

**REGULAR TEACHER CONTRACT**

*Prescribed pursuant to Ind. Code 20-28-5-3 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 Portage Township School ("Corporation") and Amanda K. Alaniz ("Teacher"). Amanda K. Alaniz 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 term, beginning July 1, 2019 and continuing until June 30, 2022.
2. The school term described in paragraph 1 immediately above consists of 261 days, exclusive of any extracurricular or co-curricular assignments.
3. The Teacher's expected work day shall consist of a minimum of eight (8) hours daily, exclusive of any extracurricular or co-curricular assignments.
4. The number of days and hours may be modified by the Corporation during and after the term of the Contract.
5. The Corporation shall pay the Teacher for services under this Contract the total annual sum of \$151,056.66.
6. The Corporation shall pay this amount in 26 installments on a bi-weekly basis.
7. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-73-1(e) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
8. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this 26 day of August, 2019.

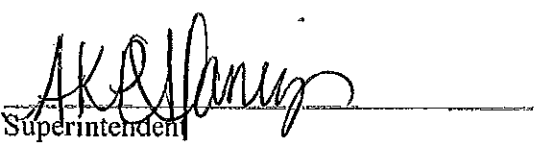
School Corporation by:



President



Secretary

  
Superintendent

**The rest of this page is intentionally left blank**

## **EXTENSION OF TEACHER CONTRACT ADDENDUM**

This Extension of Teacher Contract Addendum ("Extension") is entered into by **Amanda K. Alaniz** ("Alaniz") and the **Board of School Trustees of Portage Township Schools** ("Board") to extend the provisions of the Addendum to Regular Teacher Contract ("Addendum") between the parties, dated January 13, 2017. This Extension and the Regular Teacher Contract shall collectively be referred to as the Contract. All provisions of the Addendum shall remain in full force and effect except as modified herein.

### **1. PERFORMANCE REVIEW AND SALARY INCREASES.**

- A. The Board shall review Alaniz's performance once per school year. The review of Alaniz's performance shall be based upon the duties in the job description for the position of Superintendent and shall be conducted based on the following scheduled:
- i. **July.** In the month of July, Alaniz shall establish and communicate to the Board her priorities, professional goals and the processes to implement the priorities and achieve the goals.
  - ii. **January.** In the month of January, Alaniz and the Board shall discuss the progress made in implementing the priorities and achieving the goals established pursuant to Paragraph i. above.
  - iii. **May.** In the month of May, Alaniz shall complete a self-assessment. The self-assessment shall be provided to the Board, and the Board and Alaniz shall discuss the self-assessment in relation to the implementation of the priorities and attainment of the goals established pursuant to Paragraph a. above. Using Alaniz's self-assessment, the Board shall evaluate her job performance and present that evaluation to Alaniz.

B. Pursuant to the Regular Teacher Contract, Alaniz shall receive a base annual salary of One Hundred Forty-eight Thousand Ninety-four Dollars and Seventy-six Cents (\$148,094.76), which may be increased in future school years in accordance with the terms of this Contract. Superintendent shall not be entitled to receive base salary increases granted to teachers pursuant to the Master Teacher's Contract except as provided herein.

For the Superintendent's evaluation for the 2018-2019 school year, if the overall rating of the evaluation for the Superintendent's evaluation is "effective," then Alaniz's annual salary may be increased by up to one percent (1%) but no greater than fifty percent (50%) the base salary percentage increase granted to teachers pursuant to the Master Teacher's Contract, at the Board's discretion. If the overall rating of the evaluation for the Superintendent is "highly effective," then Alaniz's annual salary shall be increased by up to two percent (2%) but no greater than one hundred percent (100%) the base salary percentage increase granted to teachers pursuant to the Master Teacher's Contract, at the Board's discretion.

For the Superintendent's evaluation for subsequent years, if the overall rating of the evaluation for the Superintendent's evaluation is "effective," then Alaniz's annual salary may be increased by fifty percent (50%) the base salary percentage increase granted to teachers pursuant to the Master Teacher's Contract, at the Board's discretion. If the overall rating of the evaluation for the Superintendent is "highly effective," then Alaniz's annual salary may be increased by one hundred percent (100%) the base salary percentage increase

granted to teachers pursuant to the Master Teacher's Contract, at the Board's discretion.

Any increase will be effective July 1 of any given school year. There will be no salary increase as a result of an annual evaluation rating less than "effective."

