

**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 FAIRFIELD COMMUNITY SCHOOLS ("Corporation") and STEVEN W THALHEIMER ("Teacher"). STEVEN W THALHEIMER 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 2, 2016, and ending on January 1, 2019. *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 239 days. *Ind. Code 20-28-6-2(a)(3)(B)*
3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to Ind. Code 20-29-6-7, 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 \$107,100.00 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(e) 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 14th day of January, 2016.**

Teacher



Attested:



Superintendent

School Corporation by:



President



Secretary

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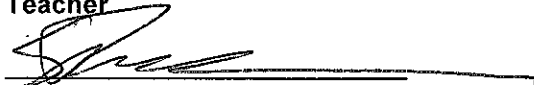
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In exchange for the Teacher's services described below, the Corporation and the Teacher agree that:

1. The Teacher shall teach in the schools of the Corporation for the school term, beginning January 2, 2019, and ending on January 1, 2022. *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 239 days. *Ind. Code 20-28-6-2(a)(3)(B)*
3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to Ind. Code 20-29-6-7, 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 \$110,000.00 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(e) 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 14th day of January, 2016.

Teacher

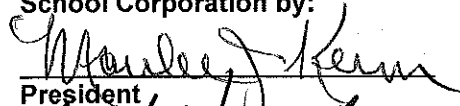


Attested:



Superintendent

School Corporation by:



President



Secretary

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## ADDENDUM TO SUPERINTENDENT CONTRACT

This Addendum is made and entered into as of the 14th day of January 2016, by and between Fairfield Community Schools ("Fairfield Schools") and Steven Thalheimer ("Mr. Thalheimer"). This Addendum is intended to supplement the terms set forth in the Regular Teacher Contract executed on this same date by Fairfield Schools and Mr. Thalheimer in connection with Mr. Thalheimer's employment as Superintendent of Fairfield Community Schools.

1. Term and Duties. Fairfield Schools employs Mr. Thalheimer as Superintendent of Fairfield Community Schools and Mr. Thalheimer accepts that employment for a term commencing on January 2, 2016 and ending on January 1, 2022. Mr. Thalheimer, shall perform the duties and discharge the responsibilities of Superintendent as required by Fairfield Schools from time to time.

2. Compensation. For the first three (3) years of this Addendum's term, Fairfield Schools shall pay Mr. Thalheimer an annual salary of One Hundred Seven Thousand One Hundred Dollars (\$107,100.00) payable in installments in accordance with Fairfield Schools' normal payroll practices. During the final three years of this Addendum's term, Fairfield Schools shall pay Mr. Thalheimer a salary of One Hundred Ten Thousand Dollars (\$110,000.00). Fairfield Schools may, but is not required to, consider increases in Mr. Thalheimer's annual salary after the first year of employment.

3. Benefits. Mr. Thalheimer shall be eligible for the employee benefits afforded to certified employees of Fairfield Schools pursuant to the collective bargaining agreement on conditions at least as favorable as the terms and conditions under which those benefits are available to those certified employees, as long as those benefits are not duplicative or similar to the benefits specifically set out herein. Without limiting the general description of benefits set out above, Mr. Thalheimer shall receive the following benefits under the terms below:

(a). Mr. Thalheimer and his family may participate in the medical insurance plan offered to school administrators and certified employees. Fairfield Schools shall pay the entire premium cost of such coverage for Mr. Thalheimer and his family except for One Dollar (\$1.00) per year to be paid by Mr. Thalheimer.

(b). Mr. Thalheimer may participate in the dental plan and long term disability insurance on the same basis as is provided for certified employees pursuant to the collective bargaining agreement.

(c). Mr. Thalheimer may participate in Fairfield School's group life insurance plan, which shall provide him death benefits in an amount equal to twice his annual salary. Fairfield Schools shall pay the entire premium of such coverage for Mr. Thalheimer except for One Dollar (\$1.00) per year to be paid by Mr. Thalheimer.

(d). Fairfield Schools may pay Mr. Thalheimer a performance stipend for any year of this contract in which he receives an overall evaluation rating of "Effective" or "Highly Effective". That stipend shall no exceed Five Thousand Dollars (\$5,000.00).

(e). For the first three (3) years of the contract, Fairfield Schools shall annually contribute on behalf of Mr. Thalheimer an amount equal to four percent (4%) of his salary to a tax sheltered annuity or custodial account as directed by Mr. Thalheimer. For the years four (4) through six (6) of the contract, the contribution will be six percent (6%) of his salary.

(f). Fairfield Schools shall annually contribute on behalf of Mr. Thalheimer, an amount equal to three percent (3%) of his salary to the Indiana State Teacher's Retirement Fund.

