

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)

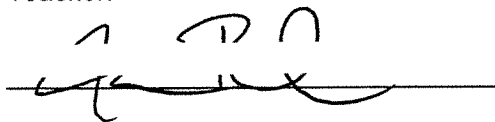
This regular teacher contract ("Contract") is by and between the governing body of the **Southeast Dubois County School Corporation** ("Corporation") and **JAMIE L. PUND** ("Teacher"). **JAMIE L. PUND** is a teacher as defined in Ind. Code 20-18-2-22.

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

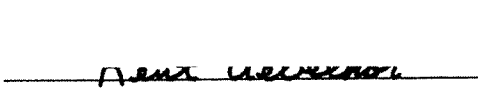
1. The Teacher shall teach in the schools of the Corporation for the school term beginning **July 01, 2025** and ending on **June 30, 2026**. Ind. Code 20-28-6-2(a) (3) (A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **260.00** days. Ind. 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 **7.50**. 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 **\$124,500.00** 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 **Bi-weekly 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 **10th** day of **December, 2025**.

Teacher:

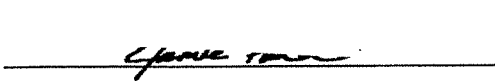


School Corporation by:

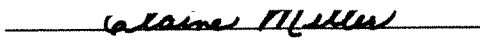


President

Attested:



Superintendent



Secretary

Southeast Dubois County School Corporation
Superintendent Contract - July 1, 2025-June 30, 2029

- A. Your contract is for a four (4+) year period (2025-2029) with the following salary: \$122,000. Beginning 2025-26, the Board has the discretion to increase up to 5% of the Superintendent's base salary.
- B. Annual contract days: 260 days per year with 20 days of paid vacation and 10 days of paid holidays.
- C. Contract term: Beginning on July 1, 2025 and concluding on June 30, 2029. This term is automatically extended on July 1, 2025 and each successive July 1 thereafter unless a party gives the other written notice on or before the preceding June 30 that the party does not agree to the automatic extension.
- D. Health/vision/dental insurance: The Corporation will pay the same amount as is provided by the Corporation to all other administrators toward the Superintendent's health, vision and dental insurance premiums.
- E. The Corporation will contribute the "IRS maximum amount for family" annually into the Superintendent's Health Savings Account.
- F. Stipend: For each year of employment, the Corporation will pay a stipend in an amount equal to a minimum of 12% of the Superintendent's base salary in effect at the time the deposit is made, which the Superintendent may elect to take in cash or deposit into an annuity. The stipend paid herein will be paid in equal installments throughout the 26 payrolls each contract year.
- G. In the event you wish to retire early from the Southeast Dubois County School Corporation, you may receive the same health insurance as elected, and dental and vision insurance as that received by the teachers currently employed by the Corporation as outlined in the Summary Plan Booklet. The Corporation shall make no financial contribution to this insurance from time of retirement from the school corporation until the early retiree is eligible for Medicare Benefits.
- H. In the event you wish to retire early (after age 55) from the Southeast Dubois County School Corporation, you shall be eligible to receive Term Life insurance in the face amount of one times the amount of insurance in effect on the day before becoming an early retiree (said benefit terminates at the beginning of the month in which the early retiree is eligible for Medicare Benefits). The Corporation shall make no financial contribution to this insurance with you paying the entire premium.
- I. Mileage for travel pertaining to school business shall be the "Mileage Reimbursement Rate" as approved for the teachers.
- J. The Corporation shall provide the employee Institutional Membership in the Indiana Association of Public School Superintendents and Indiana Association of School Business Officials

- K. The Corporation shall continue to pick up the mandatory percentage contribution of your Indiana State Teachers Retirement Fund
- L. The Corporation shall pay 3% of your salary into a 401a and into the VEBA account the corporation shall pay the same percentage of your salary as the school corporation pays for the teachers.
- M. Term Life insurance in the face amount of \$100,000. (\$1 per year)
- N. The Corporation will reimburse up to \$55 a month (\$660 per year) for cell phone.
- O. Indemnification: The School Corporation will defend and indemnify the Superintendent in legal actions involving incidents in which the Superintendent was legally acting within the scope of employment.
- P. Early Termination: Superintendent's contract may be terminated for cause prior to the end of its term.
- Q. Your previous contract is to become null and void upon the signing of the new contract.

SOUTHEAST DUBOIS COUNTY SCHOOL CORPORATION

Board of School Trustees

Kent Uebelhor, President

Kent Uebelhor

Elaine Miller, Secretary

Elaine Miller