

## ADMINISTRATIVE CONTRACT

This regular administrative contract ("Contract") is by and between the governing body of the **North White School Corporation** ("Corporation") and **Elizabeth Dean** ("Administrator") Elizabeth Dean is an Administrator defined in Ind. Code 20-18-2-22.

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

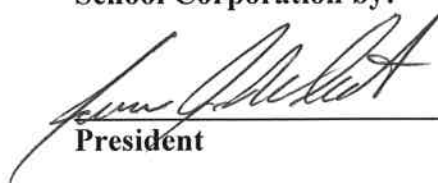
1. The Administrator shall work in the schools of the Corporation for the school term, beginning **August 6, 2019** and ending on **June 30, 2021**.
2. The school term described in paragraph 1 immediately above for service under this Contract consists of **210** days.
3. The Corporation shall pay the Administrator for services under this Contract the total salary of **\$63,000.00** during the school year.
4. The corporation shall pay this amount **in 26** installments on a **Bi-weekly basis**.
5. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(e) pursuant to the procedures set forth in Ind.Code 20-28-7.5-2 and Ind.Code 20-28-7.5-3.
6. This Contract is a public record pursuant to Ind.Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this 9<sup>th</sup> day of **September, 2019**.

**Administrator**



**School Corporation by:**



**President**

**Attested:**



**Superintendent**



**Secretary**

**\*\*TECHNOLOGY STIPEND 2017-2018\*\*\* \$360.00 This is in addition to the salary of \$63,000.00 that is stated above.**

# ADMINISTRATIVE CONTRACT

This regular administrative contract ("Contract") is by and between the governing body of the **North White School Corporation** ("Corporation") and **Andrew Hawk** ("Administrator") Andrew Hawk is an Administrator defined in Ind. Code 20-18-2-22.

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

1. The Administrator shall work in the schools of the Corporation for the school term, beginning **July 17, 2019** and ending on **June 30, 2021**.
2. The school term described in paragraph 1 immediately above for service under this Contract consists of **220** days.
3. The Corporation shall pay the Administrator for services under this Contract the total salary of **\$69,740.00** during the school year.
4. The corporation shall pay this amount in **26** installments on a **Bi-weekly basis**.
5. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(e) pursuant to the procedures set forth in Ind.Code 20-28-7.5-2 and Ind.Code 20-28-7.5-3.
6. This Contract is a public record pursuant to Ind.Code 20-28-6-2(d) and Ind.

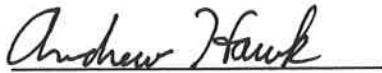
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Code 5-14-3.

Agreed this **9<sup>th</sup>** day of **September**, 2019.

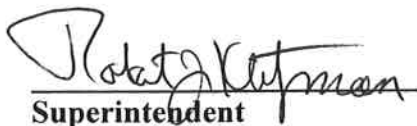
**Administrator**

**School Corporation by:**

  
\_\_\_\_\_

  
\_\_\_\_\_ **President**

**Attested:**

  
\_\_\_\_\_ **Superintendent**

  
\_\_\_\_\_ **Secretary**

**\*\*TECHNOLOGY STIPEND 2017-2018\*\* \$360.00 This is in addition to the salary of \$69,740.00 that is listed above.**

## ADMINISTRATIVE CONTRACT

This regular administrative contract ("Contract") is by and between the governing body of the **North White School Corporation** ("Corporation") and **S.Scott VanDerAa** ("Administrator") Scott VanDerAa is an Administrator defined in Ind. Code 20-18-2-22.

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

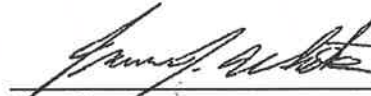
1. The Administrator shall work in the schools of the Corporation for the school term, beginning **July 18, 2019** and ending on **June 30, 2022**
2. The school term described in paragraph 1 immediately above for service under this Contract consists of **220** days.
3. The Corporation shall pay the Administrator for services under this Contract the total salary of **\$87,720.00** during the school year.
4. The corporation shall pay this amount **in 26** installments on a **Bi-weekly basis**.
5. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(e) pursuant to the procedures set forth in Ind.Code 20-28-7.5-2 and Ind.Code 20-28-7.5-3.
6. This Contract is a public record pursuant to Ind.Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this **9<sup>th</sup> day of December, 2019**

**Administrator**



**School Corporation by:**



**President**

**Attested:**



**Superintendent**



**Secretary**

**\*\*TECHNOLOGY STIPEND 2019-2020\*\*\* \$360 This is in addition to the salary of \$87,720.00 that is stated above.**



## ADMINISTRATIVE CONTRACT

This regular administrative contract ("Contract") is by and between the governing body of the **North White School Corporation** ("Corporation") and **Mark Woodcock** ("Jr-Sr High Athletic Director/Administrator Asst.") Mark Woodcock is an Athletic Director/Administrator Asst. as defined in Ind. Code 20-18-2-22.

