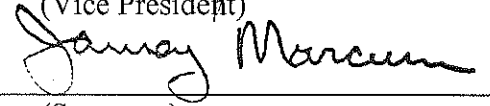
(Asst. Supt. for Sec. Programs & Facilities)



(Superintendent of Schools)

Board


(President)


(Vice President)


(Secretary)

Frank E. Davison
(Member)
Marcy Higdon
(Member)

SCHEDULE A

SALARY AND COMPENSATION SCHEDULE

Commencing July 1, 2012, To be determined, but in any event not less than One Hundred and Two Thousand, and Eighty Nine Dollars (\$102,089.00) reduced by three percent (3%) to be paid to the Indiana State Teachers' Retirement Fund by the school corporation for the Assistant Superintendent for Secondary Programs and Facilities

Dated this 26th day of August, 2016.

W B Pheggy
(Asst. Supt. for Sec. Programs & Facilities)

Stephen J. [Signature]
(Superintendent of Schools)

Board
Janet Polk
(President)

Sara Elizabeth Whitmer
(Vice President)

Janay Marcum
(Secretary)

Frank E. Davison
(Member)
Marcy Higdon
(Member)