

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 20-8-6-4(b).

This regular teacher contract ("Contract") is by and between the governing body of the Tri-Township Consolidated School and Alissa Clemons. Alissa Clemons 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 on **July 1, 2025** and ending on **June 30, 2027**. 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 **210 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 hours/day**. 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 **\$80,000** 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 canceled 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 23 day of June, 20 25

Teacher

School Corporation by:

Alissa Clemons Jim C. Kiser
President

Attested:

Bonnie Moore
Superintendent

[Signature]
Secretary

PRINCIPAL'S CONTRACT ADDENDUM
Tri-Township Consolidated School Corporation
210 days (185 student days & 25 days directed by the Superintendent)

1. **TERMS:** This addendum made & formalized July 1, 2025 between Tri-Township Consolidated School Corporation (Employer) and Alissa Clemons (Principal). The Employer and the Administrator hereby mutually agree to the following term which shall supplement the terms set forth in the Regular Teachers Contract executed this 1st day of July, 2025, by the Employer and the Administrator. The contract amount for each year may be adjusted based on performance and in accordance with any raises given to certified staff in the agreed upon master teacher contract. No increase may be given without an evaluation result of Effective or Highly Effective. The salary is subject to state law and limitations, including the corporation's need to avoid deficit spending. Any proposed increases for year 1 or year 2 will be decided by the Superintendent and approved by the School Board.
2. **BENEFITS:** The Principal shall be entitled to all the benefits, including fringe benefits, applicable to other administrative and certified staff.
3. **INSURANCE PACKAGE:** The Board will provide enrollment in a fully paid insurance package of health/medical prescription, dental and vision plans equal to those received by the certified and administrative staff.
4. **LIFE INSURANCE:** The Board will provide and pay for enrollment in a term life insurance plan with AD&D in the amount of \$100,000.
5. **LONG TERM DISABILITY:** The board will provide a long-term disability plan during the terms of this contract.
6. **VACATION/HOLIDAY DAYS:** The Principal is eligible for the following holidays: Labor Day, Memorial Day, Christmas Eve, Christmas Day, New Years Eve, New Years Day, Thanksgiving Day, The Day after Thanksgiving, Good Friday, and 4th of July
When schools are closed to students and teachers for traditional observances of holidays and vacations as mentioned in the contract, administrative personnel are not expected to be in attendance.
7. **SICK AND PERSONAL LEAVE:** In order to protect the Principal he will receive seven (7) days for each year thereafter for sick leave which may be accumulated. Each year the Principal will receive two (2) days of personal leave. Unused personal leave days will be transferred to accumulated sick leave days.
8. **BEREAVEMENT LEAVE:** A bereavement leave extending for not more than five (5) consecutive days shall be allowed immediately after the death of a spouse, child, parent, grandparent, brother, sister, father-in-law, mother-in-law, son-in-law, daughter-in-law, aunt, uncle, niece, nephew, brother-in-law, sister-in-law, grandparent of spouse, or a person living in

the same home as part of the family. These days will not be deducted from the accumulated sick leave. Bereavement leave for any other relationship must be approved by the Superintendent.

9. TECHNOLOGY STIPEND: The Board will pay to the Principal a yearly stipend of \$900.

10. CONFERENCES: The Principal may attend professional conferences upon approval of the Superintendent.

11. MILEAGE: The Superintendent agrees to reimburse the Principal for mileage incurred for school business outside of the district upon the submission of a properly executed and documented mileage claim each school year of this contract. The federal mileage rate is determined by the IRS and is adjusted each year.

12. PROFESSIONAL LIABILITY: The Board agrees that it shall defend, hold harmless, and indemnify the Principal from any and all demands, claims, suits, actions, and legal proceedings brought against the Principal in either her official or individual capacity. Provided the incident arose while the Principal was acting within the scope of her employment and excluding criminal litigation and such liability coverage is within the authority of the Board to provide under State Law.

13. INTERPRETATION OF CONTRACT: This agreement shall be construed to be an addendum to any Regular Teacher's Contract executed between the parties as required by applicable law, except that any monetary consideration set forth in this agreement shall be deemed superseded by the monetary terms and conditions set forth in any Regular Teacher's Contract to the extent addressed by said contract.

14. SAVING CLAUSE: If, during the term of this contract it is found that a specific clause of the contract is illegal in federal or state court, the remainder of the contract not affected by such ruling, shall remain in full force and effect.

IN WITNESS WHEREOF, Tri-Township Consolidated School Corporation, LaPorte County, Indiana has caused to be affixed hereto its official name and seal and signatures of its trustees.

Agreed this 23 day of June, 2025.

Teacher

Alissa Clemons

School Corporation by:

Jim A. Bus
President

Attested:

Camela Moore
Superintendent

James
Secretary