

REGULAR TEACHERS 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 Elkhart Community Schools ("Corporation") and Cary R Anderson ("Teacher"). Cary R Anderson 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 01, 2022** and ending on **June 30, 2024**. 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 **261.0** days. Ind. Code 20-28-6-2(a)(3)(B)
- 3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to Ind. Code 20-29-6-7, the number of hours per day the Teacher is expected to work is established pursuant to agreements entered into by the Exclusive Representative for Certified Teachers and the Board of School Trustees for the Corporation.
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 **130,545.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
- 5. The Corporation shall pay this amount in **26.00** installments on a **Bi-Weekly** 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.

Agreed this **28th** day of **March, 2023**

Added Pay Contract

In consideration of the undersigned teacher agreeing to perform the following designated services (not to include Summer or Evening School) in addition to the services rendered pursuant to the Regular Teachers' Contract, the employer agrees to pay the said teacher as follows for the Services to be Rendered:

Begin Date	End Date	Amount	Description	Begin Date	End Date	Amount	Description
07/01/2022	06/30/2024		Vacation 25 Days				

This agreement for additional servies is executed this **28th day of March 2023**

	Regular	Special	Total
Contract Summary:	130,545.00	0.00	130,545.00

Degree: MS Masters Degree
Classification: MS + 06
Experience: 16.00

For Office Use Only

Location: 0301-5 EHS Human Ser.

Pay Record: 1

REGULAR TEACHERS 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 **Elkhart Community Schools** ("Corporation") and **LaTosha R Andrews-Bonds** ("Teacher"). **LaTosha R Andrews-Bonds** 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, **August 01, 2022** and ending on **June 30, 2024**. *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 **219.0** days. *Ind. Code 20-28-6-2(a)(3)(B)*
3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to *Ind. Code 20-29-6-7*, the number of hours per day the Teacher is expected to work is established pursuant to agreements entered into by the Exclusive Representative for Certified Teachers and the Board of School Trustees for the Corporation.
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 **100,755.00** during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in **26.00** installments on a **Bi-Weekly** 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*.

Agreed this **28th** day of **March, 2023**

Added Pay Contract

In consideration of the undersigned teacher agreeing to perform the following designated services (not to include Summer or Evening School) in addition to the services rendered pursuant to the Regular Teachers' Contract, the employer agrees to pay the said teacher as follows for the Services to be Rendered:

This agreement for additional services is executed this **28th day of March 2023**

	Regular	Special	Total
Contract Summary:	100,755.00	0.00	100,755.00

Printed: 03/28/2023 01:45 PM

Degree: MS Masters Degree (20-4
Classification: MS + 0 / BS+42
Experience: 11.00

For Office Use Only

Location: 0121 Woodland

Pay Record: NH23

REGULAR TEACHERS 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 **Elkhart Community Schools** ("Corporation") and **Jeremy R Bechtel** ("Teacher"). **Jeremy R Bechtel** 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, **August 01, 2022** and ending on **June 15, 2024**. *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 **208.0** days. *Ind. Code 20-28-6-2(a)(3)(B)*
3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to *Ind. Code 20-29-6-7*, the number of hours per day the Teacher is expected to work is established pursuant to agreements entered into by the Exclusive Representative for Certified Teachers and the Board of School Trustees for the Corporation.
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 **79,900.00** during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in **26.00** installments on a **Bi-Weekly** 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*.

Agreed this **28th** day of **March, 2023**

Added Pay Contract

In consideration of the undersigned teacher agreeing to perform the following designated services (not to include Summer or Evening School) in addition to the services rendered pursuant to the Regular Teachers' Contract, the employer agrees to pay the said teacher as follows for the Services to be Rendered:

This agreement for additional services is executed this **28th** day of **March 2023**

	Regular	Special	Total
Contract Summary:	79,900.00	0.00	79,900.00

Printed: 03/28/2023 01:45 PM

Degree: MS Masters Degree
Classification: MS + 0 / BS+42
Experience: 45.00

For Office Use Only

Location: 0301-1 EHS Arts & Comm

Pay Record: 1B

REGULAR TEACHERS 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 **Elkhart Community Schools** ("Corporation") and **Kelly F Berheide** ("Teacher"). **Kelly F Berheide** 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 01, 2022** and ending on **June 30, 2024**. *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 **261.0** days. *Ind. Code 20-28-6-2(a)(3)(B)*
3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to *Ind. Code 20-29-6-7*, the number of hours per day the Teacher is expected to work is established pursuant to agreements entered into by the Exclusive Representative for Certified Teachers and the Board of School Trustees for the Corporation.
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 **106,480.00** during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in **26.00** installments on a **Bi-Weekly** 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*.

Agreed this **28th** day of **March, 2023**

Added Pay Contract

In consideration of the undersigned teacher agreeing to perform the following designated services (not to include Summer or Evening School) in addition to the services rendered pursuant to the Regular Teachers' Contract, the employer agrees to pay the said teacher as follows for the Services to be Rendered:

Begin Date	End Date	Amount	Description	Begin Date	End Date	Amount	Description
07/01/2022	06/30/2024		Vacation 25 Days				

This agreement for additional services is executed this **28th day of March 2023**

	Regular	Special	Total
Contract Summary:	106,480.00	0.00	106,480.00

Printed: 03/28/2023 01:45 PM

***SUPERVISOR OF STUDENT SERVICES/ATTENDANCE OFFICER
EMPLOYMENT AGREEMENT***

THIS AGREEMENT, made and entered into as of the 1st day of **July, 2022** by and between ***ELKHART COMMUNITY SCHOOLS***, an Indiana School Corporation, hereinafter referred to as "***EMPLOYER***", and ***Natalie A. Bickel***, hereinafter referred to as "***EMPLOYEE***".

WITNESSETH:

WHEREAS, Employer desires to employ Employee and Employee desires to provide services for Employer; and

WHEREAS, it is the desire of the parties to agree upon the terms of employment.

NOW, THEREFORE, in consideration of the premises and the covenants of the parties hereinafter contained, the parties agree as follows:

1. Employer hereby employs Employee in the capacity of "Supervisor of Student Services/Attendance Officer" for a period beginning **July 1, 2022**, consisting of **522 days**, and ending **June 30, 2024**.
2. Employee agrees to perform services for Employer as described in "Elkhart Community Schools Board Policies and Administrative Regulation Book" and the "Position Description for Supervisor of Student Services/Attendance Officer."
3. In consideration of the furnishing of such services by Employee, Employer agrees to pay Employee the Sum of **\$93,260** for the period beginning July 1, 2022, through June 30, 2023, and **\$93,260** thereafter annually,
4. Employer agrees to provide Fringe Benefits in accordance with applicable Board Policies.
5. The terms of this Employment Agreement shall be governed by applicable Board Policies and Administrative Regulations, including, but not limited to, the provisions for dismissal.

IN WITNESS WHEREOF, the parties have hereunto set their hands and seals the date and year first above written.

SUMMARY: Regular Contract	<u>\$93,260</u>	Days in 2022/23	<u>261</u>
Performance Award	<u>0</u>	Vacation	<u>25</u>
TOTAL CONTRACT	<u>\$93,260</u>	Contract Date	<u>7/1/2023</u>

Degree: MS Masters Degree
Classification: MS + 48
Experience: 13.00

For Office Use Only

Location: 0301-6 EHS Nat'l Resour

Pay Record: 1

REGULAR TEACHERS 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 **Elkhart Community Schools** ("Corporation") and **David M Bird** ("Teacher"). **David M Bird** 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, **August 01, 2022** and ending on **June 30, 2024**. *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 **219.0** days. *Ind. Code 20-28-6-2(a)(3)(B)*
3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to *Ind. Code 20-29-6-7*, the number of hours per day the Teacher is expected to work is established pursuant to agreements entered into by the Exclusive Representative for Certified Teachers and the Board of School Trustees for the Corporation.
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 **100,755.00** during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in **26.00** installments on a **Bi-Weekly** 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*.

Agreed this **28th** day of **March, 2023**

Added Pay Contract

In consideration of the undersigned teacher agreeing to perform the following designated services (not to include Summer or Evening School) in addition to the services rendered pursuant to the Regular Teachers' Contract, the employer agrees to pay the said teacher as follows for the Services to be Rendered:

This agreement for additional services is executed this **28th day of March 2023**

	Regular	Special	Total
Contract Summary:	100,755.00	0.00	100,755.00

Printed: 03/28/2023 01:45 PM

Degree: MS Masters Degree
Classification: MS + 0 / BS+42
Experience: 15.00

For Office Use Only

Location: 0301-4 EHS Health/Pub :

Pay Record: 1

REGULAR TEACHERS 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 **Elkhart Community Schools** ("Corporation") and **Kelly M Blair Kinkaide** ("Teacher"). **Kelly M Blair Kinkaide** 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, **August 01, 2022** and ending on **June 30, 2024**. *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 **219.0** days. *Ind. Code 20-28-6-2(a)(3)(B)*
3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to *Ind. Code 20-29-6-7*, the number of hours per day the Teacher is expected to work is established pursuant to agreements entered into by the Exclusive Representative for Certified Teachers and the Board of School Trustees for the Corporation.
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 **98,845.00** during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in **26.00** installments on a **Bi-Weekly** 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*.