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

1. The Administrator shall work in the schools of the Corporation for the school term, beginning **July 17, 2019** and ending on **June 30, 2022**.
2. The school term described in paragraph 1 immediately above for service under this Contract consists of **200** days.
3. The Corporation shall pay the Administrator for services under this Contract the total salary of **\$69,615.00** during the school year.
4. The corporation shall pay this amount **in 26** installments on a **Bi-weekly basis**.
5. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(e) pursuant to the procedures set forth in Ind.Code 20-28-7.5-2 and Ind.Code 20-28-7.5-3.
6. This Contract is a public record pursuant to Ind.Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this **9<sup>th</sup>** day of **December, 2019**.

**Administrator**



**School Corporation by:**



**President**

**Attested:**



**Superintendent**



**Secretary**

**\*\*TECHNOLOGY STIPEND 2019-2020\*\* \$600.00 This is in addition to the salary of \$69,615.00 that is stated above.**

# REGULAR TEACHER CONTRACT

This regular teacher contract ("Contract") is by and between the governing body of the **North White School Corporation** ("Corporation") and **NICHOLAS G. ECCLES**. ("Administrator") Nicholas G. Eccles is an Administrator defined in Ind. Code 20-18-2-22.

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

1. The Administrator shall work in the schools of the Corporation for the school term, beginning **October 21, 2019** and ending on **June 30, 2021**.
2. The school term described in paragraph 1 immediately above for service under this Contract consists of **442** days.
3. The Corporation shall pay the Administrator for services under this Contract the total salary of **\$175,950.00**.
4. The corporation shall pay this amount in **44** installments on a bi-weekly basis.
5. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(e) pursuant to the procedures set forth in Ind.Code 20-28-7.5-2 and Ind.Code 20-28-7.5-3.
6. This Contract is a public record pursuant to Ind.Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this 14th day of October, 20 19.

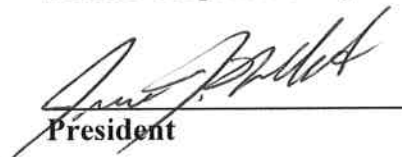
**Administrator**



**Attested:**

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**Superintendent**

**School Corporation by:**



**President**



**Secretary**



# NORTH WHITE SCHOOL CORPORATION

Dr. Robert Klitzman - Interim Superintendent Mrs. Karen Pflедderer – Corporation Secretary  
Mr. W. Dean Cook –Dir of Trans/Bdgs/Grnds Mrs. MariAnne Rowlands – Transportation Sec.  
Mrs. Emma Conwell - Treasurer

402 E Broadway St – Monon, Indiana 47959 – (219) 253-6618 – Fax (219) 253-6488

**BOARD OF SCHOOL TRUSTEES  
NORTH WHITE SCHOOL CORPORATION  
402 E. Broadway Street  
MONON, IN 47959**

**PUBLIC HEARING**

On Monday, October 7, 2019 at 7:00 p.m. in the Board Room at 402 E. Broadway Street, Monon, IN 47959, the North White School Board will meet to discuss and hear public objections to and support for the Superintendent’s contract. (Superintendent Contract Details & Compensation Summary is listed in the chart below) Pursuant to Ind. Code 20-26-5-4.3

**Superintendent Contract Details & Compensation Summary**

Superintendent Name: Nicholas G. Eccles

Contract Start Date: October 21, 2019

End Date: June 30, 2021

Contract Detail &/or Cost Item	October 21, 2019- June 30, 2020	July1, 2020- June 30, 2021
Length of Contract	182	260
Extension of Length Provision	NA	NA
Basic Salary	\$72,450	\$103,500
Added Basic Salary As Performance Incentive & Triggering Event	Not to Exceed \$3,500	Not to Exceed \$5,000
Board Cost for Health Insurance	\$16,212	\$23,160
Board Cost for Dental Insurance	0	0
Board Cost for Vision Insurance	\$89.38	\$127.68
Board Cost for LTD Insurance	0	0
Board Cost for Life Insurance	\$114.66	\$163.80
Employee ISTRF Assumed by Board	\$2,173.50	\$3105
Board ISTRF Contribution	\$5,433.75	\$7762.50
Board Contribution to Added Retirement Savings: Section 401a	\$1,449	\$2070
Section 403b	\$3,500	\$5,000
Section 457	0	0
Voluntary Employee Benefit Association (VEBA)	0	0
Additional Years of ISTRF Service Credit Purchased	0	0
Board Cost for Business & Professional Expenses Including Seminars & Travel	Not to Exceed \$7,000	Not to Exceed \$10,000
Board Cost for Auto Expense	0	0
Moving & Relocation Expenses	0	0
Board Cost for Cell & Internet Data Access & Communication	Not to Exceed \$1,400	Not to Exceed \$2,000
Severance or Retirement Incentives That Vest & Are Not Subject to Risk of Forfeiture.	0	0
Board Costs Not Addressed Above	N/A	N/A
“Actual monetary value of the contract, benefits, and any additional forms of compensation for each year of the contract.	\$113,322.29	\$161,888.98



**North White School Corporation**  
402 EAST BROADWAY STREET  
MONON, IN 47959

**ADDENDUM TO THE EMPLOYMENT CONTRACT BETWEEN  
NICHOLAS G. ECCLES AND THE NORTH WHITE SCHOOL CORPORATION**

WHEREAS, the North White School Corporation and Nicholas G. Eccles have agreed to enter into an employment relationship whereby the said Nicholas G. Eccles will serve as Superintendent of the North White School Corporation and:

NOW THEREFORE, the consideration of the mutual covenants contained herein, and in the regular teacher's contract, the Parties agree as follows:

1. **Term:** The North White School Corporation hereby employs and designates Nicholas G. Eccles as Superintendent of Schools for a period of twenty (20) months beginning October 21, 2019 thru June 30, 2021.