- C. At the end of the contract year, Alaniz will be eligible for a bonus as provided herein. Eligibility for the bonus will be based on the Indiana Department of Education (IDOE) school accountability grade overall points growth. If district overall points growth is 0%-1.99% on the then most recent IDOE district report card then Alaniz shall be entitled to a bonus of One Thousand Dollars (\$1,000.00). If district overall points growth is 2%-4.99% on the then most recent IDOE district report card then Alaniz shall be entitled to a bonus of Three Thousand Dollars (\$3,000.00). If district overall points growth is 5% or greater on the then most recent IDOE district report card then Alaniz shall be entitled to a bonus of Five Thousand Dollars (\$5,000.00). If the district achieves an "A" letter grade and maintains that grade then Alaniz shall be eligible for the maximum Five Thousand Dollars (\$5,000.00) bonus even if district overall points growth is less than 5%.


The bonus, if any, shall be payable as a lump sum on or before July 31. Any one-time bonus pay awarded to the Superintendent during the term of this Extension will be paid in the form of a lump sum payment that will not become part of the Superintendent's annual base salary. The Superintendent shall not be entitled to receive any one-time stipend payments that are paid to

teachers pursuant to the Master Teacher's Contract.

**2. TERM.**

- i. The parties acknowledge this Extension extends the term(s) of the Regular Teacher Contract and Addendum to Regular Teacher Contract both of which were executed on January 13, 2017. The original term of those agreements was January 13, 2017 to January 13, 2020. This Extension shall extend the term of those agreements, as amended herein, to June 30, 2021.

AGREED this 23 day of July, 2018.

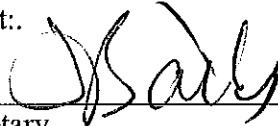
  
Amanda K. Alaniz

**Board of School Trustees:**

by:

  
President

Attest:.

  
Secretary

## SECOND EXTENSION OF TEACHER CONTRACT ADDENDUM

This Second Extension of Teacher Contract Addendum ("Second Extension") is entered into by **Amanda K. Alaniz** ("Alaniz") and the **Board of School Trustees of Portage Township Schools** ("Board") to extend the provisions of the Addendum to Regular Teacher Contract ("Addendum") between the parties, dated January 13, 2017, extended by Extension of Teacher Contract Addendum ("First Extension"), dated July 1, 2018, and amended by Addendum to Superintendent's Contract ("Car Allowance"), dated August 26, 2019. This Extension and the Regular Teacher Contract shall collectively be referred to as the Contract. All provisions of the Addendum and Car Allowance shall remain in full force and effect except as modified herein.

### 1. SALARY INCREASES AND STIPENDS

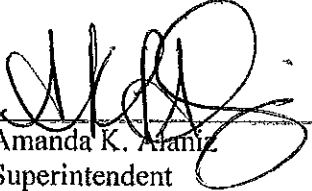
- A. Effective July 1, 2019 and pursuant to the terms of section 1 paragraph B of the First Extension, Alaniz shall receive an increase to base annual salary of two percent (2%) resulting in a base salary amount of One Hundred Fifty-one Thousand Fifty-six Dollars and Sixty-six Cents (\$151,056.66).
- B. In lieu of the bonus amounts specified to section 1 paragraph C of the First Extension and for the 2018-2019 school year only, the parties agree Alaniz shall receive a bonus of One Thousand Five Hundred Dollars (\$1,500.00).


### 2. TERM.

- i. The parties acknowledge this Second Extension extends the term of the Contract until June 30, 2022.

[SIGNATURE PAGE TO FOLLOW]

AGREED this 24<sup>th</sup> day of August, 2019.

  
\_\_\_\_\_  
Amanda K. Alaniz  
Superintendent

**Board of School Trustees:**  
by:   
\_\_\_\_\_  
President

Attest:   
\_\_\_\_\_  
Secretary

**ADDENDUM TO SUPERINTENDENT'S CONTRACT**

This Addendum is attached to the Superintendent's Contract executed January 13, 2017, and any extensions thereof, by and between **Amanda K. Alaniz** ("Alaniz") and the **Board of School Trustees of Portage Township Schools** ("Board") collectively known as "the Parties." All provisions of the Addendum shall remain in full force and effect except as modified herein.

1. Section 3 ("Benefits"), Paragraph f, entitled Auto Allowance shall be struck in its entirety and replaced with the following new Paragraph f to read as follows:
  - A. Auto Allowance. The Board shall pay an additional salary amount, the sum of Four Hundred Twenty-four Dollars (\$424.00) per month, payable in installment intervals the same as the Basic Salary, to compensate the Superintendent for her use of his private automobile(s) in traveling about the school district in the daily performance of her duties as Superintendent. This automobile allowance is expressly in lieu of the Board providing the Superintendent with a leased automobile for that purpose, as well as in lieu of all other automobile mileage and expense reimbursement.

AGREED this 10 day of June, 2019.

\_\_\_\_\_  
Amanda K. Alaniz

**Board of School Trustees:**  
by:

\_\_\_\_\_  
President

Attest:

\_\_\_\_\_  
Secretary