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

Experience: 30,00

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 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)
- 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 133,045.00 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. Cade 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 29th day of January, 2024

School Corporation by: Teacher

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 07/01/2022 06/30/2024

Amount Description

Begin Date End Date

Amount Description

Vacation 25 Days

This agreement for additional servies is executed this 29th day of January 2024

Regular 133,045.00

Special

Contract Summary:

0.00

133,045.00

Printed: 02/01/2024 02:56 PM

Total

Location: 0302-1 Freshman Divisio Degree: MS Masters Degree

For Office Use Only Classification: MS + 06

Pay Record: 1 Experience: 17.00

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, 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 239.0 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 112,344.00 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.
- This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this 29th day of January, 2024

Teacher	School Colporation by:

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 08/01/2023 06/30/2024 Amount Description Vacation 25 Days Begin Date End Date

School Corporation by:

Amount Description

This agreement for additional servies is executed this 29th day of January 2024

Requiar 112,344.00

Special 0.00 112,344.00

Total

Printed: 02/02/2024 07:23 AM

Contract Summary:

Degree: BS Bachelors Degree

Classification: BS + 12 Experience: 27.00

For Office Use Only

Location: 0302-1 Freshman Divisio

Pay Record: 1B

REGULAR TEACHERS CONTRACT

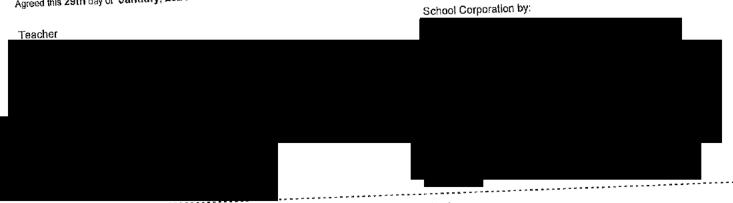
Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract for the employment of teachers pursuant to Ind. Code 20-28-6-4(b)

This regular teacher contract ("Contract") is by and between the governing body of the Elkhart Community Schools ("Corporation") and Keith M Baker ("Teacher"), Keith M Baker 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 14, 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.
- 4. The Corporation shall pay the Teacher for services under this Contract the total salary of 93,025.00 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 29th day of January, 2024



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 29th day of January 2024

Regular 93,025.00 Special 0.00 Total

93,025.00

Printed: 02/01/2024 02:03 PM

Contract Summary:



Degree: MS Masters Degree (20-7

Experience: 12.00

For Office Use Only Classification: MS + 0 / BS+42 Pay Record: 1

REGULAR TEACHERS CONTRACT

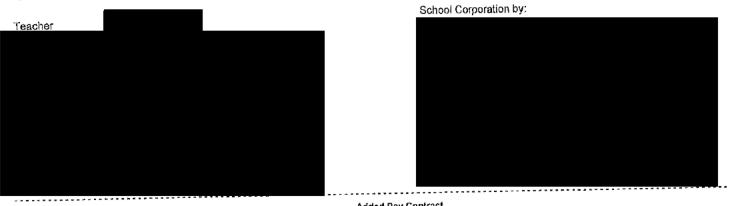
Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract for the employment of teachers pursuant to Ind. Code 20-28-6-4(b)

This regular teacher contract ("Contract") is by and between the governing body of the Elkhart Community Schools ("Corporation") and 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, November 10, 2023 and ending on June 14, 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 133.0 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 64,480.00 during the school year. Ind. Code 20-28-6-2(a)(3)(C)
- 5. The Corporation shall pay this amount in 19.00 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 20-28-7.6-2 and Ind. Code 20-28-7.5-3.
- This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this 29th day of January, 2024



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 29th day of January 2024

Regular 64,480.00 Special 0.00

Total 64,480.00

Printed: 01/31/2024 01:32 PM

Contract Summary:



Location: 0121 Woodland

Experience: 46.00

For Office Use Only

Location: 0301-1 EHS Arts & Comi

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 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 108,980.00 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 20-28-7.6-1(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 29th day of January, 2024



School Corporation by:

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 07/01/2022 06/30/2024

Amount Description Vacation 25 Days Begin Date End Date

Amount Description

This agreement for additional servies is executed this 29th day of January 2024

Regular 108,980.00 Special 0.00

Contract Summary: Printed: 02/01/2024 03:03 PM cial Total .00 108,980.00



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 Natalic 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:

- 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.
- 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."
- In consideration of the furnishing of such services by Employee, Employer agrees to pay Employee the Sum of \$95,760 for the period beginning July 1, 2022, through June 30, 2024, and \$95,760 thereafter annually,
- Employer agrees to provide Fringe Benefits in accordance with applicable Board Policies.
- 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.

ELKHART COMMUNITY SCHOOLS

 SUMMARY:
 Regular Contract
 \$95,760

 Performance Award
 0

 TOTAL CONTRACT
 \$95,760

BOARD OF SCHOOL TRUSTEES



 Days in 2023/24
 260

 Vacation
 25

 Contract Date
 7/1/2023

For Office Use Only Classification: MS + 48 Experience: 14.00

Location: 0301-3 EHS Eng/Tech/in

Pay Record: 1

REGULAR TEACHERS CONTRACT

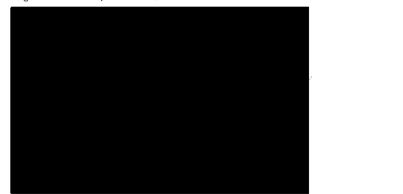
Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract for the employment of teachers pursuant to ind. Gode 20-28-6-4(b)

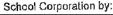
This regular teacher contract ("Contract") is by and between the governing body of the Elkhart Community Schools ("Corporation") and David M Bird ("Teacher"). David M Bird is a teacher as defined in Ind. Code 20-18-2-22.

