

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 **ROD Special Education Cooperati** ("Corporation") and **ALEXANDER B BREWER** ("Teacher"). **ALEXANDER B BREWER** 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:

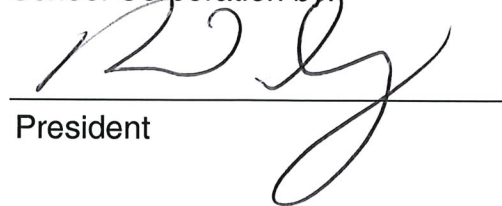
1. The Teacher shall teach in the schools of the Corporation for the school term, beginning **July 1, 2020**, and ending on **June 30, 2021**.
Ind. Code 20-28-6-2(a)(3)(A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **260.00** days. Ind. 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**. 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 **\$106,050.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in **26** installments on a **Bi-weekly** 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 public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this 10th day of November 2020.

Teacher



School Corporation by:



President

Attested:



Superintendent



Secretary

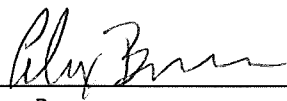
Addendum to Director's Contract
Between the
Ripley-Ohio-Dearborn Special Education Cooperative
And
Dr. Alex Brewer

This addendum to the attached administrator's teaching contract of Dr. Alex Brewer (the *Director*) with the Ripley-Ohio-Dearborn Special Education Cooperative Board of Directors (the *Board*) is hereby incorporated into and is part thereof as if set forth therein verbatim.

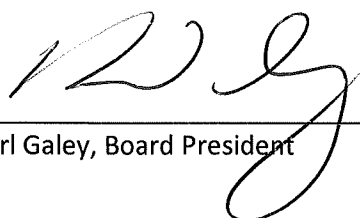
1. **DUTIES.** The Director agrees, during the period of this contract, to faithfully perform duties in such capacity for the Cooperative including, but not limited to, those duties required by the School Code. He will act as chief administrator of the Cooperative and will be responsible for its efficient operation, compliance with all applicable federal and state laws and regulations, and the evaluation of Cooperative staff. The Director will faithfully and diligently fulfill other duties and obligations incumbent upon him as determined by the Board.
2. **TERM.** The term of this contract shall be three years, commencing July 1, 2019 and continuing through June 30, 2022.
3. **EVALUATION.** The Board shall evaluate the Director at least once annually using the criteria and an evaluation process of its choice.
4. **TENURE.** The Director shall not be deemed to be granted tenure in such capacity, but shall be deemed to have been granted continuing tenure as an active classroom teacher per applicable Indiana Code.
5. **SALARY.** The Board shall pay the Director an annual salary of \$106,050.00 in equal installments.
6. **I.S.T.R.F.** The Board shall contribute the Director's share of the contribution to the Indiana State Teachers' Retirement Fund.
7. **HEALTH, VISION, AND DENTAL INSURANCE.** The Board shall pay the premiums minus \$1.00 of a Dental, Vision, and PPO Plan medical policy, not to exceed the maximum employer contribution allowable under Indiana law. If the Director chooses a HDHP/HSA Plan, the Board shall place the cost difference between the PPO Plan and chosen HDHP/HSA Plan into the employee's HSA. The Board Contribution may not exceed the allowable IRS limit. Half of the board contribution will be made in January and half in July.
8. **LONG-TERM DISABILITY INSURANCE.** The Board shall pay for a long-term disability insurance policy that provides a monthly benefit of two-thirds of base salary.
9. **LIFE INSURANCE.** The Board shall pay the premium for a group life insurance policy for the Director in the amount of \$100,000.00 for natural death and \$200,000.00 for accidental death.
10. **RETIREMENT ANNUITY.** The Director shall receive annually a tax-deferred annuity in an amount equal to 2.5 percent of the base salary.

11. WORK DAYS AND HOLIDAYS. The contract shall be 260 days and include the following holidays:
- New Year's Day
 - President's Day
 - Good Friday
 - Memorial Day
 - Independence Day
 - Labor Day
 - Thanksgiving Day
 - The Friday following Thanksgiving
 - Christmas Eve
 - Christmas Day
12. VACATION DAYS. The Director shall receive 25 vacation days annually.
13. PERSONAL BUSINESS LEAVE. The Director may use vacation days for the conduct of personal business on days on which school is in session. No other contract category for this type of leave is applicable.
14. BEREAVEMENT DAYS. The Director shall be entitled to a maximum of five days of bereavement leave annually for deaths in his immediate family and two days for extended family members.
15. SICK LEAVE. The Director shall be entitled to 12 days annually for personal and family illness. Unused sick days may be accumulated to a maximum of 200.
16. PROFESSIONAL DUES. The Board shall pay professional dues annually for the Director's membership in two professional organizations of his choice.
17. MILEAGE REIMBURSEMENT. The Director shall be reimbursed for official travel at the prevailing Internal Revenue Service rate.
18. PROFESSIONAL LIABILITY. The Board agrees that it shall defend, hold harmless, and indemnify the Director for any and all demands, claims, suits, actions, and legal proceedings brought against the Director in his official capacity as agent and employee of the Board, provided the incident arose while the Director was acting within the scope of his employment and in accordance with Board policy and applicable law. The Board shall provide public liability insurance for the Director to cover legal expenses in defense of claims and payment of judgments resulting from his functioning as Director and will reimburse him for any portion of such expense and judgment not covered by insurance. In no case shall individual Board members be considered personally liable for indemnifying the Director against such demands, claims, suits, actions, and legal proceedings.

In witness whereof the Board and the Director have hereunto set their hands this 10th day of November, 2020.



Alex Brewer



Karl Galey, Board President