Agreed this **28th** day of **March, 2023**

Added Pay Contract

In consideration of the undersigned teacher agreeing to perform the following designated services (not to include Summer or Evening School) in addition to the services rendered pursuant to the Regular Teachers' Contract, the employer agrees to pay the said teacher as follows for the Services to be Rendered:

This agreement for additional services is executed this **28th day of March 2023**

	Regular	Special	Total
Contract Summary:	98,845.00	0.00	98,845.00

Printed: 03/28/2023 01:45 PM

Degree: MS Masters Degree
Classification: MS + 0 / BS+42
Experience: 19.00

For Office Use Only

Location: 0301 Elkhart HS
Pay Record: 1B

REGULAR TEACHERS 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 **Elkhart Community Schools** ("Corporation") and **Cynthia Bonner** ("Teacher"). **Cynthia Bonner** 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, **August 01, 2022** and ending on **June 30, 2024**. *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 **219.0** days. *Ind. Code 20-28-6-2(a)(3)(B)*
3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to *Ind. Code 20-29-6-7*, the number of hours per day the Teacher is expected to work is established pursuant to agreements entered into by the Exclusive Representative for Certified Teachers and the Board of School Trustees for the Corporation.
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 **102,900.00** during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in **26.00** installments on a **Bi-Weekly** 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*.

Agreed this **28th** day of **March, 2023**

Added Pay Contract

In consideration of the undersigned teacher agreeing to perform the following designated services (not to include Summer or Evening School) in addition to the services rendered pursuant to the Regular Teachers' Contract, the employer agrees to pay the said teacher as follows for the Services to be Rendered:

This agreement for additional services is executed this **28th** day of **March 2023**

	Regular	Special	Total
Contract Summary:	102,900.00	0.00	102,900.00

Printed: 03/28/2023 01:45 PM

Degree: MS Masters Degree
Classification: MS + 24
Experience: 10.00

For Office Use Only

Location: 0004 Student Services

Pay Record: 1

REGULAR TEACHERS 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 **Elkhart Community Schools** ("Corporation") and **Lindsey M Brander** ("Teacher"). **Lindsey M Brander** 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 01, 2022** and ending on **June 30, 2024**. *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 **261.0** days. *Ind. Code 20-28-6-2(a)(3)(B)*
3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to *Ind. Code 20-29-6-7*, the number of hours per day the Teacher is expected to work is established pursuant to agreements entered into by the Exclusive Representative for Certified Teachers and the Board of School Trustees for the Corporation.
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 **122,250.00** during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in **26.00** installments on a **Bi-Weekly** 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*.

Agreed this **28th** day of **March, 2023**

Added Pay Contract

In consideration of the undersigned teacher agreeing to perform the following designated services (not to include Summer or Evening School) in addition to the services rendered pursuant to the Regular Teachers' Contract, the employer agrees to pay the said teacher as follows for the Services to be Rendered:

Begin Date	End Date	Amount	Description	Begin Date	End Date	Amount	Description
07/01/2022	06/30/2024		Vacation 20 Days				

This agreement for additional services is executed this **28th day of March 2023**

Contract Summary:	Regular	Special	Total
	122,250.00	0.00	122,250.00

Printed: 03/28/2023 01:45 PM

***ATHLETIC DIRECTOR
EMPLOYMENT AGREEMENT***

THIS AGREEMENT, made and entered into as of the 1st day of July, 2022 by and between ***ELKHART COMMUNITY SCHOOLS***, an Indiana School Corporation, hereinafter referred to as "***EMPLOYER***", and Brian A. Buckley, hereinafter referred to as "***EMPLOYEE***".

WITNESSETH:

WHEREAS, Employer desires to employ Employee and Employee desires to provide services for Employer; and

WHEREAS, it is the desire of the parties to agree upon the terms of employment.

NOW, THEREFORE, in consideration of the premises and the covenants of the parties hereinafter contained, the parties agree as follows:

1. Employer hereby employs Employee in the capacity of "Athletic Director" for a period beginning July 1, 2022, consisting of 522 days, and ending June 30, 2024.
2. Employee agrees to perform services for Employer as described in "Elkhart Community Schools Board Policies and Administrative Regulation Book" and the "Position Description for Athletic Director."
3. In consideration of the furnishing of such services by Employee, Employer agrees to pay Employee the Sum of \$104,980 for the period beginning July 1, 2022, through June 30, 2023, and \$104,980 thereafter annually,
4. Employer agrees to provide Fringe Benefits in accordance with applicable Board Policies.
5. The terms of this Employment Agreement shall be governed by applicable Board Policies and Administrative Regulations, including, but not limited to, the provisions for dismissal.

IN WITNESS WHEREOF, the parties have hereunto set their hands and seals the date and year first above written.

SUMMARY: Regular Contract	<u>\$104,980</u>	Days in 2022/23	<u>261</u>
Performance Award	<u>0</u>	Vacation	<u>25</u>
TOTAL CONTRACT	<u>\$104,980</u>	Contract Date	<u>7/1/2022</u>

Degree: MS Masters Degree
Classification: MS + 0 / BS+42
Experience: 6.00

For Office Use Only

Location: 0103 Bristol

Pay Record: NH23

REGULAR TEACHERS 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 **Elkhart Community Schools** ("Corporation") and **David P Burden** ("Teacher"). **David P Burden** 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, **January 09, 2023** and ending on **June 15, 2023**. *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 **108.0** days. *Ind. Code 20-28-6-2(a)(3)(B)*
3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to *Ind. Code 20-29-6-7*, the number of hours per day the Teacher is expected to work is established pursuant to agreements entered into by the Exclusive Representative for Certified Teachers and the Board of School Trustees for the Corporation.
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 **39,260.00** during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in **14.00** installments on a **Bi-Weekly** 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*.

Agreed this **28th** day of **March, 2023**

Added Pay Contract

In consideration of the undersigned teacher agreeing to perform the following designated services (not to include Summer or Evening School) in addition to the services rendered pursuant to the Regular Teachers' Contract, the employer agrees to pay the said teacher as follows for the Services to be Rendered:

This agreement for additional services is executed this **28th day of March 2023**

	Regular	Special	Total
Contract Summary:	39,260.00	0.00	39,260.00

Printed: 03/28/2023 01:45 PM

Degree: MS Masters Degree
Classification: MS + 06
Experience: 21.00

For Office Use Only

Location: 0112 Osolo
Pay Record: NH23

REGULAR TEACHERS 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 **Elkhart Community Schools** ("Corporation") and **Heather M Burton** ("Teacher"). **Heather M Burton** 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, **August 01, 2022** and ending on **June 15, 2024**. *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 **208.0** days. *Ind. Code 20-28-6-2(a)(3)(B)*
3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to *Ind. Code 20-29-6-7*, the number of hours per day the Teacher is expected to work is established pursuant to agreements entered into by the Exclusive Representative for Certified Teachers and the Board of School Trustees for the Corporation.
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 **98,845.00** during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in **26.00** installments on a **Bi-Weekly** 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*.

Agreed this **28th** day of **March, 2023**

Added Pay Contract

In consideration of the undersigned teacher agreeing to perform the following designated services (not to include Summer or Evening School) in addition to the services rendered pursuant to the Regular Teachers' Contract, the employer agrees to pay the said teacher as follows for the Services to be Rendered:

This agreement for additional services is executed this **28th day of March 2023**

	Regular	Special	Total
Contract Summary:	98,845.00	0.00	98,845.00

Printed: 03/28/2023 01:45 PM

Degree: MS Masters Degree
Classification: MS + 0 / BS+42
Experience: 19.00

For Office Use Only

Location: 0104 Cleveland

Pay Record: 1

REGULAR TEACHERS 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 **Elkhart Community Schools** ("Corporation") and **Kelly A Carmichael** ("Teacher"). **Kelly A Carmichael** 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, **August 01, 2022** and ending on **June 15, 2024**. *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 **208.0** days. *Ind. Code 20-28-6-2(a)(3)(B)*
3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to *Ind. Code 20-29-6-7*, the number of hours per day the Teacher is expected to work is established pursuant to agreements entered into by the Exclusive Representative for Certified Teachers and the Board of School Trustees for the Corporation.
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 **103,810.00** during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in **26.00** installments on a **Bi-Weekly** 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*.

Agreed this **28th** day of **March, 2023**

Added Pay Contract

In consideration of the undersigned teacher agreeing to perform the following designated services (not to include Summer or Evening School) in addition to the services rendered pursuant to the Regular Teachers' Contract, the employer agrees to pay the said teacher as follows for the Services to be Rendered:

This agreement for additional services is executed this **28th day of March 2023**

	Regular	Special	Total
Contract Summary:	103,810.00	0.00	103,810.00

Printed: 03/28/2023 01:45 PM

Degree: MS Masters Degree
Classification: MS + 0 / BS+42
Experience: 12.00

For Office Use Only

Location: 0125 Pride Academy

Pay Record: 1

REGULAR TEACHERS 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 **Elkhart Community Schools** ("Corporation") and **Eric J Chandler** ("Teacher"). **Eric J Chandler** 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, **August 01, 2022** and ending on **June 30, 2024**. *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 **219.0** days. *Ind. Code 20-28-6-2(a)(3)(B)*
3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to *Ind. Code 20-29-6-7*, the number of hours per day the Teacher is expected to work is established pursuant to agreements entered into by the Exclusive Representative for Certified Teachers and the Board of School Trustees for the Corporation.
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 **97,715.00** during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in **26.00** installments on a **Bi-Weekly** 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*.

Agreed this **28th** day of **March, 2023**

Added Pay Contract

In consideration of the undersigned teacher agreeing to perform the following designated services (not to include Summer or Evening School) in addition to the services rendered pursuant to the Regular Teachers' Contract, the employer agrees to pay the said teacher as follows for the Services to be Rendered:

This agreement for additional services is executed this **28th** day of **March 2023**

	Regular	Special	Total
Contract Summary:	97,715.00	0.00	97,715.00

Printed: 03/28/2023 01:45 PM

Degree: MS Masters Degree
Classification: MS + 06
Experience: 18.00

For Office Use Only

Location: 0115 Riverview

Pay Record: 1B

REGULAR TEACHERS 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 **Elkhart Community Schools** ("Corporation") and **Holly E Conley** ("Teacher"). **Holly E Conley** 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, **August 01, 2022** and ending on **June 15, 2024**. *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 **208.0** days. *Ind. Code 20-28-6-2(a)(3)(B)*
3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to *Ind. Code 20-29-6-7*, the number of hours per day the Teacher is expected to work is established pursuant to agreements entered into by the Exclusive Representative for Certified Teachers and the Board of School Trustees for the Corporation.
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 **100,755.00** during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in **26.00** installments on a **Bi-Weekly** 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*.

