# 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 Centerville-Abington Community Schools ("Corporation") and Mikel L. McCoy ("Teacher"). Mikel L. McCoy 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, 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 Two Hundred Sixty (260) 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 Eight (8.0). 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 One Hundred Thirty-One Thousand Five hundred and Sixty-Eight Dollars and Fifteen cents ($131,568.15) during the school year. Ind. Code 20-28- 6-2(a)(3)(C)
5. The Corporation shall pay this amount in Twenty-Six (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(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.
8. The foregoing terms of this Contract shall be supplemented and superseded, as the case may be, by the additional terms set forth in the attached Administrator's Contract Addendum.

Agreed this 11th day of February, 2026.

Teacher

School Corporation by:

President

Attested:

Superintendent

Secretary

**CENTERVILLE-ABINGTON COMMUNITY SCHOOLS**
**ADMINISTRATOR'S CONTRACT ADDENDUM**
**FOR 2025-2026**

**Superintendent:** Mikel L. McCoy **Length of Contract**: 780 days

**Term of Contract:** July 1, 2025 thru June 30, 2028 (Consisting of three (3) successive terms of one (1) school year each). Revising the salary, or changing contract wording to comply with future Indiana State Code changes will not extend the contract termination date. For these reasons, any revision will be handled with a contract addendum.

**Certification:**

The Superintendent shall hold a valid Indiana Superintendent license.

The policies regarding the Superintendent's responsibilities, evaluation, non-employment, incapacity, and the relationship of the Superintendent and the Board of School Trustees of the Centerville-Abington Community Schools shall be set forth in the "Administration" section of the By-Laws and Policies of the School Board.

**Financial Provisions:**

Annual Salary: $131,568.15 for a 260-day contract year for the 2025-2026 school year, $138,146.56 for a 260-day contract year for the 2026-2027 school year and $138,146.56 for a 260-day contract year for the 2027-2028 school year. The parties may agree to revise the salary or change the distribution between installment pays and annuity annually. Revising the salary will not extend the contract termination date. In no case will the salary be lowered.

Professional dues for active membership of the Superintendent will be paid to the Indiana Association of Public School Superintendents, Association for Supervision Curriculum and Development, Indiana Association of School Business Officials, and American Association of School Administrators.

The School Board will pay the employee contribution to the Indiana Teacher Retirement Fund.

**Insurance Provisions:**

The Board will pay the medical insurance premium of a single or family plan except for $.01 for the Highest P.P.O. option.

The Board will pay the dental insurance premium of a single or family plan except for $.01 only when dental insurance is offered to the certified employees of the Centerville~Abington Community Schools.

The Board will pay the vision insurance premium of a single or family plan except for $.01 only when vision insurance is offered to certified employees of the Centerville-Abington Community Schools.

The Board will pay the long-term disability premium except for $.01.

The Board will pay term life insurance premium of a $100,000 policy except for a $.01.

**Other Provisions:**

The Superintendent is entitled to 20 vacation days annually. Unused vacation days are forfeited.

The following are Corporation legal holidays and are in addition to the 20 vacation days.

New Year's Day, Good Friday, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, the Friday following Thanksgiving, day before Christmas, Christmas Day, and the day before New Year's.

The Board shall allow the Superintendent to attend two national conferences a year with complete reimbursement of expenses.

The Board shall provide to the Superintendent a monthly automobile allowance in the sum of $500. Said allowance is intended to compensate the Superintendent for the automotive related costs incurred in the performance of his duties. The Superintendent shall not be required to keep a mileage log or other record of actual miles traveled or actual incurred expenses. The Superintendent will be solely responsible for all taxes payable as a consequence of this transportation allowance.

Professional Liability coverage is the same as the coverage for other corporation employees. The Board will pay any deductible assigned by the insurance carrier.

The Superintendent is entitled to no less than those benefits as listed in the Master agreement with the exclusive representative of the teachers.

**Contract Termination Provisions:**

This Superintendent may terminate this contract, prior to June 30, 2028. The Superintendent must provide the Board with 90 days written notice prior to the requested date of the early termination of this contract.

This contract is terminated automatically upon total disability, as defined by corporation insurance policy, or death of the Superintendent.

The Board may terminate this contract for cause, prior to June 30, 2028. For cause, termination is covered in IC 20-28-8-7 with specific grounds listed in IC 20-28-7-1. The statutory causes include immorality, insubordination, neglect of duty, certain convictions, substantial inability to perform administrative duties, and other good and just cause.

The Board may terminate this contract without cause prior to its June 30, 2028 termination date, and in this event, the Superintendent is entitled to the lesser of six months' salary severance pay or the aggregate salary he would have earned under this contract to the expiration date. Also, in such event, no other contract benefits extend beyond the termination date set by the Board.

This addendum is governed by the laws of the State of Indiana, and shall be subject to the provisions of any applicable state law concerning the terms and conditions of an employment contract between a public school corporation and its superintendent. If, during the term of this Addendum, 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 Addendum shall not be affected and shall remain in full force and effect.

Superintendent's Signature

2/11/26
Date

Dated:

Board of School Trustees
Centerville-Abington Community Schools

President

Secretary