EMPLOYMENT AGREEMENT

This Employment Agreement by and between Clarksville Community School Corporation ("School") and Scott Gardner ("Employee"). In consideration of all agreements contained and referred in this document, School and Employee agree as follows:

1. Employee will be employed as the Director of Transportation and will perform all duties and responsibilities of this position and other duties as assigned by the Superintendent. Other duties include, but not limited to: Supporting high school administration with College and Career Readiness/Internship Development, Community Engagement and Outreach Liaison, Homeless Education Liaison and School Safety Specialist. This agreement begins July 1, 2026 and continues through June 30, 2027 consisting of 230 days. This Agreement will not renew automatically for any additional time period.

2. Employee shall be paid the sum of $90,457 for his services under this Agreement, and this sum will be paid at the intervals determined by School for payment of salaries to certified staff.

3. Employee shall receive the following benefits:

    a. School shall contribute to his Teacher's Retirement Fund;
    b. Accumulated Leave Days;
        a) Accumulated unused days over 60 but less than 120 shall be paid annually at $80.00 per day and deposited into the employee tax shelter account (401A or 403B).
        b) Days accumulated over 120 shall be paid annually at $100 per day and deposited into the employee tax shelter account (401A or 403B).

    c. School will contribute up to a maximum of $7,800 for a single health plan, $10,650 for Employee + Spouse plan, $10,650 for Employee + Child(ren) plan and $17,250 for a family health plan and the employee will pay the remaining amount;
    d. School shall pay all but $.72 of the premium of a $70,000.00 life insurance policy;
    e. School shall pay all but $.72 of the premium of a long term disability insurance policy;
    f. Employee shall be provided with seven (7) sick and five (5) personal days for the period of this Agreement.
    g. Bereavement leave with full salary and benefits of up to ten (10) school days due to a death of a spouse or a child, five (5) school days due to a death in the immediate family which includes brothers, sisters, parents, siblings,

grandparents, great grandparents and grandchildren and similar relationships by marriage or "step", a significant other, a life partner, others living in the household, and other family member(s) who is/are dependent upon the employee. If the employee or employees partner has a miscarriage then the unborn child will be deemed "immediate family" member of the employee and the employee may use bereavement under this provision. In the event of the death of an aunt, uncle, nephew, or niece, bereavement leave with full salary and benefits for up to three (3) days shall be granted. In the event of the death of a cousin, bereavement leave with full pay and benefits of one (1) day shall be granted.

h. Bereavement days may not be used in lieu of personal days.

4. In the event the Employee is requested by the Superintendent to extend the number of days beyond 230, he shall be paid for each day at his daily rate of pay or be provided comp time to be agreed upon by the employee and Superintendent.

5. Employee acknowledges that he will have access to confidential and proprietary information of School and agrees that he shall maintain the confidentiality of such information and shall not reveal such information to any person except as required by law. This obligation survives the termination or non-renewal of this Agreement.

6. Employee acknowledges that the position of Director of Transportation is not a certified administrative position. Employee shall be considered as a non-certified employee and shall not sign a teacher's contract for the period of time governed by this Agreement.

7. This Agreement may be amended or modified only by a written document signed by both Employee and School. This Agreement contains the entire Agreement between Employee and School and supersedes any prior negotiations, agreements, or representations. This Agreement shall be governed by Indiana law. If any provision of the Agreement is deemed invalid, then the parties shall negotiate an amended agreement to cure such invalidity and after an agreement to the amended agreement, this agreement shall be deemed invalid.

Date: June 11, 2026

Scott Gardner

CLARKSVILLE COMMUNITY
SCHOOL CORPORATION

Date: 6-11-26

Dr. Tina Bennett, Superintendent

Board Approved: June 9, 2026