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 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 103,255.00 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 29th day of January, 2024







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 29th day of January 2024

Teacher

Contract Summary:

Regular 103,255.00 Special 0.00

Total 103,255.00

School Corporation

Printed: 02/01/2024 02:09 PM

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 feacher 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 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 101,345.00 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 29th day of January, 2024



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 29th day of January 2024

Regular

101,345.00 Contract Summary:

Special

0.00

Total 101,345.00

Printed: 02/01/2024 02:11 PM

School Corporation

Degree: MS Masters Degree Location: 0094 Student Services

Classification: MS + 24 For Office Use Only

Experience: 11.00 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)

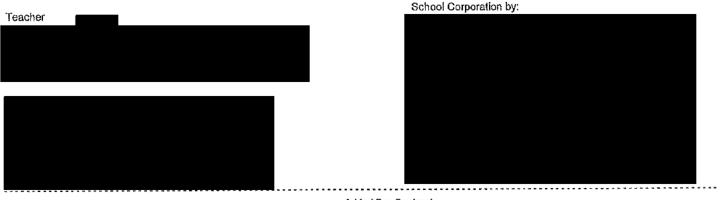
This regular teacher contract ("Contract") is by and between the governing body of the Elkhart Community Schools ("Corporation") and Lindsey M Brander ("Teacher"). Lindsey M Brander is a teacher as defined in Ind. Code 20-18-2-22.

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 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 lotal salary of 124,750.00 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 29th day of January, 2024



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

Begin Date End Date

Amount Description

This agreement for additional services is executed this 29th day of January 2024

Regular 124,750.00 Special 0.00 Total 124,750.00

Printed: 02/01/2024 03:09 PM

Contract Summary:



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:

- 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.
- 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."
- In consideration of the furnishing of such services by Employee, Employer agrees to pay Employee the Sum of \$107,480 for the period beginning July 1, 2022, through June 30, 2024, and \$107,480 thereafter annually,
- Employer agrees to provide Fringe Benefits in accordance with applicable Board Policies.
- 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.

ELKHART COMMUNITY SCHOOLS	

BOARD OF SCHOOL TRUSTEES

 SUMMARY:
 Regular Contract
 \$107,480

 Performance Award
 0

 TOTAL CONTRACT
 \$107,480

 Days in 2023/24
 260

 Vacation
 25

 Contract Date
 7/1/2022

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

Experience: 7.00

For Office Use Only

Location: 0103 Bristol

Pay Record: 1

REGULAR TEACHERS CONTRACT

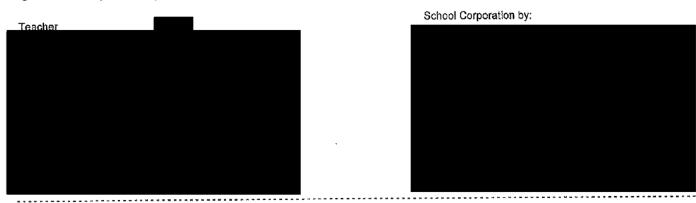
Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract for the employment of teachers pursuant to Ind. Code 20-28-6-4(b)

This regular leacher 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, August 01, 2023 and ending on June 14, 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 par 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 78,110.00 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 29th day of January, 2024



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 08/01/2023 06/14/2024

Amount Description

Begin Date End Date

Amount Description

\$4,810.00 SW Bully Prevent Coord

This agreement for additional servies is executed this 29th day of January 2024

Regular

Special

Contract Summary:

78,110.00

4,810.00

82,920.00

Printed: 02/20/2024 09:27 AM

Total

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

Experience: 7.00

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)

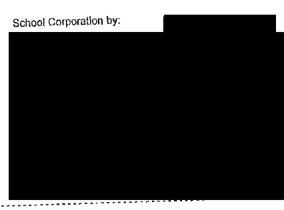
This regular teacher contract ("Contract") is by and between the governing body of the Elkhart Community Schools ("Corporation") and David P Burden ("Teacher"). David P Burden is a teacher as defined in Ind. Code 20-18-2-22.

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, August 01, 2023 and ending on June 14, 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 78,110.00 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 29th day of January, 2024





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 29th day of January 2024

Regular 78,110.00

Special

Total

Contract Summary: Printed: 01/31/2024 01:31 PM

78,110.00 0.00



Degree: MS Masters Degree

Experience: 22,00

Classification: MS + 06

For Office Use Only

Location: 0112 Osolo

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)

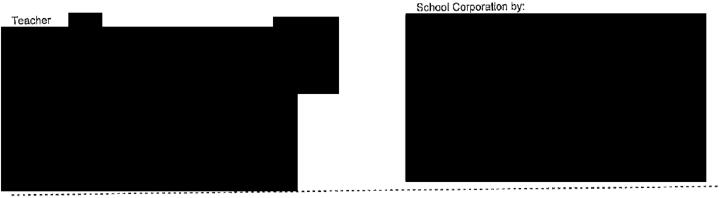
This regular teacher contract ("Contract") is by and between the governing body of the Elkhart Community Schools ("Corporation") and Heather M Burton ("Teacher"). Heather M Burton is a teacher as defined in Ind. Code 20-18-2-22.