Agreed this **28th** day of **March, 2023**

Added Pay Contract

In consideration of the undersigned teacher agreeing to perform the following designated services (not to include Summer or Evening School) in addition to the services rendered pursuant to the Regular Teachers' Contract, the employer agrees to pay the said teacher as follows for the Services to be Rendered:

This agreement for additional services is executed this **28th day of March 2023**

	Regular	Special	Total
Contract Summary:	100,755.00	0.00	100,755.00

Printed: 03/28/2023 01:45 PM

Degree: MS Masters Degree
Classification: MS + 0 / BS+42
Experience: 13.00

For Office Use Only

Location: 0005 Exceptional Learner

Pay Record: 1

REGULAR TEACHERS 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 **Elkhart Community Schools** ("Corporation") and **Lindsey M Cox** ("Teacher"). **Lindsey M Cox** 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 01, 2022** and ending on **June 30, 2024**. *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 **261.0** days. *Ind. Code 20-28-6-2(a)(3)(B)*
3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to *Ind. Code 20-29-6-7*, the number of hours per day the Teacher is expected to work is established pursuant to agreements entered into by the Exclusive Representative for Certified Teachers and the Board of School Trustees for the Corporation.
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 **98,845.00** during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in **26.00** installments on a **Bi-Weekly** 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*.

Agreed this **28th** day of **March, 2023**

Added Pay Contract

In consideration of the undersigned teacher agreeing to perform the following designated services (not to include Summer or Evening School) in addition to the services rendered pursuant to the Regular Teachers' Contract, the employer agrees to pay the said teacher as follows for the Services to be Rendered:

Begin Date	End Date	Amount	Description	Begin Date	End Date	Amount	Description
07/01/2022	06/30/2024		Vacation 20 Days				

This agreement for additional services is executed this **28th day of March 2023**

Contract Summary:	Regular	Special	Total
	98,845.00	0.00	98,845.00

Printed: 03/28/2023 01:45 PM

REGULAR TEACHERS 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 Elkhart Community Schools ("Corporation") and
Barbara J Cripe ("Teacher"). Barbara J Cripe 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 17, 2023** and ending on **June 30, 2025**. *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 **250.0** days. *Ind. Code 20-28-6-2(a)(3)(B)*
3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to *Ind. Code 20-29-6-7*, the number of hours per day the Teacher is expected to work
is established pursuant to agreements entered into by the Exclusive Representative for Certified Teachers and the Board of School Trustees for the Corporation.
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 **113,953.00** during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in **24.00** installments on a **Bi-Weekly** 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*.

Agreed this 13th day of July, 2023

Added Pay Contract

in consideration of the undersigned teacher agreeing to perform the following designated services (not to include Summer or Evening School) in addition to the services rendered
pursuant to the Regular Teachers' Contract, the employer agrees to pay the said teacher as follows for the Services to be Rendered:

Begin Date	End Date	Amount	Description	Begin Date	End Date	Amount	Description
07/17/2023	06/30/2025		Vacation 25 Days				

This agreement for additional servies is executed this 13th day of July 2023

	Regular	Special	Total
Contract Summary:	113,953.00	0.00	113,953.00



**ASSISTANT DIRECTOR OF HUMAN RESOURCES
EMPLOYMENT AGREEMENT**

THIS AGREEMENT, made and entered into as of the 1st day of July, 2022 by and between **ELKHART COMMUNITY SCHOOLS**, an Indiana School Corporation, hereinafter referred to as "**EMPLOYER**", and Leslie F. Crothers-Wood, hereinafter referred to as "**EMPLOYEE**".

WITNESSETH:

WHEREAS, Employer desires to employ Employee and Employee desires to provide services for Employer; and

WHEREAS, it is the desire of the parties to agree upon the terms of employment.

NOW, THEREFORE, in consideration of the premises and the covenants of the parties hereinafter contained, the parties agree as follows:

1. Employer hereby employs Employee in the capacity of "Assistant Director of Human Resources" for a period beginning July 1, 2022, consisting of 522 days, and ending June 30, 2024.
2. Employee agrees to perform services for Employer as described in "Elkhart Community Schools Board Policies and Administrative Regulation Book" and the "Position Description for Assistant Director of Human Resources."
3. In consideration of the furnishing of such services by Employee, Employer agrees to pay Employee the Sum of \$91,550 for the period beginning July 1, 2022, through June 30, 2023, and \$91,550 thereafter annually,
4. Employer agrees to provide Fringe Benefits in accordance with applicable Board Policies.
5. The terms of this Employment Agreement shall be governed by applicable Board Policies and Administrative Regulations, including, but not limited to, the provisions for dismissal.

IN WITNESS WHEREOF, the parties have hereunto set their hands and seals the date and year first above written.

SUMMARY: Regular Contract	<u>\$91,550</u>	Days in 2022/23	<u>261</u>
Performance Award	<u>0</u>	Vacation	<u>20</u>
TOTAL CONTRACT	<u>\$91,550</u>	Contract Date	<u>7/1/2022</u>

Degree: MS Masters Degree
Classification: MS + 06
Experience: 23.00

For Office Use Only

Location: 0301 Elkhart HS

Pay Record: 1B

REGULAR TEACHERS 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 **Elkhart Community Schools** ("Corporation") and **Gail A Draper** ("Teacher"). **Gail A Draper** 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 01, 2022** and ending on **June 30, 2024**. *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 **261.0** days. *Ind. Code 20-28-6-2(a)(3)(B)*
3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to *Ind. Code 20-29-6-7*, the number of hours per day the Teacher is expected to work is established pursuant to agreements entered into by the Exclusive Representative for Certified Teachers and the Board of School Trustees for the Corporation.
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 **100,755.00** during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in **26.00** installments on a **Bi-Weekly** 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*.

Agreed this **28th** day of **March, 2023**

Added Pay Contract

In consideration of the undersigned teacher agreeing to perform the following designated services (not to include Summer or Evening School) in addition to the services rendered pursuant to the Regular Teachers' Contract, the employer agrees to pay the said teacher as follows for the Services to be Rendered:

Begin Date	End Date	Amount	Description	Begin Date	End Date	Amount	Description
07/01/2022	06/30/2024		Vacation 25 Days				

This agreement for additional services is executed this **28th day of March 2023**

	Regular	Special	Total
Contract Summary:	100,755.00	0.00	100,755.00

Printed: 03/28/2023 01:45 PM

Degree: MS Masters Degree
Classification: MS + 12
Experience: 14.00

For Office Use Only

Location: 0005 Exceptional Learner
Pay Record: NH23

REGULAR TEACHERS 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 **Elkhart Community Schools** ("Corporation") and **Shirley A Elliott** ("Teacher"). Shirley A Elliott 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 01, 2023** and ending on **June 30, 2024**. *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 **260.0** days. *Ind. Code 20-28-6-2(a)(3)(B)*
3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to *Ind. Code 20-29-6-7*, the number of hours per day the Teacher is expected to work is established pursuant to agreements entered into by the Exclusive Representative for Certified Teachers and the Board of School Trustees for the Corporation.
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 **98,845.00** during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in **26.00** installments on a **Bi-Weekly** 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*.

Agreed this **1st** day of **July, 2023**

Added Pay Contract

In consideration of the undersigned teacher agreeing to perform the following designated services (not to include Summer or Evening School) in addition to the services rendered pursuant to the Regular Teachers' Contract, the employer agrees to pay the said teacher as follows for the Services to be Rendered:

Begin Date	End Date	Amount	Description	Begin Date	End Date	Amount	Description
07/01/2023	06/30/2024		Vacation 20 Days				

This agreement for additional services is executed this **1st day of July 2023**

Contract Summary:	Regular	Special	Total
	98,845.00	0.00	98,845.00

Printed: 06/26/2023 08:55 AM

Degree: MS Masters Degree
Classification: MS + 0 / BS+42
Experience: 31.00

For Office Use Only

Location: 0005 Exceptional Learner
Pay Record: 1

REGULAR TEACHERS 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 **Elkhart Community Schools** ("Corporation") and **Anthony C England** ("Teacher"). **Anthony C England** 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 01, 2022** and ending on **June 30, 2024**. *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 **261.0** days. *Ind. Code 20-28-6-2(a)(3)(B)*
3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to *Ind. Code 20-29-6-7*, the number of hours per day the Teacher is expected to work is established pursuant to agreements entered into by the Exclusive Representative for Certified Teachers and the Board of School Trustees for the Corporation.
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 **132,700.00** during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in **26.00** installments on a **Bi-Weekly** 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*.

Agreed this **28th** day of **March, 2023**

Added Pay Contract

In consideration of the undersigned teacher agreeing to perform the following designated services (not to include Summer or Evening School) in addition to the services rendered pursuant to the Regular Teachers' Contract, the employer agrees to pay the said teacher as follows for the Services to be Rendered:

Begin Date	End Date	Amount	Description	Begin Date	End Date	Amount	Description
07/01/2022	06/30/2024		Vacation 25 Days				

This agreement for additional services is executed this **28th day of March 2023**

Contract Summary:	Regular	Special	Total
	132,700.00	0.00	132,700.00

Printed: 03/28/2023 01:45 PM

Degree: MS Masters Degree
Classification: MS + 0 / BS+42
Experience: 20.00

For Office Use Only

Location: 0005 Exceptional Learner
Pay Record: 1

REGULAR TEACHERS 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 **Elkhart Community Schools** ("Corporation") and **Lisa B Ernsberger** ("Teacher"). **Lisa B Ernsberger** 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 01, 2022** and ending on **June 30, 2024**. *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 **261.0** days. *Ind. Code 20-28-6-2(a)(3)(B)*
3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to *Ind. Code 20-29-6-7*, the number of hours per day the Teacher is expected to work is established pursuant to agreements entered into by the Exclusive Representative for Certified Teachers and the Board of School Trustees for the Corporation.
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 **100,755.00** during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in **26.00** installments on a **Bi-Weekly** 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*.