(g). Fairfield Schools shall annually contribute on behalf of Mr. Thalheimer an amount equal to one percent (1%) of his salary to a 401(a) plan account, which contributions shall be made quarterly on a proportionate basis. Mr. Thalheimer is vested in that account at 33 1/3% after having already reached four (4) years of employment with Fairfield Schools. He shall be vested at 66 2/3% after eight (8) total years of employment with the district; and 100% after twelve (12) total years of employment.

(h). Sick leave and personal leave shall be available to Mr. Thalheimer on the same basis as is provided for certified employees pursuant to the collective bargaining agreement, except that Mr. Thalheimer shall be entitled to five (5) personal leave days each year.

(i). Fairfield Schools shall pay Mr. Thalheimer Thirty Dollars (\$30.00) for each accumulated, unused sick day upon his retirement provided that he has at least twelve (12) years of employment with Fairfield Schools and the number of accumulated,

unused sick days for which he receives payment shall not exceed the maximum limited set out in Fairfield Schools' collective bargaining agreement. Fairfield Schools shall pay for those accumulated, unused sick days by making a single deposit into Mr. Thalheimer's tax sheltered annuity within thirty (30) days of the effective date of Mr. Thalheimer's retirement.

(j). Mr. Thalheimer shall be annually entitled to four (4) weeks of paid vacation. Mr. Thalheimer is expected to take the full amount of his vacation each year, unless prevented by Fairfield Schools' business needs. Mr. Thalheimer may accumulate up to two (2) weeks of unused paid vacation. Mr. Thalheimer shall not accrue any paid vacation for partial years of employment. Mr. Thalheimer is not entitled to be paid for any unused vacation time unless specifically approved by Fairfield Schools' Board of Trustees.

(k). Mr. Thalheimer shall receive \$325.00 equipment allowance paid semi-annually. This allowance shall not exceed \$650.00 per year and is not included in the contracted salary amount in Section 2 of this Addendum. If Mr. Thalheimer were to leave employment with Fairfield Schools, he shall be required to refund any amount of this advanced allowance payment pro-rated from the date of leaving.

(l). Mr. Thalheimer shall receive a \$1,250 automobile allowance paid semi-annually. This allowance shall not exceed \$2,500 per year and is not included in the contracted salary amount in Section 2 of this Addendum. If Mr. Thalheimer were to leave employment with Fairfield Schools, he shall be required to refund any amount of this advanced allowance payment pro-rated from the date of leaving. Additionally, Mr. Thalheimer shall be provided reimbursement for mileage based on the current IRS rate for travel.

(m). For the first three (3) years of the contract, Mr. Thalheimer shall receive a professional development allotment of up to \$6,000.00 each year for his continued professional growth.

(n). Mr. Thalheimer shall receive other benefits that are available pursuant to Fairfield Schools' board policy, from time to time.

4. Grounds for Dismissal/Termination of Addendum. The grounds for dismissal of Mr. Thalheimer shall be limited to those permitted under Indiana law. This Addendum and Mr. Thalheimer's assignment as a superintendent may be terminated only as permitted

under Indiana law. Without limiting the foregoing, Mr. Thalheimer's employment may be terminated by mutual agreement of the parties or by Mr. Thalheimer's retirement, death or disability.

If the Addendum is terminated or Mr. Thalheimer leaves the employment of Fairfield Schools prior to the completion of this six year term, Mr. Thalheimer shall repay a pro-rated portion of his professional development allotment. This payment shall be made in twenty-four (24) equal monthly payments beginning the first day of the first month following the resignation or termination date. Any late payments will bear interest from the date the payment was due until paid at the statutory interest rate of 8%. Failure to make any monthly payment in a timely manner in the proper amount shall cause the full amount to become immediately due and payable. If an action is brought for collection of these payments, Mr. Thalheimer shall pay all reasonable attorneys' fees and costs of Fairfield Schools.

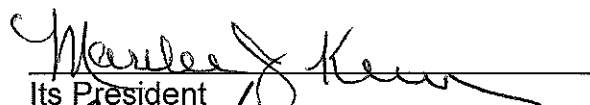
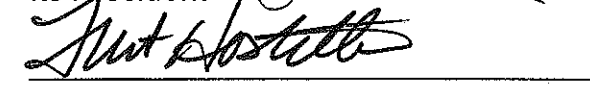
IN WITNESS WHEREOF, the parties have executed this Addendum and Teachers Contract as of the date and year first written above.

"Mr. Thalheimer"

  
Steven Thalheimer

"Fairfield Schools"

Fairfield Community School Corporation  
Board of School Trustees:

  
Its President  
  
Its Secretary

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