

GREATER CLARK COUNTY SCHOOL CORPORATION
ADMINISTRATOR CONTRACT OF EMPLOYMENT

This Contract (hereafter “Contract”) is between Laura Hubinger (the “Administrator”) and the Board of School Trustees of the Greater Clark County School Corporation.

1. Definition of Terms

The term, “**school year**” when used in this Contract means a period beginning on July 1st of a calendar year and concluding on June 30th of the following calendar year.

2. Term of Employment

The Board desires to employ the Administrator and the Administrator agrees to be employed by the Board for a period beginning July 1, 2026 and ending on June 30, 2028, subject to the terms of this Contract and the policies of the Board.

3. Working Days

The parties agree that the Administrator shall provide services pursuant to this Agreement on two hundred and sixty (260) working days during each school year.

4. Salary and Benefits

As consideration for the performance of the duties and meeting the qualifications established by this Contract, the Board agrees that the Administrator shall receive the following:

a. Base Salary

Effective July 1, 2025, the Administrator shall be paid an annual (July 1st – June 30th) base salary of \$149,000.00. The base salary shall be paid in equal installments on the schedule fixed for all full-time employees of the Greater Clark County School Corporation. Provided the Administrator is evaluated by the Superintendent to be performing in a satisfactory manner and meets the leadership goals of the Board, the Administrator shall be entitled to the same base salary increases and stipends received by other two hundred sixty (260) day administrators.

b. Fringe Benefits

The Administrator shall be eligible for fringe benefits that are provided to other two hundred sixty (260) day administrators in accordance with the terms of the Certified Administrators/Classified Directors Fringe Benefits document provided such benefits are not in conflict with the terms of this Contract. To the extent the Certified Administrators/Classified Directors Fringe Benefits document conflicts with this Contract, then the terms of this Contract shall prevail.

c. Tax Sheltered Annuity

- i. 457 Plan: The Board agrees to annually pay an additional amount of 3.5% of the Administrator's base salary, which the Administrator may, but need not, elect to be contributed to the Board approved Tax-Sheltered 457 Annuity plan. This amount shall be paid to the Administrator in approximately equal installments along with each pay check.
- ii. 403(b) Plan: The Board agrees to annually pay an additional amount of 3.5% of the Administrator's base salary, which the Administrator may, but need not, elect to be contributed to the Board approved Tax-Sheltered 403(b) Annuity plan. This amount shall be paid to the Administrator in approximately equal installments along with each pay check.

d. Health Insurance Retirement Bridge

The Administrator shall have the option of remaining in the Administrator's selected Corporation group health insurance program upon retirement from the Greater Clark County Schools until qualifying for Medicare. The Corporation shall pay the annual premium amount of the single plan. The Corporation shall fund said benefit in an actuarially sound manner. The Corporation retains ownership of the funds allocated for payment of this benefit until such time as said funds are required for payment of health insurance premiums on behalf of the Administrator. Any funds budgeted for the Administrator's retiree health insurance premium remaining at the time the Administrator qualifies for Medicare, or at some earlier date if the Administrator no longer desires to participate in a Corporation group health plan, may be used by the School Corporation for other Corporation purposes.

The Administrator agrees that the selection of the insurance carrier(s) providing health insurance

coverage shall be by the Board, and that the scope of coverage shall be determined by the Board, provided the Board provides health insurance coverage to the Administrator that is not less than that provided to other administrators employed by the Corporation, and the Corporation pays the full annual premium cost of single plan coverage under the Corporation's selected health insurance plan(s).

5. Cancellation of this Contract

This Contract may be cancelled prior to the expiration of the Contract term for cause or for any other reason permitted under Indiana law. In the event this contract is cancelled prior to the expiration of the Contract term, then the Administrator shall be entitled to no further compensation beyond the Administrator's last day of employment with the Greater Clark County Schools.

6. Contract Amendments

This Contract may be altered or rescinded for a new contract at any time by mutual consent of the Board and the Administrator. The consent must be in writing and signed by both the Administrator and the Board.

7. Entire Contract of Parties

The parties agree that each has had the right to seek assistance of legal, financial and tax advisors in the process of negotiating the terms of this Contract and sufficient time to consider and understand the terms of this Contract and that this Contract therefore contains all the agreed upon terms of employment of the Administrator by the Board and will not be modified except in a written document making specific reference to this Contract and the specific provision to be modified. Modifications to the language in this Contract shall be approved by both parties in the same manner that this Contract was approved.

8. Contract as a Public Record

The parties agree that this Contract is a public record under the Indiana Access to Public Records Act, Indiana Code 5-14-3.

9. Drafting and Construction of this Contract

For purposes of the construction and interpretation of this Contract, both parties participated in the drafting of this Contract and neither party shall be considered the drafter of this Contract

or any particular language contained in this Contract.

10. Savings Clause

If, during the terms of this Contract, it is found that a specific clause of this Contract is illegal in federal or state law, the remainder of this Contract not affected by such ruling shall remain in force.

AGREED THE _____ DAY OF _____, 2026.

ADMINISTRATOR

**GREATER CLARK COUNTY
BOARD OF SCHOOL TRUSTEES**

Laura Hubinger

By: _____
John Buckwalter, President

ATTEST:

By: _____
Keith Freeman, Secretary