

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 **NEW ALBANY-FLOYD COUNTY CONS. SCHOOL CORP.** ("Corporation") and **BRADLEY J SNYDER** ("Teacher"). **BRADLEY J SNYDER** 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, 2017** and ending on **JUNE 30, 2018**. *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 **8.00**. *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 **\$152,988.00** 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 30TH day of JUNE, 2017.

Teacher

Bradley J. Snyder

School Corporation by:

Rebecca J. Gardner
President

Attested:

BA Hibbard
Superintendent

Donna J. Corbett
Secretary

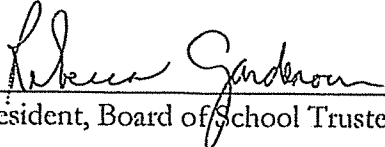
NEW ALBANY-FLOYD COUNTY CONSOLIDATED SCHOOL CORPORATION

DEPUTY SUPERINTENDENT
ADDENDUM to 2016 – 2018 CONTRACT

This Addendum is made a part of the Regular Teacher's Contract (the "Contract") by and between the New Albany-Floyd County Consolidated School Corporation (the "School Corporation") acting through its Board of School Trustees (the "Board"), and Bradley J. Snyder (the "Deputy Superintendent") herewith and constitutes a part of the Contract. This Addendum and the Teacher's Contract shall be referred to collectively herein as the "Contract." To the extent this Addendum contradicts the Teacher's Contract and / or the Master Contract, then, this Addendum shall supersede those contracts. In consideration of the mutual promises and obligations set forth in the Contract, the parties agree as follows:

1. In consideration of the salary and benefits provided to the Deputy Superintendent under the terms of this Contract, the Deputy Superintendent agrees to perform services as Deputy Superintendent at a professional level of competency as required by this Contract, state law, and the policies of the Board as modified or changed from time to time. The Deputy Superintendent's position is unique and the Deputy Superintendent will not be transferred or reassigned by the Board to another position without mutual consent. The Contract may be cancelled by the Board for any reason provided by law for the cancellation of the contract of an established teacher. The same procedure provided by law for cancellation of the contract of an established teacher shall apply.
2. Contract Length -- This Contract shall be for twenty - four (24) consecutive months. Beginning July 1, 2016 and ending on June 30, 2018 and it shall consist of approximately two hundred and sixty (260) paid days per year. Indiana Code and the School Board Policy Manual shall govern any notice of non-renewal and subsequent due process. Said contract may be altered, modified or rescinded in favor of a new contract at any time by mutual consent between the Board of School Trustees and the Employee.
3. Base Salary: As payment for the services rendered by the Deputy Superintendent on behalf of the Board pursuant to this Agreement, the Board shall pay the Deputy Superintendent an annual base salary of One Hundred Twenty-Five Thousand and Five Hundred and Thirty - Eight dollars (\$125,538.00) ("Base Salary") for each year of employment beginning on July 1, 2016 and thereafter, unless mutually agreed upon by the parties. This amount shall be payable in approximately equal installments on the pay date schedule established by the Board on behalf of certificated employees.
4. Life Insurance -- The Deputy Superintendent will be provided with a Universal Life Insurance policy with a death benefit of \$130,000. As separate accidental death benefit will remain as a term rider. The Universal policy will include a split-dollar agreement in which the Board will retain ownership of the policy and will receive a refund of paid premium in the event of death of the Administrator. The Board will make a premium payment each year of employment.
5. Annual Physical Examination -- The Board requests that the Deputy Superintendent have a physical examination on an annual basis, and the Board will pay the full cost for each physical examination. The Deputy Superintendent will be allowed to choose his or her own physician for such physical examination.