Agreed this **28th** day of **March, 2023**

Added Pay Contract

In consideration of the undersigned teacher agreeing to perform the following designated services (not to include Summer or Evening School) in addition to the services rendered pursuant to the Regular Teachers' Contract, the employer agrees to pay the said teacher as follows for the Services to be Rendered:

Begin Date	End Date	Amount	Description	Begin Date	End Date	Amount	Description
07/01/2022	06/30/2024		Vacation 20 Days				

This agreement for additional services is executed this **28th day of March 2023**

Contract Summary:	Regular	Special	Total
	100,755.00	0.00	100,755.00

Printed: 03/28/2023 01:45 PM

**CHIEF OPERATING OFFICER
EMPLOYMENT AGREEMENT**

THIS AGREEMENT, made and entered into as of the 1st day of July, 2022 by and between **ELKHART COMMUNITY SCHOOLS**, an Indiana School Corporation, hereinafter referred to as "**EMPLOYER**", and Anthony J. Giansi, hereinafter referred to as "**EMPLOYEE**".

WITNESSETH:

WHEREAS, Employer desires to employ Employee and Employee desires to provide services for Employer; and

WHEREAS, it is the desire of the parties to agree upon the terms of employment.

NOW, THEREFORE, in consideration of the premises and the covenants of the parties hereinafter contained, the parties agree as follows:

1. Employer hereby employs Employee in the capacity of "Chief Operating Officer" for a period beginning July 1, 2022, consisting of 522 days, and ending June 30, 2024.
2. Employee agrees to perform services for Employer as described in "Elkhart Community Schools Board Policies and Administrative Regulation Book" and the "Position Description for Chief Operating Officer."
3. In consideration of the furnishing of such services by Employee, Employer agrees to pay Employee the Sum of \$130,325 for the period beginning July 1, 2022, through June 30, 2023, and \$130,325 thereafter annually,
4. Employer agrees to provide Fringe Benefits in accordance with applicable Board Policies.
5. The terms of this Employment Agreement shall be governed by applicable Board Policies and Administrative Regulations, including, but not limited to, the provisions for dismissal.

IN WITNESS WHEREOF, the parties have hereunto set their hands and seals the date and year first above written.

SUMMARY: Regular Contract	<u>\$130,325</u>	Days in 2022/23	<u>261</u>
Performance Award	<u>0</u>	Vacation	<u>25</u>
TOTAL CONTRACT	<u>\$130,325</u>	Contract Date	<u>07/01/2022</u>

Degree: MA Masters Degree
Classification: MS + 0 / BS+42
Experience: 15.00

For Office Use Only

Location: 0113 Pinewood

Pay Record: 1

REGULAR TEACHERS 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 **Elkhart Community Schools** ("Corporation") and **Tervonda M Goins** ("Teacher"). **Tervonda M Goins** 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, **August 01, 2022** and ending on **June 15, 2024**. *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 **208.0** days. *Ind. Code 20-28-6-2(a)(3)(B)*
3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to *Ind. Code 20-29-6-7*, the number of hours per day the Teacher is expected to work is established pursuant to agreements entered into by the Exclusive Representative for Certified Teachers and the Board of School Trustees for the Corporation.
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 **100,755.00** during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in **26.00** installments on a **Bi-Weekly** 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*.

Agreed this **28th** day of **March, 2023**

Added Pay Contract

In consideration of the undersigned teacher agreeing to perform the following designated services (not to include Summer or Evening School) in addition to the services rendered pursuant to the Regular Teachers' Contract, the employer agrees to pay the said teacher as follows for the Services to be Rendered:

This agreement for additional services is executed this **28th day of March 2023**

	Regular	Special	Total
Contract Summary:	100,755.00	0.00	100,755.00

Printed: 03/28/2023 01:45 PM

Degree: MS Masters Degree
Classification: MS + 0 / BS+42
Experience: 20.00

For Office Use Only

Location: 0011 Educational Serv C
Pay Record: NH23

REGULAR TEACHERS 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 **Elkhart Community Schools** ("Corporation") and **Rhiannon M Harrison** ("Teacher"). **Rhiannon M Harrison** 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, **August 01, 2022** and ending on **June 30, 2024**. *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 **219.0** days. *Ind. Code 20-28-6-2(a)(3)(B)*
3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to *Ind. Code 20-29-6-7*, the number of hours per day the Teacher is expected to work is established pursuant to agreements entered into by the Exclusive Representative for Certified Teachers and the Board of School Trustees for the Corporation.
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 **88,815.00** during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in **26.00** installments on a **Bi-Weekly** 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*.

Agreed this **28th** day of **March, 2023**

Added Pay Contract

In consideration of the undersigned teacher agreeing to perform the following designated services (not to include Summer or Evening School) in addition to the services rendered pursuant to the Regular Teachers' Contract, the employer agrees to pay the said teacher as follows for the Services to be Rendered:

This agreement for additional services is executed this **28th day of March 2023**

	Regular	Special	Total
Contract Summary:	88,815.00	0.00	88,815.00

Printed: 03/28/2023 01:45 PM

Degree: MS Masters Degree
Classification: MS + 0 / BS+42
Experience: 22.00

For Office Use Only

Location: 0106 Eastwood

Pay Record: 1B

REGULAR TEACHERS 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 **Elkhart Community Schools** ("Corporation") and **Victoria I Hays** ("Teacher"). **Victoria I Hays** 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, **August 01, 2022** and ending on **June 15, 2024**. *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 **208.0** days. *Ind. Code 20-28-6-2(a)(3)(B)*
3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to *Ind. Code 20-29-6-7*, the number of hours per day the Teacher is expected to work is established pursuant to agreements entered into by the Exclusive Representative for Certified Teachers and the Board of School Trustees for the Corporation.
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 **98,845.00** during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in **26.00** installments on a **Bi-Weekly** 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*.

Agreed this **28th** day of **March, 2023**

Added Pay Contract

In consideration of the undersigned teacher agreeing to perform the following designated services (not to include Summer or Evening School) in addition to the services rendered pursuant to the Regular Teachers' Contract, the employer agrees to pay the said teacher as follows for the Services to be Rendered:

This agreement for additional services is executed this **28th day of March 2023**

Contract Summary:	Regular	Special	Total
	98,845.00	0.00	98,845.00

Printed: 03/28/2023 01:45 PM

Degree: MS Masters Degree
Classification: MS + 0 / BS+42
Experience: 22.00

For Office Use Only

Location: 0005 Exceptional Learner
Pay Record: 1B

REGULAR TEACHERS 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 **Elkhart Community Schools** ("Corporation") and **Krista N Hennings** ("Teacher"). **Krista N Hennings** 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 01, 2022** and ending on **June 30, 2024**. *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 **261.0** days. *Ind. Code 20-28-6-2(a)(3)(B)*
3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to *Ind. Code 20-29-6-7*, the number of hours per day the Teacher is expected to work is established pursuant to agreements entered into by the Exclusive Representative for Certified Teachers and the Board of School Trustees for the Corporation.
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 **103,810.00** during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in **26.00** installments on a **Bi-Weekly** 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*.

Agreed this **28th** day of **March, 2023**

Added Pay Contract

In consideration of the undersigned teacher agreeing to perform the following designated services (not to include Summer or Evening School) in addition to the services rendered pursuant to the Regular Teachers' Contract, the employer agrees to pay the said teacher as follows for the Services to be Rendered:

Begin Date	End Date	Amount	Description	Begin Date	End Date	Amount	Description
07/01/2022	06/30/2024	\$1,285.00	MTSS Team Member				
07/01/2022	06/30/2024		Vacation 25 Days				

This agreement for additional services is executed this **28th** day of **March 2023**

	Regular	Special	Total
Contract Summary:	103,810.00	1,285.00	105,095.00

Printed: 03/29/2023 11:10 AM

***DIRECTOR OF TECHNOLOGY
EMPLOYMENT AGREEMENT***

THIS AGREEMENT, made and entered into as of the **1st** day of **July, 2022** by and between ***ELKHART COMMUNITY SCHOOLS***, an Indiana School Corporation, hereinafter referred to as "***EMPLOYER***", and **Jason Inman**, hereinafter referred to as "***EMPLOYEE***".

WITNESSETH:

WHEREAS, Employer desires to employ Employee and Employee desires to provide services for Employer; and

WHEREAS, it is the desire of the parties to agree upon the terms of employment.

NOW, THEREFORE, in consideration of the premises and the covenants of the parties hereinafter contained, the parties agree as follows:

1. Employer hereby employs Employee in the capacity of "Director of Technology" for a period beginning **July 1, 2022**, consisting of **522 days**, and ending **June 30, 2024**.
2. Employee agrees to perform services for Employer as described in "Elkhart Community Schools Board Policies and Administrative Regulation Book" and the "Position Description for Director of Technology."
3. In consideration of the furnishing of such services by Employee, Employer agrees to pay Employee the Sum of **\$118,515** for the period beginning July 1, 2022, through June 30, 2023, and **\$118,515** thereafter annually,
4. Employer agrees to provide Fringe Benefits in accordance with applicable Board Policies.
5. The terms of this Employment Agreement shall be governed by applicable Board Policies and Administrative Regulations, including, but not limited to, the provisions for dismissal.

IN WITNESS WHEREOF, the parties have hereunto set their hands and seals the date and year first above written.