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 103,255.00 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 29th day of January, 2024



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 29th day of January 2024

Teacher

Regular Special Total

Contract Summary: 103,255.00 0.00 103,255.00

Printed: 01/31/2024 01:30 PM

School Corporation

Location: 0104 Cleveland

Pay Record: 1

REGULAR TEACHERS CONTRACT

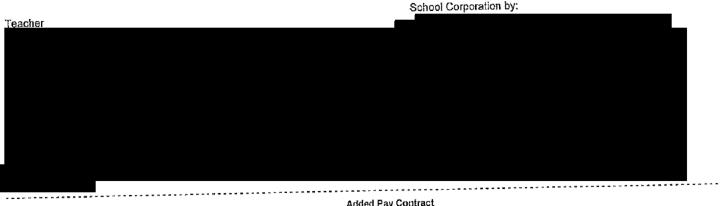
Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract for the employment of teachers pursuant to Ind. Code 20-28-6-4(b)

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(e)(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 106,310.00 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(e)(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 29th day of January, 2024



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 29th day of January 2024

Regular 106,310.00 Special 0.00

Total 106,310.00

Printed; 01/31/2024 01:41 PM

Contract Summary:

School Corporation

Location: 0102 Beck

Pay Record: NH24

Classification: MS + 48 Experience: 10.00

REGULAR TEACHERS CONTRACT

Prescribed pursuant to Ind. Gode 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 Brandon M Cavanaugh ("Teacher"). Brandon M Cavanaugh is a teacher as defined in Ind. Code 20-18-2-22.

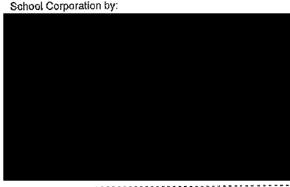
In exchange for the Teacher's services described below, the Corporation and the Teacher agree that:

- 1. The Teacher shall teach in the schools of the Corporation for the school term beginning, August 01, 2023 and ending on June 15, 2025. Incl. 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 80,865.00 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 29th day of January, 2024

Teacher		

School Corporation by:



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 addition	al servies is execute	d this 29th day	of January 2024		
				Teacher	
Contract Summary:	Regular 80,865.00	Special 0,00	Total 80,865.00		
Printed: 01/31/2024 01:52 PM	•			School Corporation	

Experience: 13.00

For Office Use Only

Location: 0125 Pride Academy

Pay Record: 1

REGULAR TEACHERS CONTRACT

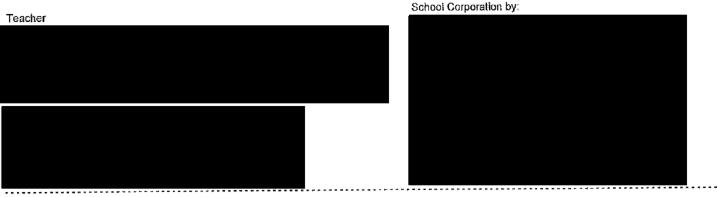
Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract for the employment of teachers pursuant to Ind. Code 20-28-6-4(b)

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 218.0 days. Incl. 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 103,255.00 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 29th day of January, 2024



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 29th day of January 2024

Regular 103,255.00

Total

Printed: 02/01/2024 02:18 PM

Contract Summary:

Special 103,255.00 0.00



Location: 0115 Riverview

Classification: MS + 06 Pay Record: 1B Experience: 19.00

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 103,255.00 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 20-28-6-6(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.

School Corporation by:

School Corporation

7. This Contract is a public record pursuant to Ind. Code 20-26-6-2(d) and Ind. Code 5-14-3.

Agreed this 29th day of January, 2024

Teacher

A Live Cove Covered
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 29th day of January 2024
Teacher

Total

103,255.00

Special

0.00

Regular

103,255.00

Contract Summary:

Printed: 02/01/2024 11:50 AM

Experience: 14.00

For Office Use Only

Location: 0006 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 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 102,105.00 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 29th day of January, 2024



School Corporation by:

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

Begin Date End Date

Amount Description

This agreement for additional servies is executed this 29th day of January 2024

Regular 102,105.00 Special 0.00

Total 102,105.00

Printed; 02/01/2024 03:22 PM

Contract Summary:



Classification: MS + 18 Pay Record: 1 Experience: 40,00

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. Gode 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 116,453.00 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 29th day of January, 2024

Teacher		School Corporation by:	
	~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~		

#### 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

Location: 0011 Educational Serv C

07/17/2023 06/30/2025

Vacation 25 Days

This agreement for additional servies is executed this 29th day of January 2024

Regular

Special

Contract Summary:

116,453.00

0.00

Printed: 02/01/2024 03:15 PM

Total 116,453.00

# 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:

- 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.
- 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."
- In consideration of the furnishing of such services by Employee, Employee agrees to pay Employee the Sum of \$97,125 for the period beginning July 1, 2022, through June 30, 2023, and \$97,125 thereafter annually,
- Employer agrees to provide Fringe Benefits in accordance with applicable Board Policies.
- 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.

