

**AMENDMENT NUMBER FOUR TO THE
FRANKLIN COMMUNITY SCHOOL CORPORATION
SUPPLEMENTAL RETIREMENT PLAN**

THIS AMENDMENT NUMBER FOUR to the Franklin Community School Corporation Supplemental Retirement Plan ("Plan") is hereby adopted by Franklin Community School Corporation, an Indiana public school corporation ("School Corporation").

WITNESSETH:

WHEREAS, the School Corporation established the Plan pursuant to Code Section 401(a) and most recently amended and restated the Plan effective September 1, 2015;

WHEREAS, the School Corporation reserved the right to amend the Plan pursuant to Article 13 of the Plan, and has amended the Plan three times; and

WHEREAS, the School Corporation now desires to further amend the Plan to make certain discretionary changes.

NOW, THEREFORE, the Plan is hereby amended as follows effective as set forth below:

1. Paragraph (d) of Section 2.02, Definitions, is amended to be and read as follows:

(d) "Contract" means a collectively bargained agreement, memorandum of understanding, employment agreement, fringe benefit document, employee handbook, or similar written agreement between the Employer and an employee, group of employees, or an employee association, as amended from time to time.

2. Section 4.02, Employer Supplemental Contribution and Matching Contribution (Layer I), is amended to be and read as follows:

Section 4.02. Employer Supplemental Contribution and Matching Contribution (Layer I). The Employer shall contribute to the Plan for the Eligible Employee an amount equal to the sum of the following: (i) a specified percentage of the Eligible Employee's Plan Compensation as set forth in the applicable Contract, and (ii) 100% of the Eligible Employee's salary reduction contributions to the Franklin Community School Corporation 403(b) Plan up to a percentage of the Eligible Employee's Plan Compensation as set forth in the applicable Contract. For any Eligible Employee not covered by a Contract, the Employer shall determine the amount (if any) to be contributed to the Plan for the Plan Year in its sole and absolute discretion.

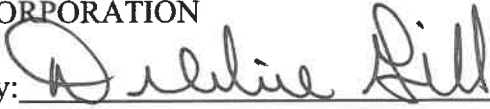
Such contributions for the Plan Year shall be credited to each Participant as of the end of each school year, and thereafter allocated to the Layer I Account of each Participant pursuant to Section 5.02; provided, however, that effective for the 2024/2025 school year, such contributions shall be credited to each Participant each pay period, and thereafter allocated to the Layer I Account of each Participant pursuant to Section 5.02. The Employer shall pay to the Plan Trustees the contributions required under this Section not later than fourteen (14) days after

each applicable date.

3. In all other respects the Plan shall be and remain unchanged.

IN WITNESS WHEREOF, the School Corporation has caused this Amendment Number Four to be executed by its duly authorized representative as of the date written below, but effective as provided herein.

FRANKLIN COMMUNITY SCHOOL
CORPORATION

By: 

Printed Name: Debbie Gill

Title: Board of School Trustees, President

Date: January 12, 2026