SUMMARY: Regular Contract	<u>\$118,515</u>	Days in 2022/23	<u>261</u>
Performance Award	<u>0</u>	Vacation	<u>20</u>
TOTAL CONTRACT	<u>\$118,515</u>	Contract Date	<u>7/1/2022</u>

Degree: MS Masters Degree
Classification: MS + 06
Experience: 30.00

For Office Use Only

Location: 0202 North Side
Pay Record: 1B

REGULAR TEACHERS 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 **Elkhart Community Schools** ("Corporation") and **Sara M Jackowiak** ("Teacher"). **Sara M Jackowiak** 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, **August 01, 2022** and ending on **June 30, 2024**. *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 **219.0** days. *Ind. Code 20-28-6-2(a)(3)(B)*
3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to *Ind. Code 20-29-6-7*, the number of hours per day the Teacher is expected to work is established pursuant to agreements entered into by the Exclusive Representative for Certified Teachers and the Board of School Trustees for the Corporation.
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 **116,105.00** during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in **26.00** installments on a **Bi-Weekly** 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*.

Agreed this **28th** day of **March, 2023**

Added Pay Contract

In consideration of the undersigned teacher agreeing to perform the following designated services (not to include Summer or Evening School) in addition to the services rendered pursuant to the Regular Teachers' Contract, the employer agrees to pay the said teacher as follows for the Services to be Rendered:

This agreement for additional services is executed this **28th** day of **March 2023**

	Regular	Special	Total
Contract Summary:	116,105.00	0.00	116,105.00

Printed: 03/28/2023 01:45 PM

Degree: MS Masters Degree
Classification: MS + 06
Experience: 32.00

For Office Use Only

Location: 0104 Cleveland
Pay Record: 1B

REGULAR TEACHERS 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 **Elkhart Community Schools** ("Corporation") and **Jeffrey D Komins** ("Teacher"). **Jeffrey D Komins** 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, **August 01, 2022** and ending on **June 15, 2024**. *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 **208.0** days. *Ind. Code 20-28-6-2(a)(3)(B)*
3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to *Ind. Code 20-29-6-7*, the number of hours per day the Teacher is expected to work is established pursuant to agreements entered into by the Exclusive Representative for Certified Teachers and the Board of School Trustees for the Corporation.
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 **94,450.00** during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in **26.00** installments on a **Bi-Weekly** 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*.

Agreed this **28th** day of **March, 2023**

Added Pay Contract

In consideration of the undersigned teacher agreeing to perform the following designated services (not to include Summer or Evening School) in addition to the services rendered pursuant to the Regular Teachers' Contract, the employer agrees to pay the said teacher as follows for the Services to be Rendered:

This agreement for additional servies is executed this **28th day of March 2023**

	Regular	Special	Total
Contract Summary:	94,450.00	0.00	94,450.00

Printed: 03/28/2023 01:45 PM

Degree: MS Masters Degree
Classification: MS + 12
Experience: 13.00

For Office Use Only

Location: 0115 Riverview
Pay Record: NH23

REGULAR TEACHERS 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 **Elkhart Community Schools** ("Corporation") and **Jamie L Krempec** ("Teacher"). **Jamie L Krempec** 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, **August 01, 2022** and ending on **June 15, 2024**. *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 **208.0** days. *Ind. Code 20-28-6-2(a)(3)(B)*
3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to *Ind. Code 20-29-6-7*, the number of hours per day the Teacher is expected to work is established pursuant to agreements entered into by the Exclusive Representative for Certified Teachers and the Board of School Trustees for the Corporation.
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 **79,900.00** during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in **26.00** installments on a **Bi-Weekly** 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*.

Agreed this **28th** day of **March, 2023**

Added Pay Contract

In consideration of the undersigned teacher agreeing to perform the following designated services (not to include Summer or Evening School) in addition to the services rendered pursuant to the Regular Teachers' Contract, the employer agrees to pay the said teacher as follows for the Services to be Rendered:

This agreement for additional services is executed this **28th day of March 2023**

	Regular	Special	Total
Contract Summary:	79,900.00	0.00	79,900.00

Printed: 03/28/2023 01:45 PM

Degree: MS Masters Degree
Classification: MS + 0 / BS+42
Experience: 23.00

For Office Use Only

Location: 0301 Elkhart HS
Pay Record: 1B

REGULAR TEACHERS 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 **Elkhart Community Schools** ("Corporation") and **Frank E Kurth** ("Teacher"). **Frank E Kurth** 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 01, 2022** and ending on **June 30, 2024**. *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 **261.0** days. *Ind. Code 20-28-6-2(a)(3)(B)*
3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to *Ind. Code 20-29-6-7*, the number of hours per day the Teacher is expected to work is established pursuant to agreements entered into by the Exclusive Representative for Certified Teachers and the Board of School Trustees for the Corporation.
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 **116,105.00** during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in **26.00** installments on a **Bi-Weekly** 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*.

Agreed this **28th** day of **March, 2023**

Added Pay Contract

In consideration of the undersigned teacher agreeing to perform the following designated services (not to include Summer or Evening School) in addition to the services rendered pursuant to the Regular Teachers' Contract, the employer agrees to pay the said teacher as follows for the Services to be Rendered:

Begin Date	End Date	Amount	Description	Begin Date	End Date	Amount	Description
07/01/2022	06/30/2024		Vacation 25 Days				

This agreement for additional services is executed this **28th day of March 2023**

	Regular	Special	Total
Contract Summary:	116,105.00	0.00	116,105.00

Printed: 03/28/2023 01:45 PM

***SUPERVISOR OF ACCOUNTING, AUDITS, AND INVESTMENTS
EMPLOYMENT AGREEMENT***

THIS AGREEMENT, made and entered into as of the 1st day of July, 2023 by and between ***ELKHART COMMUNITY SCHOOLS***, an Indiana School Corporation, hereinafter referred to as "***EMPLOYER***", and Jennifer L. Lee, hereinafter referred to as "***EMPLOYEE***".

WITNESSETH:

WHEREAS, Employer desires to employ Employee and Employee desires to provide services for Employer; and

WHEREAS, it is the desire of the parties to agree upon the terms of employment.

NOW, THEREFORE, in consideration of the premises and the covenants of the parties hereinafter contained, the parties agree as follows:

1. Employer hereby employs Employee in the capacity of "Supervisor of Accounting, Audits, and Investments" for a period beginning July 1st, consisting of 260 days, and ending June 30, 2024.
2. Employee agrees to perform services for Employer as described in "Elkhart Community Schools Board Policies and Administrative Regulation Book" and the "Position Description for Supervisor of Accounting, Audits, and Investments."
3. In consideration of the furnishing of such services by Employee, Employer agrees to pay Employee the Sum of \$89,155 for the period beginning July 1, 2023, through June 30, 2024, and \$89,155 thereafter annually,
4. Employer agrees to provide Fringe Benefits in accordance with applicable Board Policies.
5. The terms of this Employment Agreement shall be governed by applicable Board Policies and Administrative Regulations, including, but not limited to, the provisions for dismissal.

IN WITNESS WHEREOF, the parties have hereunto set their hands and seals the date and year first above written.

SUMMARY: Regular Contract	<u>\$89,155</u>	Days in 2023/24	<u>260</u>
Performance Award	<u>0</u>	Vacation	<u>20</u>
TOTAL CONTRACT	<u>\$89,155</u>	Contract Date	<u>6/26/2023</u>

Degree: MS Masters Degree
Classification: MS + 12
Experience: 20.00

For Office Use Only

Location: 0121 Woodland

Pay Record: 1B

REGULAR TEACHERS 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 **Elkhart Community Schools** ("Corporation") and **Jonathan T LeVan** ("Teacher"). **Jonathan T LeVan** 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, **August 01, 2022** and ending on **June 15, 2024**. *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 **208.0** days. *Ind. Code 20-28-6-2(a)(3)(B)*
3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to *Ind. Code 20-29-6-7*, the number of hours per day the Teacher is expected to work is established pursuant to agreements entered into by the Exclusive Representative for Certified Teachers and the Board of School Trustees for the Corporation.
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 **103,810.00** during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in **26.00** installments on a **Bi-Weekly** 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*.

Agreed this **28th** day of **March, 2023**

Added Pay Contract

In consideration of the undersigned teacher agreeing to perform the following designated services (not to include Summer or Evening School) in addition to the services rendered pursuant to the Regular Teachers' Contract, the employer agrees to pay the said teacher as follows for the Services to be Rendered:

This agreement for additional services is executed this **28th** day of **March 2023**

	Regular	Special	Total
Contract Summary:	103,810.00	0.00	103,810.00

Printed: 03/28/2023 01:45 PM

***DIRECTOR OF HUMAN RESOURCES
EMPLOYMENT AGREEMENT***

THIS AGREEMENT, made and entered into as of the 1st day of **July, 2022** by and between ***ELKHART COMMUNITY SCHOOLS***, an Indiana School Corporation, hereinafter referred to as "***EMPLOYER***", and Magdalena Lozano, hereinafter referred to as "***EMPLOYEE***".

WITNESSETH:

WHEREAS, Employer desires to employ Employee and Employee desires to provide services for Employer; and

WHEREAS, it is the desire of the parties to agree upon the terms of employment.

NOW, THEREFORE, in consideration of the premises and the covenants of the parties hereinafter contained, the parties agree as follows:

1. Employer hereby employs Employee in the capacity of "Director of Human Resources" for a period beginning **July 1, 2022**, consisting of **522 days**, and ending **June 30, 2024**.
2. Employee agrees to perform services for Employer as described in "Elkhart Community Schools Board Policies and Administrative Regulation Book" and the "Position Description for Director of Human Resources."
3. In consideration of the furnishing of such services by Employee, Employer agrees to pay Employee the Sum of **\$108,710** for the period beginning July 1, 2022, through June 30, 2023, and **\$108,710** thereafter annually,
4. Employer agrees to provide Fringe Benefits in accordance with applicable Board Policies.
5. The terms of this Employment Agreement shall be governed by applicable Board Policies and Administrative Regulations, including, but not limited to, the provisions for dismissal.