	ELKHART COMMUNITY SCHOOLS	
١		

SUMMARY: Regular Contract \$97,125

Performance Award 0

TOTAL CONTRACT \$97,125

BOARD OF SCHOOL TRUSTEES

 Days in 2023/24
 260

 Vacation
 20

 Contract Date
 7/1/2022

Location: 0301 Elkhart HS Degree: MS Masters Degree

Classification: MS + 06 For Office Use Only Pay Record: 1B Experience: 24,00

#### 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 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 103,255.00 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 29th day of January, 2024



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

Amount Description

This agreement for additional services is executed this 29th day of January 2024

Regular

103,255.00

Special 0.00

Total 103,255.00

Printed: 02/01/2024 03:34 PM

Contract Summary:



Experience: 23.00

For Office Use Only

Location: 0303 Career Center

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 Brandon L Eakins ("Teacher"), Brandon L Eakins 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(e)(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 123,635.00 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 Bt-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.



School Corporation by:

Amount Description

#### 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 O7/01/2022 06/30/2024 Vacation 20 Days

This agreement for additional servies is executed this 29th day of January 2024

Regular Special Total

Contract Summary: 123,635.00 0.00 123,635.00

Printed: 02/02/2024 05:53 AM

Degree: MS Masters Degree

Classification: MS + 12

Experience: 15.00

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 Shirley A Elliott ("Teacher"), Shirley A Elliott is a teacher as defined in ind. Code 20-48-2-22.

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 103,255.00 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 29th day of January, 2024

Teacher	·	-		
			<del>[[]]]</del> .	
· · · · · · · · · · · · · · · · · · ·				

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

School Corporation by:

Amount Description

This agreement for additional servies is executed this 29th day of January 2024

Regular 103,255.00

Contract Summary: Printed: 02/02/2024 06:14 AM Special Total 0,00 103,255.00



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 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 135,200.00 during the school year. Ind. Code 20-28-6-2(a)(3)(C)
- 5. The Corporation shall pay this emount 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)
- 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 29th day of January, 2024

Teacher	School Corporation by:

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 29th day of January 2024

Regular Special Total 135,200.00 0.00 135,200.00

Printed: 02/02/2024 06:17 AM

Contract Summary:

Teacher

School Corporation

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 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 103,255.00 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*.

School Corporation by:

School Corporation

7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

103,255.00

Contract Summary:

Printed: 02/02/2024 06:19 AM

0.00

103,255.00

Agreed this 29th day of January, 2024

Teacher

,,,				Added I	Pay Contract		
pŧ	In consideration of the undersigursuant to the Regular Teachers' (	ned teacher ag Contract, the en	reeing to perform the foll ployer agrees to pay the	owing designate	•	or Evening Sci dered:	hool) in addition to the services 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 so	ervies is execute	ed this <b>29th day of Ja</b> i	nuary 2024	Teacher		
		Regular	Special	Total			

Location: 0302-1 Freshman Divisio Degree: MS Masters Degree For Office Use Only

Classification: MS + 36

Pay Record: NH24 Experience: 7.00

# REGULAR TEACHERS CONTRACT

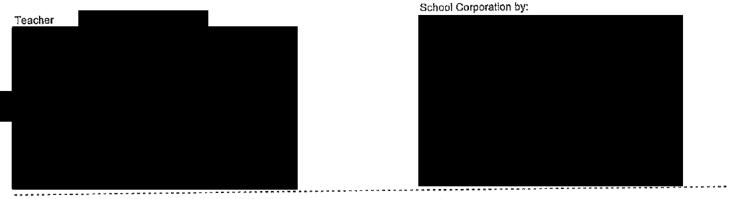
Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract for the employment of teachers pursuant to Ind. Code 20-28-6-4(b)

This regular teacher contract ("Contract") is by and between the governing body of the Elkhart Community Schools ("Corporation") and Joseph L Fairbotham ("Teacher"). Joseph L Fairbotham 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 07, 2023 and ending on June 14, 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 88,215.00 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 29th day of January, 2024



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 29th day of January 2024

Regular 88,215.00 Special 0.00

88,215.00

Total

Printed: 02/01/2024 12:02 PM

Contract Summary:

# 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. Gianesi, 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:

- 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.
- 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."
- In consideration of the furnishing of such services by Employee, Employee agrees to pay Employee the
   Sum of \$132,825 for the period beginning July 1, 2022, through June 30, 2024, and \$132,825 thereafter annually,
- Employer agrees to provide Fringe Benefits in accordance with applicable Board Policies.
- 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.

EL	KHART COMMUNITY S	SCHOOLS	BOARD	OF SCHOOL TRUSTEES
SUMMARY:	Regular Contract	\$132,825	Days in 2023/24	260
	Performance Award	0	Vacation	25
	TOTAL CONTRACT	<u>\$132,825</u>	Contract Date	07/01/2023

Experience: 16,00

For Office Use Only

Location: 0113 Pinewood

Pay Record: 1

# REGULAR TEACHERS CONTRACT

Prescribed pursuant to ind. Code 20-28-8-3 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 Eikhart 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 103,255.00 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.

greed this 29th day of January, 2024
***************************************

#### **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 additio	mal servies is execute	d this 29th day	of January 2024		
				Teacher	
	Regular	Special	Total		
Contract Summary:	103,255.00	0.00	103,255.00		
Printed: 02/01/2024 12:07 P	M			School Corporation	

Location: 0308 Elkhart Academy Degree: MS Masters Degree

Classification: MS + 0 / BS+42 For Office Use Only

Pay Record: 1 Experience: 9,00

#### 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 Bryan S Hammontree ("Teacher"). Bryan S Hammontree 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 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 satary of 103,255.00 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 29th day of January, 2024