6. Deferred Compensation Program -- As a component of the Deputy Superintendent's total compensation (base salary plus deferred compensation) as set forth within the Regular Teacher's Contract, the Deputy Superintendent, additionally agrees to salary reduction through this addendum by voluntarily contributing the amounts listed below to separate 403(b) and/or 457(b) plans. The amounts agreed to be paid into these deferred compensation plans are \$25,500 for 2016-2017 and \$25,500 for 2017-2018.
7. Vacation -- The Board shall provide the Deputy Superintendent with five (5) weeks of paid vacation.
8. Health Insurance -- The Board shall provide a group health insurance plan.
9. Cellular Telephone -- The Board desires that the Deputy Superintendent carry a cellular telephone. The Board will provide a stipend to the Deputy Superintendent for the monthly service fee in an amount agreed upon by the Deputy Superintendent and the Board.
10. Computer -- The Board shall provide the Deputy Superintendent with a personal computer and / or laptop along with accompanying peripherals.
11. Defense and Indemnification for Acts in Performance of Duties -- The Board agrees to provide the Deputy Superintendent with legal counsel, paid for by the Board, to defend, indemnify and hold harmless the Deputy Superintendent, to the fullest extent permitted by I.C. 20-5-2-2(16) and 34-13-3-5 or any other law, for any claim, demand, compromise, judgment, or settlement of a claim when the alleged act or omission giving rise to the claim or suit is within the scope of his position.
12. Governing Law and Severability Provision - This Contract is governed by the laws of the State of Indiana, and shall be subject to the provisions of any applicable state law governing the terms and conditions of an employment contract between a public school corporation and its superintendent. If, during the term of the Contract any specific clause or provision thereof is determined to be illegal or in conflict with state or federal law, the illegal or conflicting provision shall be deemed void. The remainder of the Contract shall not be affected and shall remain in full force and effect.



President, Board of School Trustees



Dr. Brad Snyder, Deputy Superintendent

INTERIM SUPERINTENDENT CONTRACT

The Board of School Trustees of the New Albany Floyd County Consolidated School Corporation (the "Board") and Dr. Bradley J. Snyder, Interim Superintendent of Schools (the "Interim Superintendent"), agree to this Interim Superintendent Contract (the "Contract") as follows:

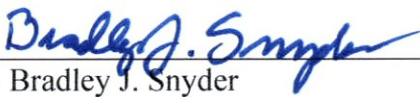
1. Salary and Benefits.
 - A. The School Corporation agrees to employ Dr. Bradley J. Snyder as the Interim Superintendent of Schools effective June 19, 2017 until such time as a permanent Superintendent is hired by the Board.

The School Corporation agrees to pay the Interim Superintendent \$750.27 a day, Monday through Friday, effective June 19, 2017. Such daily rate will continue until a permanent Superintendent is hired and the Interim Superintendent ceases to perform Interim Superintendent duties for the School Corporation. .
 - B. The Interim Superintendent will continue receiving all fringe benefits that he was receiving while employed in the position of Deputy Superintendent for the School Corporation.
2. The Interim Superintendent is responsible for and shall perform those functions as specified in the job description for the Superintendent position, as such may be amended from time to time by the Board. The Interim Superintendent shall be responsible to, and shall be subject to, the direct supervision of the Board. The Interim Superintendent is also responsible for complying with all directives of the Board which are authorized by official Board action.
3. Once the Board hires a permanent Superintendent and the Interim Superintendent's services cease, then the Interim Superintendent will return to the position of Deputy Superintendent for the School Corporation at the same salary and benefits that he was previously earning as Deputy Superintendent.
4. The Interim Superintendent and the Board stipulate and agree that all clauses and provisions of this contract are distinct and severable, and the Interim Superintendent and Board understand, and it is their intent, that in the event this Contract is ever held to be invalid or unenforceable (in whole or in part) as to any particular provision herein, all other provisions shall remain fully valid and enforceable.
5. The Board shall defend, hold harmless, and indemnify the Interim Superintendent 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 Interim Superintendent of Schools Contract is agreed upon and entered into this 24th day of July 2017.

INTERIM SUPERINTENDENT


Dr. Bradley J. Snyder

THE BOARD OF SCHOOL TRUSTEES
OF THE NEW ALBANY FLOYD
COUNTY CONSOLIDATED SCHOOL
CORPORATION


Rebecca Gardenour, Board President


Donna Corbett, Board Secretary