**Fringe Benefits for Position of Superintendent Only for the twenty (20) month Term of this Agreement:**

- a. **Vacation** – Thirty-four (34) days of paid vacation.
  - b. **Sick Days** – Twenty (20) days of paid sick leave. The Superintendent shall have the option first being employed to transfer 100 days of sick leave accumulated with his/her most recent employer. Sick leave shall accumulate from year to year if unused up to a total of 180 sick leave days.
  - c. **Personal Days** – Five (5) days of personal leave.
  - d. **Holidays** - Twenty-one (21) days when the school corporation offices are closed.
  - e. **Transportation** – The Corporation shall pay mileage at the current IRS mileage rate.
  - f. **Expenses** – Reimbursement of expenses incurred while on approved travel, including the cost of registration, meals, lodging, and transportation necessitated by the event.
  - g. **Health Insurance** – The board shall pay all but one dollar (\$1.00) of the cost of the Superintendent and his/her eligible dependents' coverage by the group health provided by the school corporation.
  - h. **Life Insurance** – The Corporation shall pay the cost of the annual premium, less four dollars (\$4.00), for group life insurance with a face amount of \$105,000.00.
  - i. **Retirement Fund** – The Corporation shall pay the employee's contribution to the Indiana State Teachers Retirement Fund.
  - j. **Dues** – The Corporation shall pay the annual dues for membership to AASA, IASSP, ASCD and IASBO and any other relevant association.
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**k. Education** – The Corporation shall pay any mileage at the current IRS mileage rate.

**l. Annuity** - \$8,500.00 for section 403(b) for the length of the contract (AND) \$3,519.00 for section 401(a) for the length of the contract.

**m. Incentive Pay** – Additional compensation may be available based upon specific criteria as set forth by the school board for improvements and achievement based upon the superintendent's performance evaluation.

**n. Technology** – The Corporation pays up to \$3,400 for cell phone, computer, and internet access for the use of corporation business only during the length of the contract.

**o. Termination by Board** - This contract may be terminated unilaterally without cause by the board with 30 days written notice to the superintendent. In the event this contract is terminated by the board without cause, the board shall pay the superintendent an amount equal to one year of salary at the time of the termination (\$103,500).

**p. Termination by Superintendent** - The superintendent may terminate this agreement by resignation or retirement during the term of this agreement. If the superintendent resigns, the board must agree to the resignation. The board's agreement to the resignation is conditioned upon the superintendent agreeing to pay the board as liquidated damages the amount of \$10,000 prior to his last day of employment or within 30 days of his last day of employment.

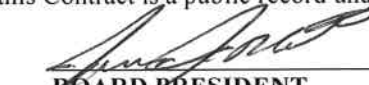
**q. Non-Competition** - The Superintendent agrees to not take any administrative position of employment, including but not limited to the position of superintendent, with any school corporation, public or private, located within White County, Benton County, Jasper County, Pulaski County, Cass County, Carroll County and Tippecanoe County, at any time during the term of this agreement or at any time within a period of three (3) years from and after the date of its termination. In the event of a breach thereof by the Superintendent, the School Corporation shall be entitled to all damages allowable by law, including but not limited to reimbursement of any and all attorney fees incurred by the School Corporation with respect to the enforcement of this agreement. In addition, because the parties acknowledge that monetary damages may not provide an adequate remedy, the School Corporation shall also be entitled to injunctive relief, or other equitable relief, prohibiting such employment.

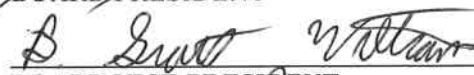
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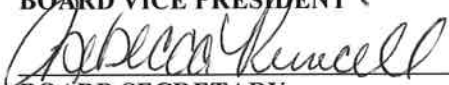


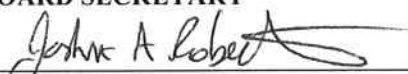
2. **Contract as a Public Record:**


The Parties agree that this Contract is a public record under the Indiana Public Records Law, Indiana code 5  
14-3.


  
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**BOARD PRESIDENT**

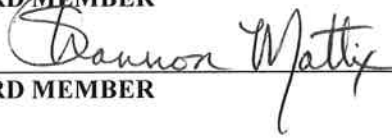
  
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**BOARD VICE PRESIDENT**

  
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**BOARD SECRETARY**

  
\_\_\_\_\_  
**BOARD MEMBER**

  
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**BOARD MEMBER**

  
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**BOARD MEMBER**

  
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**BOARD MEMBER**