	School Corporation by:		
Teacher			

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

**Amount Description** 

This agreement for additional servies is executed this 29th day of January 2024

Regular 103,255.00 Special 0.00

Total 103,255.00

Printed: 02/02/2024 06:22 AM

Contract Summary:

Experience: 0.00

For Office Use Only

Location: 0202 North Side

Pay Record: NH24

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 Eikhart Community Schools ("Corporation") and Westin T Hanson ("Teacher"). Westin T Hanson 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, 2023 and ending on June 14, 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 20-29-5-7*, 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 86,720.00 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*.
- This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this 29th day of January, 2024

Teacher

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 29th day of January 2024

Contract Summary:

Regular 86,720.00 Special 0.00 Total 86,720.00

Printed: 02/01/2024 12:12 PM

School Corporation

School Corporation by:

Experience: 21.00

For Office Use Only

Location: 0011 Educational Serv C

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 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 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 91,315,00 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(e)(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 29th day of January, 2024

Teache	School Corporation by:
	Added Pay Contract
in c	consideration of the undersigned teacher agreeing to perform the following designated services (not to include Summer or Evening School) in addition to the services report to the Services to be Rendered.

dered pursuant to the Regular Teachers' Contract, the employer agrees to pay the said teacher as follows for the Services to be Rende

This agreement for addition	nal servies is execute	d this 29th day	of January 2024		
				Teacher	
	Regular	Special	Total		
Contract Summary:	91,315.00	0.00	91,315.00		
Printed: 02/01/2024 02:20 PI	M			School Corporation	

Experience: 23.00

For Office Use Only

Location: 0102 Beck

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 103,255.00 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 29th day of January, 2024

Teacher	School Corporation by:	
	idded 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 addition	onal servies is execute	d this 29th day	of January 2024		
				Teacher	
Contract Summary:	Regular 103,255.00	Special 0.00	Total 103,255.00		
Printed: 02/01/2024 12:20 P	M			School Corporation	

Experience: 20.08

For Office Use Only

Classification: MS + 0 / BS+42 For

Location: 0203 Pierre Moran

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 Jeffrey R Hemmerlein ("Teacher"). Jeffrey R Hemmerlein 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, 2023 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 108,170.00 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 29th day of January, 2024



#### **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 29th day of January 2024

Regular 108,170.00 Special 0.00 Totai 108,170.00

Printed: 02/01/2024 02:25 PM

Contract Summary:

School Corporation

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

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 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 108,980.00 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 29th day of January, 2024

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 leacher 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 servies is executed this 29th day of January 2024

Regular 108,980.00

1,285.00

Total

Contract Summary:

Special

110,265.00

Printed: 02/02/2024 06:24 AM

Location: 0011 Educational Serv C

Pay Record: NH24

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 Larry A Huff ("Teacher"). Larry A Huff 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, March 01, 2024 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 86.0 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 59,540.00 during the school year. Ind. Code 20-28-6-2(a)(3)(C)
- 5. The Corporation shall pay this amount in 8.00 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 29th day of January, 2024

#### 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

03/01/2024 06/30/2024

\$2,153.85 Plus: Vehicle Allow PR

03/01/2024 06/30/2024

Vacation 6.5 Days

This agreement for additional servies is executed this 29th day of January 2024

Regular

Special

Total

Contract Summary:

59,540.00

2,153.85

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61,693.85



# 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:

- 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.
- Employee agrees to perform services for Employer as described in "Elkhart Community Schools Board Policies and Administrative Regulation Bock" and the "Position Description for Director of Technology."
- In consideration of the furnishing of such services by Employee, Employee agrees to pay Employee the
   Sum of \$121,015 for the period beginning July 1, 2022, through June 30, 2023, and \$121,015 thereafter annually,
- 4. Employer agrees to provide Fringe Benefits in accordance with applicable Board Policies.
- 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.

ELKHART COMMUNITY	SCHOOLS	BOARD	OF SCHOOL TRUSTEES
, , , , ,			
SUMMARY: Regular Contract	\$121,015	Days in 2023/24	260
Performance Award	0	Vacation	20
TOTAL CONTRACT	\$121,015	Contract Date	7/1/2022

Experience: 31.00

For Office Use Only

Location: 0202 North Side Degree: MS Masters Degree Classification: MS + 08

#### REGULAR TEACHERS CONTRACT

Pay Record: 1B

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 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 Truslees 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 118,605.00 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 29th day of January, 2024

Teacher	School Corporation by:
Added F	ay 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' Confract, the employer agrees to pay the said teacher as follows for the Services to be Rendered:

This agreement for additional servies is executed this 29th day of January 2024					
				Teacher	
Contract Summary:	Regular 118,605.00	Special 0.00	Total 418,605.00		

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School Corporation

Classification: MS + 12 Experience: 14.00



For Office Use Only

Location: 0115 Riverview

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

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 82,400.00 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)
- 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 29th day of January, 2024

Teacher School ootgoldton by.