IN WITNESS WHEREOF, the parties have hereunto set their hands and seals the date and year first above written.

SUMMARY: Regular Contract	<u>\$108,710</u>	Days in 2022/23	<u>261</u>
Performance Award	<u>0</u>	Vacation	<u>25</u>
TOTAL CONTRACT	<u>\$108,710</u>	Contract Date	<u>7/1/2022</u>

Degree: SP Specialist
Classification: MS + 54
Experience: 42.00



For Office Use Only

Location: 0011 Educational Serv C

Pay Record: NH24B

REGULAR TEACHERS 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 Elkhart Community Schools ("Corporation") and Mark T Mow ("Teacher"). Mark T Mow 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 17, 2023** and ending on **June 30, 2024**. *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 **250.0** days. *Ind. Code 20-28-6-2(a)(3)(B)*
3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to *Ind. Code 20-29-6-7*, the number of hours per day the Teacher is expected to work is established pursuant to agreements entered into by the Exclusive Representative for Certified Teachers and the Board of School Trustees for the Corporation.
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 **173,077.00** during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in **24.00** installments on a **Bi-Weekly** 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*.

Agreed this **17th** day of **July, 2023**

Added Pay Contract

In consideration of the undersigned teacher agreeing to perform the following designated services (not to include Summer or Evening School) in addition to the services rendered pursuant to the Regular Teachers' Contract, the employer agrees to pay the said teacher as follows for the Services to be Rendered:

Begin Date	End Date	Amount	Description	Begin Date	End Date	Amount	Description
07/17/2023	06/30/2024	\$10,000.00	Plus: Car Benefit				
07/17/2023	06/30/2024		Vacation 25 Days				

This agreement for additional services is executed this **17th** day of **July 2023**

Contract Summary:	Regular	Special	Total
	173,077.00	10,000.00	183,077.00

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Degree: BS Bachelors Degree
Classification: BS + 18
Experience: 11.00

For Office Use Only

Location: 0103 Bristol

Pay Record: 1

REGULAR TEACHERS 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 **Elkhart Community Schools** ("Corporation") and **Timothy I Pedley** ("Teacher"). **Timothy I Pedley** 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, **August 01, 2022** and ending on **June 15, 2024**. *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 **208.0** days. *Ind. Code 20-28-6-2(a)(3)(B)*
3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to *Ind. Code 20-29-6-7*, the number of hours per day the Teacher is expected to work is established pursuant to agreements entered into by the Exclusive Representative for Certified Teachers and the Board of School Trustees for the Corporation.
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 **98,845.00** during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in **26.00** installments on a **Bi-Weekly** 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*.

Agreed this **28th** day of **March, 2023**

Added Pay Contract

In consideration of the undersigned teacher agreeing to perform the following designated services (not to include Summer or Evening School) in addition to the services rendered pursuant to the Regular Teachers' Contract, the employer agrees to pay the said teacher as follows for the Services to be Rendered:

This agreement for additional services is executed this **28th day of March 2023**

	Regular	Special	Total
Contract Summary:	98,845.00	0.00	98,845.00

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CONTROLLER
EMPLOYMENT AGREEMENT

THIS AGREEMENT, made and entered into as of the 1st day of July, 2022 by and between **ELKHART COMMUNITY SCHOOLS**, an Indiana School Corporation, hereinafter referred to as "**EMPLOYER**", and Erica Purvis, hereinafter referred to as "**EMPLOYEE**".

WITNESSETH:

WHEREAS, Employer desires to employ Employee and Employee desires to provide services for Employer; and

WHEREAS, it is the desire of the parties to agree upon the terms of employment.

NOW, THEREFORE, in consideration of the premises and the covenants of the parties hereinafter contained, the parties agree as follows:

1. Employer hereby employs Employee in the capacity of "Controller" for a period beginning **July 1, 2022**, consisting of **522 days**, and ending **June 30, 2024**.
2. Employee agrees to perform services for Employer as described in "Elkhart Community Schools Board Policies and Administrative Regulation Book" and the "Position Description for Controller."
3. In consideration of the furnishing of such services by Employee, Employer agrees to pay Employee the Sum of **\$95,650** for the period beginning July 1, 2022, through June 30, 2023, and **\$95,650** thereafter annually,
4. Employer agrees to provide Fringe Benefits in accordance with applicable Board Policies.
5. The terms of this Employment Agreement shall be governed by applicable Board Policies and Administrative Regulations, including, but not limited to, the provisions for dismissal.

IN WITNESS WHEREOF, the parties have hereunto set their hands and seals the date and year first above written.

SUMMARY: Regular Contract	<u>\$95,650</u>	Days in 2022/23	<u>261</u>
Performance Award	<u>0</u>	Vacation	<u>25</u>
TOTAL CONTRACT	<u>\$95,650</u>	Contract Date	<u>7/1/2022</u>

TEMPORARY TEACHER CONTRACT

(for use with new teacher on grant funds)

*Prescribed pursuant to Ind. Code 20-28-6-3 as the uniform contract
for the employment of teachers pursuant to Ind. Code 20-28-6-6*

This temporary contract ("Contract") is by and between the governing body of the **Elkhart Community Schools** ("Corporation") and **Clyde Riley** ("Teacher"). **Clyde Riley** 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, beginning on **8/1/23** for 208 days (exclusive of any extracurricular or co-curricular assignments) and ending on **6/14/24**. This contract is for a position funded by a grant outside the school funding formula for which funding is available only for a specific period or purpose.
2. The Teacher's expected work day shall consist of a minimum of 8 hours daily, exclusive of any extracurricular or co-curricular assignments.
3. The number of days and hours may be modified by the Corporation during the term of the Contract.
4. The corporation shall pay the Teacher for services under this Contract the total sum of **\$86,025.00**.
5. The Corporation shall pay this amount in 26 installments on a biweekly basis.
6. This contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(e) 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.

Agreed this 1st day of August, 2023.

Degree: MA Masters Degree (18-
Classification: MS + 0 / BS+42
Experience: 14.00

For Office Use Only

Location: 0116 Roosevelt
Pay Record: 1

REGULAR TEACHERS 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 **Elkhart Community Schools** ("Corporation") and **Helenia M Robinson** ("Teacher"). **Helenia M Robinson** 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, **August 01, 2022** and ending on **June 15, 2024**. *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 **208.0** days. *Ind. Code 20-28-6-2(a)(3)(B)*
3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to *Ind. Code 20-29-6-7*, the number of hours per day the Teacher is expected to work is established pursuant to agreements entered into by the Exclusive Representative for Certified Teachers and the Board of School Trustees for the Corporation.
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 **95,460.00** during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in **26.00** installments on a **Bi-Weekly** 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*.

Agreed this **28th** day of **March, 2023**

Added Pay Contract

In consideration of the undersigned teacher agreeing to perform the following designated services (not to include Summer or Evening School) in addition to the services rendered pursuant to the Regular Teachers' Contract, the employer agrees to pay the said teacher as follows for the Services to be Rendered:

This agreement for additional services is executed this **28th day of March 2023**

Contract Summary:	Regular	Special	Total
	95,460.00	0.00	95,460.00

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REGULAR TEACHERS 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 **Elkhart Community Schools** ("Corporation") and **Jacqueline R Rost** ("Teacher"). **Jacqueline R Rost** 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 01, 2022** and ending on **June 30, 2024**. *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 **261.0** days. *Ind. Code 20-28-6-2(a)(3)(B)*
- 3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to *Ind. Code 20-29-6-7*, the number of hours per day the Teacher is expected to work is established pursuant to agreements entered into by the Exclusive Representative for Certified Teachers and the Board of School Trustees for the Corporation.
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 **101,890.00** during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*
- 5. The Corporation shall pay this amount in **26.00** installments on a **Bi-Weekly** 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*.

Agreed this **28th** day of **March, 2023**

Added Pay Contract

In consideration of the undersigned teacher agreeing to perform the following designated services (not to include Summer or Evening School) in addition to the services rendered pursuant to the Regular Teachers' Contract, the employer agrees to pay the said teacher as follows for the Services to be Rendered:

Begin Date	End Date	Amount	Description	Begin Date	End Date	Amount	Description
07/01/2022	06/30/2024		Vacation 25 Days				

This agreement for additional servies is executed this **28th day of March 2023**

	Regular	Special	Total
Contract Summary:	101,890.00	0.00	101,890.00

Degree: MS Masters Degree
Classification: MS + 0 / BS+42
Experience: 23.00

For Office Use Only

Location: 0303 Career Center
Pay Record: 1

REGULAR TEACHERS 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 **Elkhart Community Schools** ("Corporation") and **Scott A Sassaman** ("Teacher"). **Scott A Sassaman** 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, **August 01, 2022** and ending on **June 30, 2024**. *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 **219.0** days. *Ind. Code 20-28-6-2(a)(3)(B)*
3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to *Ind. Code 20-29-6-7*, the number of hours per day the Teacher is expected to work is established pursuant to agreements entered into by the Exclusive Representative for Certified Teachers and the Board of School Trustees for the Corporation.
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 **109,850.00** during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in **26.00** installments on a **Bi-Weekly** 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*.

Agreed this **28th** day of **March, 2023**

Added Pay Contract

In consideration of the undersigned teacher agreeing to perform the following designated services (not to include Summer or Evening School) in addition to the services rendered pursuant to the Regular Teachers' Contract, the employer agrees to pay the said teacher as follows for the Services to be Rendered:

This agreement for additional services is executed this **28th** day of **March 2023**

	Regular	Special	Total
Contract Summary:	109,850.00	0.00	109,850.00

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**CHIEF FINANCIAL OFFICER
EMPLOYMENT AGREEMENT**

THIS AGREEMENT, made and entered into as of the 1st day of July, 2022 by and between **ELKHART COMMUNITY SCHOOLS**, an Indiana School Corporation, hereinafter referred to as “**EMPLOYER**”, and **Kevin E. Scott**, hereinafter referred to as “**EMPLOYEE**”.

