

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)
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 **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. 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 services is executed this **29th** day of **January 2024**

	Regular	Special	Total
Contract Summary:	133,045.00	0.00	133,045.00

Printed: 02/01/2024 02:58 PM

Degree: MS Masters Degree
Classification: MS + 06
Experience: 17.00

For Office Use Only

Location: 0302-1 Freshman Division

Pay Record: 1

REGULAR TEACHERS CONTRACT

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

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

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning, **August 01, 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(f)*
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
08/01/2023	08/30/2024		Vacation 25 Days				

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

Contract Summary:	Regular	Special	Total
	112,344.00	0.00	112,344.00

Printed: 02/02/2024 07:23 AM

Degree: BS Bachelors Degree
Classification: BS + 12
Experience: 27.00

For Office Use Only

Location: 0302-1 Freshman Division

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.
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 **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**

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 additional services is executed this **29th** day of **January 2024**

	Regular	Special	Total
Contract Summary:	93,025.00	0.00	93,025.00

Printed: 02/01/2024 02:03 PM

Degree: MS Masters Degree (20-4
Classification: MS + 0 / BS+42
Experience: 12.00

For Office Use Only

Location: 0121 Woodland
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 20-28-7.5-2
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 additional services is executed this 29th day of January 2024

	Regular	Special	Total
Contract Summary:	64,480.00	0.00	64,480.00

Printed: 01/31/2024 01:32 PM

Degree: MS Masters Degree
Classification: MS + 0 / BS+42
Experience: 48.00

For Office Use Only

Location: 0301-1 EHS Arts & Com
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 20-28-7.5-1(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**

Contract Summary:	Regular	Special	Total
	108,980.00	0.00	108,980.00

Printed: 02/01/2024 03:03 PM

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

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

WITNESSETH:

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

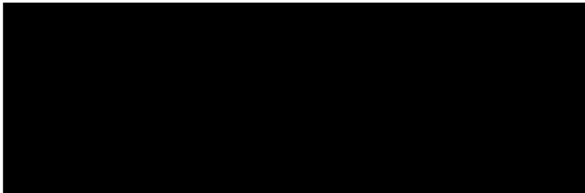
WHEREAS, it is the desire of the parties to agree upon the terms of employment.

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

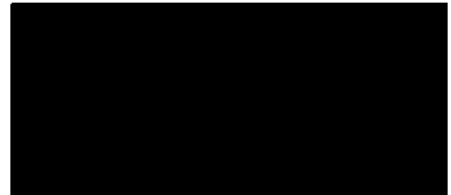
1. Employer hereby employs Employee in the capacity of "Supervisor of Student Services/Attendance Officer" for a period beginning July 1, 2022, consisting of 522 days, and ending June 30, 2024.
2. Employee agrees to perform services for Employer as described in "Elkhart Community Schools Board Policies and Administrative Regulation Book" and the "Position Description for Supervisor of Student Services/Attendance Officer."
3. In consideration of the furnishing of such services by Employee, Employer agrees to pay Employee the Sum of \$95,760 for the period beginning July 1, 2022, through June 30, 2024, and \$95,760 thereafter annually,
4. Employer agrees to provide Fringe Benefits in accordance with applicable Board Policies.
5. The terms of this Employment Agreement shall be governed by applicable Board Policies and Administrative Regulations, including, but not limited to, the provisions for dismissal.

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

ELKHART COMMUNITY SCHOOLS



BOARD OF SCHOOL TRUSTEES



SUMMARY: Regular Contract	<u>\$95,760</u>
Performance Award	<u>0</u>
TOTAL CONTRACT	<u>\$95,760</u>

Days in 2023/24	<u>260</u>
Vacation	<u>25</u>
Contract Date	<u>7/1/2023</u>

Degree: MS Masters Degree
Classification: MS + 48
Experience: 14.00

For Office Use Only

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. Code 20-28-6-4(b)

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

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning, **August 01, 2022** and ending on **June 30, 2024**. *Ind. Code 20-28-6-2(a)(3)(A)*
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **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**

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 additional services is executed this **29th** day of **January 2024**

Teacher

	Regular	Special	Total
Contract Summary:	103,255.00	0.00	103,255.00

Printed: 02/01/2024 02:09 PM

School Corporation

REGULAR TEACHERS CONTRACT

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

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

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

- 1. The Teacher shall teach in the schools of the Corporation for the school term beginning, **August 01, 2022** and ending on **June 30, 2024**. Ind. Code 20-28-6-2(a)(3)(A)
- 2. The school term described in paragraph 1 immediately above for services under this Contract consists of **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

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 additional services is executed this 29th day of January 2024

	Regular	Special	Total
Contract Summary:	101,345.00	0.00	101,345.00

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
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 total 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

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 20 Days				

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

Contract Summary:	Regular	Special	Total
	124,750.00	0.00	124,750.00

**ATHLETIC DIRECTOR
EMPLOYMENT AGREEMENT**

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

WITNESSETH:

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

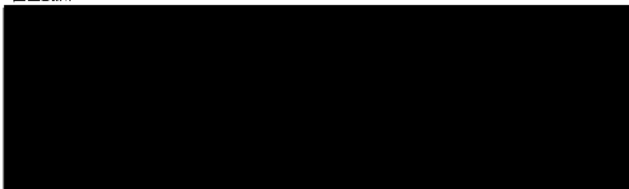
WHEREAS, it is the desire of the parties to agree upon the terms of employment.