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

School Corporation by:

Amount Description

08/01/2022 06/15/2024

\$4,810.00 SW Bully Prevent Coord

This agreement for additional servies is executed this 29th day of January 2024

Regular 82,400.00 Special

Total

Contract Summary:

4,810.00

87,210.00

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Degree: MS Masters Degree

Classification: MS + 12

Experience: 14.00

For Office Use Only

Location: 0115 Riverview

Pay Record; 1

#### REGULAR TEACHERS CONTRACT

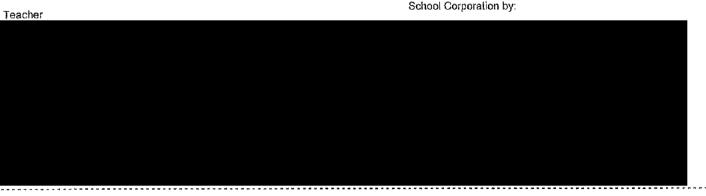
Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract for the employment of teachers pursuant to Ind. Code 20-28-6-4(b) and between the povertion body of the Elikhart Community Schools //Community

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 82,400.00 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 29th day of January, 2024



#### 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 29th day of January 2024

Regular 82,400.00

Special 0.00

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Contract Summary:

Total 82,400.00

Location: 0301 Elkhart HS Degree: MS Masters Degree

#### 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 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 118,605.00 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 20-26-7.5-3.
- 7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this 29th day of January, 2024

Experience: 24.00

Teacher	,
	_

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

School Corporation by:

Amount Description

Pay Record: 1B

This agreement for additional services is executed this 29th day of January 2024

Regular 118,605.00 Special 0.00

Total 118,605.00

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

THIS AGREEMENT, made and entered into as of the 1" 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:

- 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.
- 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."
- In consideration of the furnishing of such services by Employee, Employer agrees to pay Employee the
   Sum of \$94,730 for the period beginning July 1, 2023, through June 30, 2024, and \$94,730 thereafter annually,
- 4. Employer agrees to provide Fringe Benefits in accordance with applicable Board Policies.
- 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.

ELI	KHART COMMUNITY	SCHOOLS	BOARD	OF SCHOOL TRUSTEES
610 G (1 D)	D 1 0	004 770	D 1 0000/04	272
SUMMARY:	Regular Contract	\$94,730	Days in 2023/24	260
	Performance Award	0	Vacation	20
	TOTAL CONTRACT	\$94,730	Contract Date	6/26/2023

# 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:

- 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.
- 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."
- In consideration of the furnishing of such services by Employee, Employee agrees to pay Employee the
   Sum of \$113,340 for the period beginning July 1, 2022, through June 30, 2024, and \$113,340 thereafter annually,
- 4. Employer agrees to provide Fringe Benefits in accordance with applicable Board Policies.

FLKHART COMMUNITY SCHOOLS

 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.

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BOARD OF SCHOOL TRUSTEES

SUMMARY:	Regular Contract	\$113,340	Days in 2023/24	260
	Performance Award	0	Vacation	25
	TOTAL CONTRACT	\$113,340	Contract Date	7/1/2022

## DIRECTOR OF FOOD SERVICE 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 Pamela J. Melcher, 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:

- Employer hereby employs Employee in the capacity of "Director of Food Service" for a period beginning July 1, 2022, consisting of 522 days, and ending June 30, 2024.
- 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 Food Service."
- In consideration of the furnishing of such services by Employee, Employer agrees to pay Employee the
   Sum of \$105,165 for the period beginning July 1, 2022, through June 30, 2024, and \$105, 165 thereafter annually,
- Employer agrees to provide Fringe Benefits in accordance with applicable Board Policies.
- 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.

ELE	KHART COMMUNITY	SCHOOLS	BOARD	OF SCHOOL TRUSTEES
SUMMARY:	Regular Contract	\$105,165	Days in 2023/24	260
	Performance Award	0	Vacation	25
	TOTAL CONTRACT	\$105,165	Contract Date	7/1/2022

Degree: SP Specialist Classification: MS + 64 Experience: 42.00

For Office Use Only

Location: 0011 Educational Serv C

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 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 175,577.00 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 29th day of January, 2024

School Corporation by:

#### 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 07/17/2023 06/30/2024

\$10,000.00 Plus: Vehicle Allowance

Vacation 25 Days

This agreement for additional servies is executed this 29th day of January 2024

Regular

Special

Total

Contract Summary:

175,577.00

10,000.00

Printed: 02/02/2024 06:40 AM

185,577.00

Degree: BS Bachelors Degree

Classification: BS + 18

Experience: 12.00

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 101,345.00 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.



#### 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 29th day of January 2024

Regular 101,345.00 Special

Total

Contract Summary: Printed: 02/01/2024 01:17 PM 0.00

101,345.00

School Corporation

#### **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:

- 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.
- 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."
- In consideration of the furnishing of such services by Employee, Employee agrees to pay Employee the
   Sum of \$98,150 for the period beginning July 1, 2022, through June 30, 2023, and \$98,150 thereafter annually,
- 4. Employer agrees to provide Fringe Benefits in accordance with applicable Board Policies.
- 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.

EL	KHART COMMUNITY	SCHOOLS	BOARD (	OF SCHOOL TRUSTEES
SUMMARY:	Regular Contract	\$98,150	Days in 2023/24	260
	Performance Award	0	Vacation	25
	TOTAL CONTRACT	\$98,150	Contract Date	7/1/2022

#### 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 W Riley ("Teacher"). Clyde W 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:

- The Teacher shall teach in the schools of the Corporation, beginning on 08/01/2023 for 208 days
  (exclusive of any extracurricular or co-curricular assignments) and ending on 06/14/2024. 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 \$88,525.
- 5. The Corporation shall pay this amount in 25 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.