WITNESSETH:

WHEREAS, Employer desires to employ Employee and Employee desires to provide services for Employer; and

WHEREAS, it is the desire of the parties to agree upon the terms of employment.

NOW, THEREFORE, in consideration of the premises and the covenants of the parties hereinafter contained, the parties agree as follows:

1. Employer hereby employs Employee in the capacity of “Chief Financial Officer” for a period beginning **July 1, 2022**, consisting of **522 days**, and ending **June 30, 2024**.
2. Employee agrees to perform services for Employer as described in “Elkhart Community Schools Board Policies and Administrative Regulation Book” and the “Position Description for Chief Financial Officer.”
3. In consideration of the furnishing of such services by Employee, Employer agrees to pay Employee the Sum of **\$130,545** for the period beginning July 1, 2022, through June 30, 2023, and **\$130,545** thereafter annually,
4. Employer agrees to provide Fringe Benefits in accordance with applicable Board Policies.
5. The terms of this Employment Agreement shall be governed by applicable Board Policies and Administrative Regulations, including, but not limited to, the provisions for dismissal.

IN WITNESS WHEREOF, the parties have hereunto set their hands and seals the date and year first above written.

SUMMARY: Regular Contract	<u>\$130,545</u>	Days in 2022/23	<u>261</u>
Performance Award	<u>0</u>	Vacation	<u>25</u>
TOTAL CONTRACT	<u>\$130,545</u>	Contract Date	<u>7/1/2022</u>

Degree: MS Masters Degree
Classification: MS + 18
Experience: 13.00

For Office Use Only

Location: 0101 Beardsley
Pay Record: 1

REGULAR TEACHERS 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 **Elkhart Community Schools** ("Corporation") and **Machelle S Seese** ("Teacher"). **Machelle S Seese** 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, **August 01, 2022** and ending on **June 15, 2024**. *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 **208.0** days. *Ind. Code 20-28-6-2(a)(3)(B)*
3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to *Ind. Code 20-29-6-7*, the number of hours per day the Teacher is expected to work is established pursuant to agreements entered into by the Exclusive Representative for Certified Teachers and the Board of School Trustees for the Corporation.
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 **78,365.00** during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in **26.00** installments on a **Bi-Weekly** 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*.

Agreed this **28th** day of **March, 2023**

Added Pay Contract

In consideration of the undersigned teacher agreeing to perform the following designated services (not to include Summer or Evening School) in addition to the services rendered pursuant to the Regular Teachers' Contract, the employer agrees to pay the said teacher as follows for the Services to be Rendered:

This agreement for additional services is executed this **28th day of March 2023**

	Regular	Special	Total
Contract Summary:	78,365.00	0.00	78,365.00

Printed: 03/28/2023 01:45 PM

REGULAR TEACHERS 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 Elkhart Community Schools ("Corporation") and Frank P Serge ("Teacher"). Frank P Serge 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 17, 2023** and ending on **June 30, 2025**. *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 **250.0** days. *Ind. Code 20-28-6-2(a)(3)(B)*
3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to *Ind. Code 20-29-6-7*, the number of hours per day the Teacher is expected to work is established pursuant to agreements entered into by the Exclusive Representative for Certified Teachers and the Board of School Trustees for the Corporation.
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 **113,953.00** during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in **24.00** installments on a **Bi-Weekly** 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*.

Agreed this 13th day of **July, 2023**

Added Pay Contract

In consideration of the undersigned teacher agreeing to perform the following designated services (not to include Summer or Evening School) in addition to the services rendered pursuant to the Regular Teachers' Contract, the employer agrees to pay the said teacher as follows for the Services to be Rendered:

Begin Date	End Date	Amount	Description	Begin Date	End Date	Amount	Description
07/17/2023	06/30/2025		Vacation 25 Days				

This agreement for additional services is executed this 13th day of July 2023

	Regular	Special	Total
Contract Summary:	113,953.00	0.00	113,953.00

Degree: MS Masters Degree
Classification: MS + 0 / BS+42
Experience: 17.00

For Office Use Only

Location: 0101 Beardsley

Pay Record: 1

REGULAR TEACHERS 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 **Elkhart Community Schools** ("Corporation") and **Nicole C Serge-Nemes** ("Teacher"). **Nicole C Serge-Nemes** 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, **August 01, 2022** and ending on **June 15, 2024**. *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 **208.0** days. *Ind. Code 20-28-6-2(a)(3)(B)*
3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to *Ind. Code 20-29-6-7*, the number of hours per day the Teacher is expected to work is established pursuant to agreements entered into by the Exclusive Representative for Certified Teachers and the Board of School Trustees for the Corporation.
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 **100,755.00** during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in **26.00** installments on a **Bi-Weekly** 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*.

Agreed this **28th** day of **March, 2023**

Added Pay Contract

In consideration of the undersigned teacher agreeing to perform the following designated services (not to include Summer or Evening School) in addition to the services rendered pursuant to the Regular Teachers' Contract, the employer agrees to pay the said teacher as follows for the Services to be Rendered:

This agreement for additional services is executed this **28th** day of **March 2023**

	Regular	Special	Total
Contract Summary:	100,755.00	0.00	100,755.00

Printed: 03/28/2023 01:45 PM

***DIRECTOR OF SAFETY, SECURITY, AND RISK MANAGEMENT
EMPLOYMENT AGREEMENT***

THIS AGREEMENT, made and entered into as of the 1st day of **July, 2022** by and between ***ELKHART COMMUNITY SCHOOLS***, an Indiana School Corporation, hereinafter referred to as "***EMPLOYER***", and **James M. Snyder**, hereinafter referred to as "***EMPLOYEE***".

WITNESSETH:

WHEREAS, Employer desires to employ Employee and Employee desires to provide services for Employer; and

WHEREAS, it is the desire of the parties to agree upon the terms of employment.

NOW, THEREFORE, in consideration of the premises and the covenants of the parties hereinafter contained, the parties agree as follows:

1. Employer hereby employs Employee in the capacity of "Director of Safety, Security, and Risk Management" for a period beginning **July 1, 2022**, consisting of **522 days**, and ending **June 30, 2024**.
2. Employee agrees to perform services for Employer as described in "Elkhart Community Schools Board Policies and Administrative Regulation Book" and the "Position Description for Director of Safety, Security, and Risk Management."
3. In consideration of the furnishing of such services by Employee, Employer agrees to pay Employee the Sum of **\$102,665** for the period beginning July 1, 2022, through June 30, 2023, and **\$102,665** thereafter annually,
4. Employer agrees to provide Fringe Benefits in accordance with applicable Board Policies.
5. The terms of this Employment Agreement shall be governed by applicable Board Policies and Administrative Regulations, including, but not limited to, the provisions for dismissal.

IN WITNESS WHEREOF, the parties have hereunto set their hands and seals the date and year first above written.

SUMMARY: Regular Contract	<u>\$102,665</u>	Days in 2022/23	<u>261</u>
Performance Award	<u>0</u>	Vacation	<u>25</u>
TOTAL CONTRACT	<u>\$102,665</u>	Contract Date	<u>7/1/2022</u>

REGULAR TEACHERS 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 Elkhart Community Schools ("Corporation") and
Bruce N Stahly ("Teacher"). Bruce N Stahly 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 17, 2023** and ending on **June 30, 2024**. *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 **250.0** days. *Ind. Code 20-28-6-2(a)(3)(B)*
3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to *Ind. Code 20-29-6-7*, the number of hours per day the Teacher is expected to work
is established pursuant to agreements entered into by the Exclusive Representative for Certified Teachers and the Board of School Trustees for the Corporation.
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 **126,223.00** during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in **24.00** installments on a **Bi-Weekly** 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*.

Agreed this **17th** day of **July, 2023**

Added Pay Contract

In consideration of the undersigned teacher agreeing to perform the following designated services (not to include Summer or Evening School) in addition to the services rendered
pursuant to the Regular Teachers' Contract, the employer agrees to pay the said teacher as follows for the Services to be Rendered:

Begin Date	End Date	Amount	Description	Begin Date	End Date	Amount	Description
07/17/2023	06/30/2024		Vacation 25 Days				

This agreement for additional services is executed this **17th day of July 2023**

	Regular	Special	Total
Contract Summary:	126,223.00	0.00	126,223.00

Degree: MS Masters Degree (19-2
Classification: MS + 0 / BS+42
Experience: 16.00

For Office Use Only

Location: 0105 Daly

Pay Record: 1

REGULAR TEACHERS 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 **Elkhart Community Schools** ("Corporation") and **Elizabeth C Stroven** ("Teacher"). **Elizabeth C Stroven** 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, **August 01, 2022** and ending on **June 15, 2024**. *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 **208.0** days. *Ind. Code 20-28-6-2(a)(3)(B)*
3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to *Ind. Code 20-29-6-7*, the number of hours per day the Teacher is expected to work is established pursuant to agreements entered into by the Exclusive Representative for Certified Teachers and the Board of School Trustees for the Corporation.
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 **98,845.00** during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in **26.00** installments on a **Bi-Weekly** 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*.

