

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 **SPRINGS VALLEY COMM SCHOOLS** ("Corporation") and **TREVOR B APPLE** ("Teacher"). **TREVOR B APPLE** 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 **January 01, 2024** and ending on **December 31, 2024**. 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 **240.00** 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 **\$114,900.00** 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 **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 11 day of March, 2024.

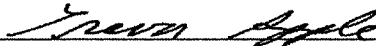
Teacher:

School Corporation by:




President

Attested:



Superintendent



Secretary

ADDENDUM TO SUPERINTENDENT'S CONTRACT
BETWEEN
SPRINGS VALLEY COMMUNITY SCHOOL CORPORATION
AND
DR. TREVOR APPLE

Pursuant to I.C.20-28-8-6, the Board of Trustees of Springs Valley Community School Corporation of Orange County, Indiana, hereinafter referred to as "School," and Trevor Apple, hereinafter referred to as "Superintendent" agree to the following addendum to the Regular Teacher's Contract of even date herewith between School and Superintendent of Schools from January 1, 2024 through December 31, 2026 in the Springs Valley School Corporation, which said Addendum does now become a part of the contract between the parties.

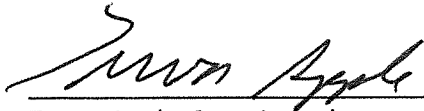
School and Superintendent agree that Superintendent shall fulfill those duties of Superintendent of Schools as by statute and Board Policy provided.

School and Superintendent agree:

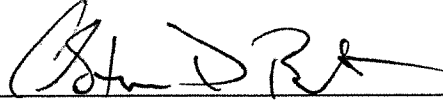
1. Dr. Apple's January 1, 2024 through December 31, 2026 contracts shall be \$114,900 yearly.
2. Each of the yearly contracts consist of 240 days which includes 16 vacation days and 20 sick days within the 240-day annual contract.
3. Due to the nature of the position of Superintendent of Springs Valley Schools it may be necessary for the Superintendent to work weekends, holidays, during school breaks, summer time and other hours deemed as irregular. Because of this the Superintendent's contract does not identify specific days that are to be worked. The specified days worked during the year shall not necessarily correspond to the teacher's calendar, but shall be determined by the Superintendent or the Board based upon events and other conditions that may necessitate the need to work on any given day. Any day worked during the year shall be counted towards the 240 day contract.
4. The 2024, 2025, and 2026 contracts will be considered fulfilled when days worked plus vacation days used, equal or exceed 240 days. Days worked also includes days used for sickness, bereavement, and personal leave.
5. It is also agreed that in addition to the salary specified in this contract the School will reimburse the Superintendent for expenses incurred in the performance of his duties. The School recognizes that professional growth is important to the position of Superintendent and encourages the Superintendent to belong to regional, state, and national superintendent organizations and to attend regional, state, and national meetings. Expenses incurred for these activities and memberships will be paid for or reimbursed to the Superintendent by the School. The activities must be approved by the School in advance.

6. It is also agreed between the parties that the School will pay any dues associated with or required by the State and National Superintendents' Association and other educational organizations of which the Superintendent becomes a member.
7. Mileage shall be paid as indicated in the Master Contract. Meals, lodging, registrations, etc. shall be paid for school business.
8. The School will provide the Superintendent with all benefits provided to certified personnel as spelled out in the Master Contract for teachers.
9. The School agrees to pay the Indiana State Teacher's Retirement deduction payable on the gross salary of the Superintendent during the lifetime of this contract.
10. In the event the Superintendent retires as Superintendent, having fulfilled all the requirements for retirement stated in the Master Contract with the teachers, and upon retirement, the benefits received by the Superintendent, including, but not limited to rights under the Bridge to Social Security, severance pay, and related benefits shall be no less than the provisions of the contract last settled between the School Corporation and the Classroom Teachers' Association prior to the retirement date of the Superintendent. In the event the settlement of the Master Contract, covering the date of retirement, when made, is superior in benefits to the contract it replaces, then the contract as settled shall take precedence. If the benefits are lesser in the later settled contract, then the terms and provisions of benefits in the prior contract shall control.
11. The School Corporation shall contribute 3% of the Superintendent's salary on an annual basis to a 401(A) plan and a 1% contribution to a VEBA account subject to the terms and conditions of those plans as stated in the Master Contract.
12. The Board shall defend, hold harmless, and indemnify Superintendent Trevor Apple from any and all demands, claims, suits, actions, or legal proceedings brought against him, either in his official capacity as agent or employee of the Board or in his individual capacity, provided the incident arose while he was acting within the scope of his employment with the Board. All actions, choices, and decisions made, which are customarily and usually considered within the authority and responsibility of an Indiana public school superintendent, or which were made under apparent authority of statute or applicable common law or were specifically or impliedly authorized by the Board, shall be considered within the scope of employment for purposes of this provision. This provision shall require the Board to pay all legal fees, court costs, and any and all other litigation costs directly, or to reimburse Superintendent Apple for any such fees, costs, or expenses necessary to defend himself from any and all such demands, claims, suits, actions or legal proceedings brought against him for actions, choices, decisions, or omissions made while an employee of the School Corporation unless Superintendent Apple was clearly acting outside the scope of his employment as defined above. This hold harmless

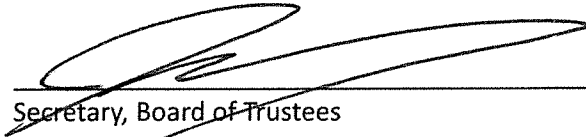
indemnification provision shall continue after severance or termination of the employment relationship.



Trevor Apple, Superintendent



President, Board of Trustees



Secretary, Board of Trustees

Date: 3-11-2024