Teacher	School Corporation by:

For Office Use Only

Location: 0116 Roosevelt

Experience: 15.00 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)

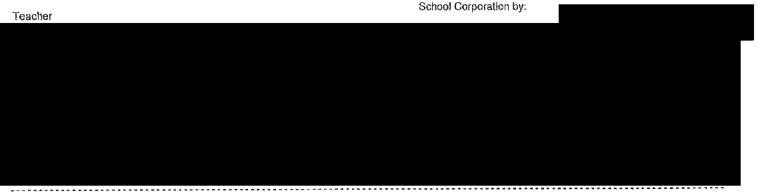
This regular teacher contract ("Contract") is by and between the governing body of the Elkhart Community Schools ("Corporation") and Hejenia M Robinson ("Teacher"). Helenia M Robinson is a teacher as defined in Ind. Code 20-18-2-22.

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, 2023 and ending on June 14, 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 101,345.00 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 29th day of January, 2024



#### 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 29th day of January 2024

Regular 101,345.00 Special 0.00 Total 101,345.00

Printed: 02/01/2024 01:22 PM

Contract Summary:

School Corporation

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

Experience: 29.00

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 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 leach 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 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 104,390.00 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 29th day of January, 2024

Teacher	denicor corporation by.

#### 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

School Corneration by

Amount Description

07/01/2022 06/30/2024

Vacation 25 Days

This agreement for additional servies is executed this 29th day of January 2024

Regular 104,390.00 Special 0.00

Total 104,390.00

Printed; 02/02/2024 06:44 AM

Experience: 24.00

For Office Use Only

Location: 0303 Career Center

Pay Record: 1

#### REGULAR TEACHERS CONTRACT

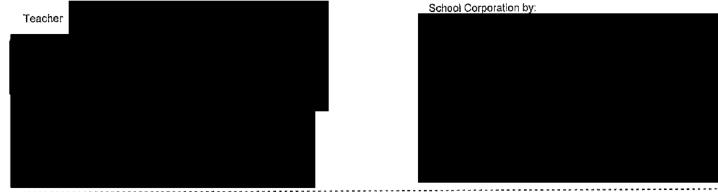
Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract for the employment of teachers pursuant to Ind. Code 20-28-6-4(b)

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 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 112,350.00 during the school year. Ind. Code 20-28-8-2(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 29th day of January, 2024



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 29th day of January 2024

Regular 112,350.00

Special 0.00

Total 112,350.00

Contract Summary: Printed: 02/01/2024 02:33 PM

School Corporation

### 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:

- 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.
- 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."
- In consideration of the furnishing of such services by Employee, Employee agrees to pay Employee the
   Sum of \$133,045 for the period beginning July 1, 2022, through June 30, 2023, and \$133,045 thereafter annually,
- 4. Employer agrees to provide Fringe Benefits in accordance with applicable Board Policies.
- 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.

ELE	CHART COMMUNITY	SCHOOLS	BOARD	OF SCHOOL TRUSTEES
				240
SUMMARY:	Regular Contract	\$133,045	Days in 2023/24	260
	Performance Award	0	Vacation	25
	TOTAL CONTRACT	\$133,045	Contract Date	7/1/2022

Degree: MS Masters Degree

Classification: MS + 18 Experience: 14.00



#### 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 80,865.00 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 29th day of January, 2024

School Corporation by: Teacher 

#### 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

\$4,810.00 SW Bully Prevent Coord

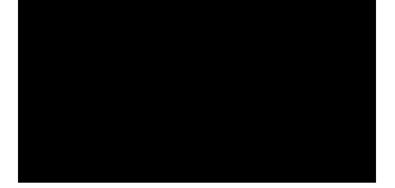
This agreement for additional servies is executed this 29th day of January 2024

Regular 80,865.00 Special

Total

Contract Summary: Printed: 02/20/2024 03:53 PM 4,810.00

85,675.00



Degree: MS Masters Degree Location: 0101 Beardsley

Classification: MS + 18 For Office Use Only
Experience: 14,00

Experience: 14,00 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 80,865.00 during the school year. Ind. Code 20-28-6-2(a)(3)(C)
- 5. The Corporation shall pay this amount in 26.90 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 29th day of January, 2024



#### 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 29th day of January 2024

Regular 80,865.00 Special 0.00 Total 80,865.00

Printed: 02/01/2024 01:34 PM

Experience: 45.00

For Office Use Only

Location: 0011 Educational Serv C

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 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 116,453.00 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 29th day of January, 2024

Teacher	School Corporation by:
	A # 4 F S 4 B B B B B B B B B B B B B B B B B B

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

Amount Description

This agreement for additional servies is executed this 29th day of January 2024

Regular 116,453.00

0.00

Total

Contract Summary: Printed: 02/02/2024 06:46 AM Special

116,453.00

Degree: MS Masters Degree Classification: MS + 0 / BS+42 Experience: 18.00

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 Truslees 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 103,255.00 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.

School Corporation by:

7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this 29th day of January, 2024

Teacher

#### **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 29th day of January 2024

Regular 103,255.00 Special 0.00

Total 103,255.00

Printed: 02/01/2024 01:38 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:

- 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.
- 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."
- In consideration of the furnishing of such services by Employee, Employee agrees to pay Employee the
   Sum of \$105,165 for the period beginning July 1, 2022, through June 30, 2023, and \$105,165 thereafter annually,
- Employer agrees to provide Fringe Benefits in accordance with applicable Board Policies.
- 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.

