

SUPERINTENDENT’S ADDENDUM TO CONTRACT OF EMPLOYMENT

This Superintendent’s Addendum to Regular Teaching Contract is approved and executed on the dates set forth below and is effective on the 1st day of July, 2026, by and between Western Boone County Community School Corporation (“School Corporation”), an Indiana public school corporation, and Kyle A. Whiteley (“Whiteley”). This writing sets forth the terms under which Whiteley is to be employed as the School Corporation’s Superintendent.

1. Duties and Responsibilities. During the term of this contract, Whiteley shall perform such duties and have such responsibilities as are typically performed by the superintendent of an Indiana public school corporation, those assigned to him as Superintendent by the School Corporation’s policy manual, and those delegated to Whiteley from time to time by the Board of School Trustees of the School Corporation (“Board”). Whiteley is required to obtain a temporary Indiana Superintendent’s license to serve in this position, will meet the legal requirements to obtain a permanent Superintendent’s license, and will maintain that license in effect so long as this contract is in effect. Once effective, this contract shall replace all previous employment contracts Whiteley has had with the School Corporation.

2. Contract Term; Automatic Extension. The initial term of this contract shall commence on July 1, 2026, and run for a period of three (3) years through June 30, 2029. The annual term shall consist of 240 working days. The contract will automatically roll over one additional year each July 1st unless before that date either the School Board or Superintendent provides written notice to the other of the intent the term is not to automatically roll over on the same terms. This contract may be terminated only by the expiration of the contract term, the

parties' execution of a new written agreement, the Superintendent's death or resignation, or cancelation for cause in accordance with the grounds and procedures set forth in Indiana law.

3. Base Salary. For the first year of this contract, Whiteley shall be paid a base salary of One Hundred Thirty-Eight Thousand Dollars (\$138,000) payable in twenty-six equal bi-weekly installments less applicable withholdings. The Board may in its discretion increase the annual salary, but it may not reduce the salary below this starting salary.

4. Insurance Coverage. The School Corporation shall pay all but One Dollar (\$1.00) of the annual premium cost of group health, term life, and long-term disability insurance coverage for Whiteley consistent with what the School Corporation provides its other administrative personnel. In addition to the group policy that currently provides One Hundred Thousand Dollars (\$100,000) of term life insurance coverage for administrators, the School Corporation shall arrange and pay the premium cost for Whiteley to be covered with an additional One Hundred Thousand Dollars (\$100,000) of term life coverage, provided Whiteley is insurable and cooperates in securing that additional coverage.

5. State Teacher's Retirement Fund. In addition to whatever amount is paid by the State to the Indiana Teacher's Retirement Fund, the School Corporation shall pay the additional sum required to bring the annual contribution to the state-required amount of Whiteley's base salary.

6. Retirement Plan Contributions. The School Corporation shall also contribute the sum of Nine Thousand Four Hundred Fifty Dollars (\$9,450) per year to a section 403(b) plan and Five Thousand Two Hundred Fifty Dollars (\$5,200) per year to a section 401(a) plan to be

established or maintained in effect for Whiteley's benefit in order to provide him with a tax-sheltered retirement plan. Such payments shall be made in accordance with School Corporation normal practice.

7. Holiday, Vacation, Sick Leave, and Personal Leave Days. Whiteley shall be entitled to such annual holiday, sick leave, and personal leave days as are allowed other School Corporation Administrators. In addition, Whiteley shall also have ten (10) paid vacation days per contract year. Any vacation days which remain unused in a contract year shall not carryover but instead paid annually at year-end to Whiteley at his daily rate determined by dividing his base salary by the annual number of contract days. Whiteley may retain his existing accumulated illness leave and accumulate additional unused illness leave days up to a maximum of two hundred forty (240) days.

8. Automobile Usage. The School Corporation shall provide Whiteley with a motor vehicle of the School Corporation's choosing and at its expense for Whiteley's use in performing School Corporation business. Personal use of this corporation-owned vehicle is permitted, but Whiteley shall accurately record any personal usage of the vehicle and report that usage to the School Corporation for its use in preparing Whiteley's annual W-2 form. Should the corporation-owned vehicle be unavailable and Whiteley use his personal vehicle in service to the School Corporation, the School Corporation shall reimburse Whiteley at the then-current IRS rate for actual mileage incurred in his personal vehicle in the performance of such services. Whiteley shall properly document such usage in requesting reimbursement.

9. Other Professional Expenses. The School Corporation shall reimburse Whiteley for other appropriate business and professional expenses reasonably incurred in the performance

of his duties, including the cost of membership and participation in state and national professional associations of educational administrators and expenses related to his attendance at conferences, meetings, and activities approved by the Board.

10. Public Hearing. The Superintendent understands that Indiana law requires the Board to advertise and hold a public hearing prior to approving this contract.

11. Public Record. The parties agree that this contract is a public record under Indiana law.

12. Construction of Contract. For purposes of the construction and interpretation of this contract, both parties participated in the drafting of this contract.

13. Entire Agreement of Parties. This contract contains or incorporates by reference all the agreed terms of employment and will not be amended except by a written document signed by both parties. If any term or provision is found to be invalid under state or federal law, that shall not affect the validity of the remaining terms of this contract.

Executed by the parties on the dates set forth below.

SUPERINTENDENT

**BOARD OF TRUSTEES OF WESTERN BOONE
COUNTY COMMUNITY SCHOOL CORPORATION**

Kyle A. Whiteley

Date: _____

DATE: _____