

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 **CULVER COMMUNITY SCHOOLS CORPORATION** ("Corporation") and JOSHUA S PUGH ("Teacher"). JOSHUA S PUGH 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 **SEPTEMBER 1, 2019** and ending on **JUNE 30, 2020**. 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 **187.00** 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 **8.00**. 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 **\$ 61,769.18** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in **22.0** 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 3RD day of SEPTEMBER, 2019.

Teacher

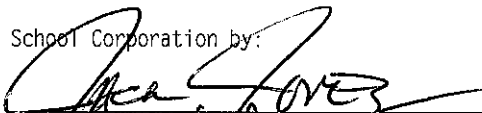


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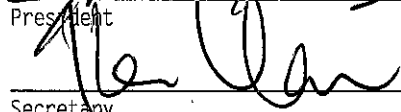


Superintendent

School Corporation by:



President



Secretary

ADDENDUM TO CONTRACT
September 1, 2019 – June 30, 2020

In addition to the stipulated salary on the contract for Joshua Pugh, all expenses including meals and hotel expenses for approved school business are to be paid, upon approval of the superintendent.

Administrators will receive an annuity consisting of a percentage of the base salary according to the following years of service as a Culver Community Schools administrator:

0-4	Years	4%
5-9	Years	5%
10 +	Years	6%

2019-2020 (1st year) \$2,470.77

All expenses and reimbursements shall be paid upon presentation of claim for same.

The Board will pay for the family plan of the medical and prescription insurance, family plan of the dental and vision insurance, long term disability insurance, and \$100,000 term life insurance for the September 1, 2019 – June 30, 2020 contract. The employee will contribute \$4.00 to this cost. Supplemental Life Insurance is available at the administrator's cost. If a health insurance plan is chosen with an HSA, the corporation will contribute \$3,000 annually to this account through Teachers Credit Union. The Corporation will not be required to furnish any insurance benefits after retirement from the corporation.

Administrator will receive 12 (twelve) holidays per year.

Administrator will receive 5 (five) personal days and 10 (ten) sick days per year, sick days can accumulate up to a total of 95 (ninety-five) days.

Administrators may submit evidence of passing graduate credit hours for partial reimbursement at the rate of \$100.00 per credit hour.

The Board will pay 100% of the Teacher Retirement Fund per payroll. The Corporation will not be required to furnish any retirement benefits after retirement from the corporation.

All administrators are entitled to Article III, Compensation, Base Salary Increase per contract between The Board of Trustees and Culver Community Teachers Association.

[Handwritten Signature]

Kreucher

Mal Ma

Thompson

[Handwritten Signature]

Joshua Pugh
Middle/High School
Assistant Principal

10-ValW

Amy M. Pugh

[Handwritten Signature]

9-10-19

Date

REGULAR TEACHER CONTRACT

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for the employment of teachers pursuant to Ind. Code 20-28-6-4(b)

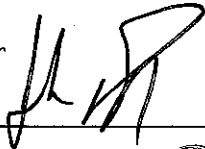
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In exchange for the Teacher's services described below, the Corporation and the Teacher agree that:

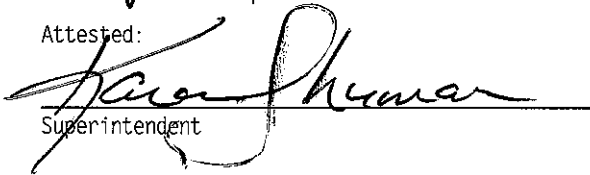
1. The Teacher shall teach in the schools of the Corporation for the school term, beginning **JULY 1, 2020** and ending on **JUNE 30, 2022**. Ind. Code 20-28-6-2(a)(3)(A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **220.00** days. Ind. Code 20-28-6-2(a)(3)(B)
3. The number of hours per day the Teacher is expected to work under this Contract is **8.00**. 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 **\$ 73,000.00** 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 3RD day of SEPTEMBER, 2019.

Teacher

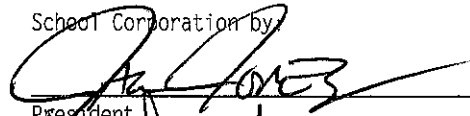


Attested:



Superintendent

School Corporation by



President



Secretary

ADDENDUM TO CONTRACT

July 1, 2020 – June 30, 2022

In addition to the stipulated salary on the contract for Joshua Pugh, all expenses including meals and hotel expenses for approved school business are to be paid, upon approval of the superintendent.

Administrators will receive an annuity consisting of a percentage of the base salary according to the following years of service as a Culver Community Schools administrator:

0-4	Years	4%
5-9	Years	5%
10 +	Years	6%

2020-2021 (2nd year) \$2,920.00

All expenses and reimbursements shall be paid upon presentation of claim for same.

The Board will pay for the family plan of the medical and prescription insurance, family plan of the dental and vision insurance, long term disability insurance, and \$100,000 term life insurance for the July 1, 2020 – June 30, 2022 contract. The employee will contribute \$4.00 to this cost. Supplemental Life Insurance is available at the administrator's cost. If a health insurance plan is chosen with an HSA, the corporation will contribute \$3,000 annually to this account through Teachers Credit Union. The Corporation will not be required to furnish any insurance benefits after retirement from the corporation.

Administrator will receive 13 (thirteen) holidays per year.

Administrator will receive 5 (five) personal days and 12 (twelve) sick days per year, sick days can accumulate up to a total of 95 (ninety-five) days.

Administrators may submit evidence of passing graduate credit hours for partial reimbursement at the rate of \$100.00 per credit hour.

The Board will pay 100% of the Teacher Retirement Fund per payroll. The Corporation will not be required to furnish any retirement benefits after retirement from the corporation.

All administrators are entitled to Article III, Compensation, Base Salary Increase per contract between The Board of Trustees and Culver Community Teachers Association.

[Handwritten Signature]

[Handwritten Signature]

[Handwritten Signature]

[Handwritten Signature]

[Handwritten Signature]

Joshua Pugh
Middle/High School
Assistant Principal

[Handwritten Signature]

[Handwritten Signature]

[Handwritten Signature]

9.10.19

Date