ELI	KHART COMMUNITY	SCHOOLS	BOARD	OF SCHOOL TRUSTEES
SUMMARY:	Regular Contract	\$105,165	Days in 2023/24	260
	Performance Award	0	Vacation	25
	TOTAL CONTRACT	\$105,165	Contract Date	7/1/2022

Degree: MS Masters Degree (19-2

Classification: MS + 0 / BS+42 For Office Use Only

Experience: 17.00 Pay Record: 1

#### REGULAR TEACHERS CONTRACT

Prescribed pursuant to Ind. Code 20-28-8-3 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)

School Corporation by:

- 4. The Corporation shall pay the Teacher for services under this Contract the total salary of 101,345.00 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 29th day of January, 2024

Teacher

#### 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 29th day of January 2024

Regular 101,345.00 Special 0.00 Total 101,345.00

Printed: 02/01/2024 01:45 PM

Contract Summary:

Location: 0105 Daty

Location: 0111 Monger Degree: MS Masters Degree

Classification: MS + 0 / BS+42

Pay Record: 1 Experience: 18.00

#### REGULAR TEACHERS CONTRACT

For Office Use Only

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 82,400.00 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.

School Corporation by:

7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this 29th day of January, 2024

1 Agrinar	

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 29th day of January 2024

Regular 82,400.00 Special 0.00 82,400.00

Total

Printed: 02/01/2024 01:53 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:

- 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.
- 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."
- In consideration of the furnishing of such services by Employee, Employee agrees to pay Employee the
   Sum of \$134,930 for the period beginning July 1, 2022, through June 30, 2023, and \$134,930 thereafter annually,
- 4. Employer agrees to provide Fringe Benefits in accordance with applicable Board Policies.
- 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.

Degree: MS Masters Degree Location: 0301-5 EHS Human Sen,
Classification: MS + 0 / BS+42 For Office Use Only

Experience: 21.00 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 Dennis L Trigg Jr ("Teacher"). Dennis L Trigg Jr is a teacher as defined in Ind. Code 20-48-2-22.

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 106,305.00 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.

School Corporation by:

7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this 29th day of January, 2024

Teacher

#### 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 29th day of January 2024

Regular 106,305.00 Special 0.00

Total 106,305.00

Printed: 02/01/2024 02:39 PM

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

Experience: 18.00

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 106,305.00 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.

School Corporation by:

7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this 29th day of January, 2024

Teacher

**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 leacher as follows for the Services to be Rendered:

This agreement for additional servies is executed this 29th day of January 2024

Regular 106,305.00

Total

Printed: 02/01/2024 01:58 PM

Contract Summary:

Special 0.00 106,305.00



Degree: MS Masters Degree Location: 0108 Hawthorne

Classification: MS + 30 For Office Use Only
Experience: 26.00 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 Meredith E Warnock ("Teacher"). Meredith E Warnock 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, 2023 and ending on June 14, 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 88,524.00 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 29th day of January, 2024



#### 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 29th day of January 2024

Regular 88,524.00

Special 0.00 Total 88,524.00

Printed; 02/02/2024 07:10 AM

Contract Summary:

School Corporation

Degree: MS Masters Degree Location: 0301-2 EHS Bus & Intern. Classification: MS + 0 / BS+42 For Office Use Only

Experience: 32,00 Pay Record: 1B

#### REGULAR TEACHERS CONTRACT

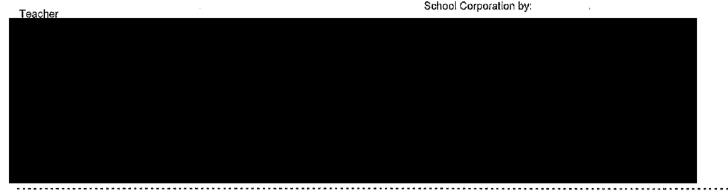
Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract for the employment of teachers pursuant to Ind. Code 20-28-6-4(b)

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 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 108,980.00 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 29th day of January, 2024



#### 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 29th day of January 2024

Regular 108,980.00 Special 0.00 Total

108,980.00

Printed: 02/01/2024 02:41 PM



Degree: BS Bachelors Degree Location: 0011 Educational Serv C For Office Use Only

Classification: MS + 06 Experience: 27.00

Pay Record: 1B

#### REGULAR TEACHERS CONTRACT

Prescribed pursuant to Ind. Gode 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 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 116,750.00 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 29th day of January, 2024

School Corporation by: Teacher

#### 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 services is executed this 29th day of January 2024

Contract Summary:

Regular 116,750.00

Special Total

0.00

116,750.00

Printed: 02/02/2024 06:57 AM



Agreed this 29th day of January, 2024

Contract Summary:

Printed: 02/20/2024 09:36 AM

Experience: 37.00



For Office Use Only

Location: 0202 North Side

Pay Record: 1

#### REGULAR TEACHERS CONTRACT

Prescribed pursuant to Ind. Code 20-28-8-3 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)
- 8. 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.

Teacher	School Corporation by:

#### 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:

Amount Description Begin Date End Date Begin Date End Date Amount Description 08/01/2022 06/15/2024 \$485.00 SW Building Weliness 08/01/2022 06/15/2024 \$4,810.00 SW Bully Prevent Coord This agreement for additional servies is executed this 29th day of January 2024 Regular Special Total 98,600.00 5,295.00

103,895.00