Agreed this **28th** day of **March, 2023**

Added Pay Contract

In consideration of the undersigned teacher agreeing to perform the following designated services (not to include Summer or Evening School) in addition to the services rendered pursuant to the Regular Teachers' Contract, the employer agrees to pay the said teacher as follows for the Services to be Rendered:

This agreement for additional services is executed this **28th day of March 2023**

	Regular	Special	Total
Contract Summary:	98,845.00	0.00	98,845.00

Printed: 03/28/2023 01:45 PM

Degree: MS Masters Degree
Classification: MS + 0 / BS+42
Experience: 17.00



REVISED

For Office Use Only

Location: 0111 Monger

Pay Record: NH23

REGULAR TEACHERS 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 Elkhart Community Schools ("Corporation") and Amy L Szakaly ("Teacher"). Amy L Szakaly 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, **August 01, 2022** and ending on **June 15, 2024**. *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 **208.0** days. *Ind. Code 20-28-6-2(a)(3)(B)*
3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to *Ind. Code 20-29-6-7*, the number of hours per day the Teacher is expected to work is established pursuant to agreements entered into by the Exclusive Representative for Certified Teachers and the Board of School Trustees for the Corporation.
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 **79,900.00** during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in **26.00** installments on a **Bi-Weekly** 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*.

Agreed this **28th** day of **March, 2023**

Added Pay Contract

In consideration of the undersigned teacher agreeing to perform the following designated services (not to include Summer or Evening School) in addition to the services rendered pursuant to the Regular Teachers' Contract, the employer agrees to pay the said teacher as follows for the Services to be Rendered:

Begin Date	End Date	Amount	Description	Begin Date	End Date	Amount	Description
08/01/2022	06/15/2024	\$550.00	EL Safety Patrol				
08/01/2022	06/15/2024	\$1,285.00	MTSS Team Member				

This agreement for additional services is executed this **28th** day of **March 2023**

	Regular	Special	Total
Contract Summary:	79,900.00	1,835.00	81,735.00

Printed: 04/03/2023 04:06 PM

***DISTRICT COUNSEL / CHIEF OF STAFF
EMPLOYMENT AGREEMENT***

THIS AGREEMENT, made and entered into as of the 1st day of **July, 2022** by and between ***ELKHART COMMUNITY SCHOOLS***, an Indiana School Corporation, hereinafter referred to as "***EMPLOYER***", and **W. Douglas Thorne**, hereinafter referred to as "***EMPLOYEE***".

WITNESSETH:

WHEREAS, Employer desires to employ Employee and Employee desires to provide services for Employer; and

WHEREAS, it is the desire of the parties to agree upon the terms of employment.

NOW, THEREFORE, in consideration of the premises and the covenants of the parties hereinafter contained, the parties agree as follows:

1. Employer hereby employs Employee in the capacity of "District Counsel / Chief of Staff" for a period beginning **July 1, 2022**, consisting of **522** days, and ending **June 30, 2024**.
2. Employee agrees to perform services for Employer as described in "Elkhart Community Schools Board Policies and Administrative Regulation Book" and the "Position Description for District Counsel / Chief of Staff."
3. In consideration of the furnishing of such services by Employee, Employer agrees to pay Employee the Sum of **\$132,430** for the period beginning July 1, 2022, through June 30, 2023, and **\$132,430** thereafter annually,
4. Employer agrees to provide Fringe Benefits in accordance with applicable Board Policies.
5. The terms of this Employment Agreement shall be governed by applicable Board Policies and Administrative Regulations, including, but not limited to, the provisions for dismissal.

IN WITNESS WHEREOF, the parties have hereunto set their hands and seals the date and year first above written.

SUMMARY: Regular Contract	<u>\$132,430</u>	Days in 2022/23	<u>261</u>
Performance Award	<u>0</u>	Vacation	<u>25</u>
TOTAL CONTRACT	<u>\$132,430</u>	Contract Date	<u>7/1/2022</u>

REGULAR TEACHERS 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 Elkhart Community Schools ("Corporation") and
Dennis L Trigg Jr ("Teacher"). Dennis L Trigg Jr 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, **August 01, 2022** and ending on **June 28, 2024**. *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 **218.0** days. *Ind. Code 20-28-6-2(a)(3)(B)*
3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to *Ind. Code 20-29-6-7*, the number of hours per day the Teacher is expected to work
is established pursuant to agreements entered into by the Exclusive Representative for Certified Teachers and the Board of School Trustees for the Corporation.
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 **102,660.00** during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in **26.00** installments on a **Bi-Weekly** 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*.

Agreed this **1st** day of **August, 2023**

Added Pay Contract

In consideration of the undersigned teacher agreeing to perform the following designated services (not to include Summer or Evening School) in addition to the services rendered
pursuant to the Regular Teachers' Contract, the employer agrees to pay the said teacher as follows for the Services to be Rendered:

This agreement for additional services is executed this **1st day of August 2023**

	Regular	Special	Total
Contract Summary:	102,660.00	0.00	102,660.00

Degree: MS Masters Degree
Classification: MS + 0 / BS+42
Experience: 17.00

For Office Use Only

Location: 0111 Monger

Pay Record: 1

REGULAR TEACHERS 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 **Elkhart Community Schools** ("Corporation") and **April R Walker** ("Teacher"). **April R Walker** 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, **August 01, 2022** and ending on **June 15, 2024**. *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 **208.0** days. *Ind. Code 20-28-6-2(a)(3)(B)*
3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to *Ind. Code 20-29-6-7*, the number of hours per day the Teacher is expected to work is established pursuant to agreements entered into by the Exclusive Representative for Certified Teachers and the Board of School Trustees for the Corporation.
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 **100,755.00** during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in **26.00** installments on a **BI-Weekly** 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*.

Agreed this **28th** day of **March, 2023**

Added Pay Contract

In consideration of the undersigned teacher agreeing to perform the following designated services (not to include Summer or Evening School) in addition to the services rendered pursuant to the Regular Teachers' Contract, the employer agrees to pay the said teacher as follows for the Services to be Rendered:

This agreement for additional services is executed this **28th** day of **March 2023**

	Regular	Special	Total
Contract Summary:	100,755.00	0.00	100,755.00

Printed: 03/28/2023 01:45 PM

Degree: MS Masters Degree
Classification: MS + 0 / BS+42
Experience: 31.00

For Office Use Only

Location: 0301-2 EHS Bus & Intern

Pay Record: 1B

REGULAR TEACHERS 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 **Elkhart Community Schools** ("Corporation") and **Matthew Werbiansky** ("Teacher"). **Matthew Werbiansky** 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, **August 01, 2022** and ending on **June 30, 2024**. *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 **219.0** days. *Ind. Code 20-28-6-2(a)(3)(B)*
3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to *Ind. Code 20-29-6-7*, the number of hours per day the Teacher is expected to work is established pursuant to agreements entered into by the Exclusive Representative for Certified Teachers and the Board of School Trustees for the Corporation.
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 **106,480.00** during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in **26.00** installments on a **Bi-Weekly** 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*.

Agreed this **28th** day of **March, 2023**

Added Pay Contract

In consideration of the undersigned teacher agreeing to perform the following designated services (not to include Summer or Evening School) in addition to the services rendered pursuant to the Regular Teachers' Contract, the employer agrees to pay the said teacher as follows for the Services to be Rendered:

This agreement for additional services is executed this **28th day of March 2023**

	Regular	Special	Total
Contract Summary:	106,480.00	0.00	106,480.00

Printed: 03/28/2023 01:45 PM

Degree: BS Bachelors Degree
Classification: MS + 06
Experience: 26.00

For Office Use Only

Location: 0011 Educational Serv C
Pay Record: 1B

REGULAR TEACHERS 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 **Elkhart Community Schools** ("Corporation") and **Beth A Williams** ("Teacher"). **Beth A Williams** 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 01, 2022** and ending on **June 15, 2024**. *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 **261.0** days. *Ind. Code 20-28-6-2(a)(3)(B)*
3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to *Ind. Code 20-29-6-7*, the number of hours per day the Teacher is expected to work is established pursuant to agreements entered into by the Exclusive Representative for Certified Teachers and the Board of School Trustees for the Corporation.
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 **110,840.00** during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in **26.00** installments on a **Bi-Weekly** 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*.

Agreed this **28th** day of **March, 2022**

Added Pay Contract

In consideration of the undersigned teacher agreeing to perform the following designated services (not to include Summer or Evening School) in addition to the services rendered pursuant to the Regular Teachers' Contract, the employer agrees to pay the said teacher as follows for the Services to be Rendered:

Begin Date	End Date	Amount	Description	Begin Date	End Date	Amount	Description
07/01/2022	06/15/2024		Vacation 25 Days				

This agreement for additional servies is executed this **28th day of March 2023**

	Regular	Special	Total
Contract Summary:	110,840.00	0.00	110,840.00

Printed: 03/28/2023 01:45 PM

Degree: MS Masters Degree
Classification: MS + 0 / BS+42
Experience: 36.00

For Office Use Only

Location: 0202 North Side
Pay Record: 1

REGULAR TEACHERS 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 **Elkhart Community Schools** ("Corporation") and **Mary L Wisniewski** ("Teacher"). **Mary L Wisniewski** 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, **August 01, 2022** and ending on **June 15, 2024**. *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 **208.0** days. *Ind. Code 20-28-6-2(a)(3)(B)*
3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to *Ind. Code 20-29-6-7*, the number of hours per day the Teacher is expected to work is established pursuant to agreements entered into by the Exclusive Representative for Certified Teachers and the Board of School Trustees for the Corporation.
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 **98,600.00** during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in **26.00** installments on a **Bi-Weekly** 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*.

Agreed this **28th** day of **March, 2023**

Added Pay Contract

In consideration of the undersigned teacher agreeing to perform the following designated services (not to include Summer or Evening School) in addition to the services rendered pursuant to the Regular Teachers' Contract, the employer agrees to pay the said teacher as follows for the Services to be Rendered:

Begin Date	End Date	Amount	Description	Begin Date	End Date	Amount	Description
08/01/2022	06/15/2024	\$485.00	SW Building Wellness				

This agreement for additional services is executed this **28th day of March 2023**

	Regular	Special	Total
Contract Summary:	98,600.00	485.00	99,085.00

Printed: 03/28/2023 01:45 PM