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

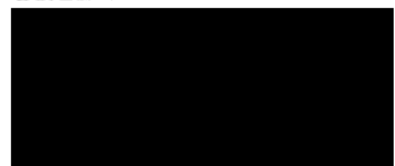
1. Employer hereby employs Employee in the capacity of "Athletic Director" for a period beginning **July 1, 2022**, consisting of **522 days**, and ending **June 30, 2024**.
2. Employee agrees to perform services for Employer as described in "Elkhart Community Schools Board Policies and Administrative Regulation Book" and the "Position Description for Athletic Director."
3. In consideration of the furnishing of such services by Employee, Employer agrees to pay Employee the Sum of **\$107,480** for the period beginning July 1, 2022, through June 30, 2024, and **\$107,480** thereafter annually,
4. Employer agrees to provide Fringe Benefits in accordance with applicable Board Policies.
5. The terms of this Employment Agreement shall be governed by applicable Board Policies and Administrative Regulations, including, but not limited to, the provisions for dismissal.

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

ELKHART COMMUNITY SCHOOLS



BOARD OF SCHOOL TRUSTEES



SUMMARY: Regular Contract	<u>\$107,480</u>
Performance Award	<u>0</u>
TOTAL CONTRACT	<u>\$107,480</u>

Days in 2023/24	<u>260</u>
Vacation	<u>25</u>
Contract Date	<u>7/1/2022</u>

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**

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
08/01/2023	06/14/2024	\$4,810.00	SW Bully Prevent Coord				

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

	Regular	Special	Total
Contract Summary:	78,110.00	4,810.00	82,920.00

Printed: 02/20/2024 09:27 AM

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 20-28-6-7, 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**

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 additional services is executed this **29th** day of **January 2024**

Contract Summary:	Regular	Special	Total
	78,110.00	0.00	78,110.00

Printed: 01/31/2024 01:31 PM

REGULAR TEACHERS CONTRACT

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

This regular teacher contract ("Contract") is by and between the governing body of the Elkhart Community Schools ("Corporation") and 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**

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 additional services is executed this **29th day of January 2024**

Teacher

	Regular	Special	Total
Contract Summary:	103,255.00	0.00	103,255.00

School Corporation

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

For Office Use Only

Location: 0104 Cleveland

Pay Record: 1

REGULAR TEACHERS CONTRACT

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

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

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning, **August 01, 2022** and ending on **June 15, 2024**. Ind. Code 20-28-6-2(a)(3)(A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **208.0** days. Ind. Code 20-28-6-2(a)(3)(B)
3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to Ind. Code 20-29-6-7, the number of hours per day the Teacher is expected to work
is established pursuant to agreements entered into by the Exclusive Representative for Certified Teachers and the Board of School Trustees for the Corporation.
Ind. Code 20-28-6-2(a)(3)(E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **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(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:

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

Contract Summary:	Regular	Special	Total
	106,310.00	0.00	106,310.00

Printed: 01/31/2024 01:41 PM

School Corporation

Degree: MS Masters Degree
Classification: MS + 48
Experience: 10.00

For Office Use Only

Location: 0102 Beck
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
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**. *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**

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 additional services is executed this **29th day of January 2024**

Teacher

	Regular	Special	Total
Contract Summary:	80,865.00	0.00	80,865.00

Printed: 01/31/2024 01:52 PM

School Corporation

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. 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:

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	Special	Total
Contract Summary:	103,255.00	0.00	103,255.00

Degree: MS Masters Degree
Classification: MS + 06
Experience: 19.00

For Office Use Only

Location: 0115 Riverview
Pay Record: 1B

REGULAR TEACHERS CONTRACT

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

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

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning, **August 01, 2022** and ending on **June 15, 2024**. *Ind. Code 20-28-6-2(a)(3)(A)*
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **208.0** days. *Ind. Code 20-28-6-2(a)(3)(B)*
3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to *Ind. Code 20-29-6-7*, the number of hours per day the Teacher is expected to work is established pursuant to agreements entered into by the Exclusive Representative for Certified Teachers and the Board of School Trustees for the Corporation.
Ind. Code 20-28-6-2(a)(3)(E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **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*.
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

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 additional services is executed this **29th day of January 2024**

Teacher

	Regular	Special	Total
Contract Summary:	103,255.00	0.00	103,255.00

Printed: 02/01/2024 11:50 AM

School Corporation

Degree: MS Masters Degree
Classification: MS + 0 / BS+42
Experience: 14.00

For Office Use Only

Location: 0005 Exceptional Learner

Pay Record: 1

REGULAR TEACHERS CONTRACT

Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract

for the employment of teachers pursuant to Ind. Code 20-28-6-4(b)

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

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning, **July 01, 2022** and ending on **June 30, 2024**. *Ind. Code 20-28-6-2(a)(3)(A)*
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **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**

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

Contract Summary:	Regular	Special	Total
	102,105.00	0.00	102,105.00

Printed: 02/01/2024 03:22 PM

REGULAR TEACHERS CONTRACT

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

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

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

- 1. The Teacher shall teach in the schools of the Corporation for the school term beginning, **July 17, 2023** and ending on **June 30, 2025**. *Ind. Code 20-28-6-2(a)(3)(A)*
- 2. The school term described in paragraph 1 immediately above for services under this Contract consists of **250.0** days. *Ind. Code 20-28-6-2(a)(3)(B)*
- 3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to *Ind. Code 20-29-6-7*, the number of hours per day the Teacher is expected to work
is established pursuant to agreements entered into by the Exclusive Representative for Certified Teachers and the Board of School Trustees for the Corporation.
Ind. Code 20-28-6-2(a)(3)(E)
- 4. The Corporation shall pay the Teacher for services under this Contract the total salary of **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
07/17/2023	06/30/2025		Vacation 25 Days				

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

Contract Summary:	Regular	Special	Total
	116,453.00	0.00	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

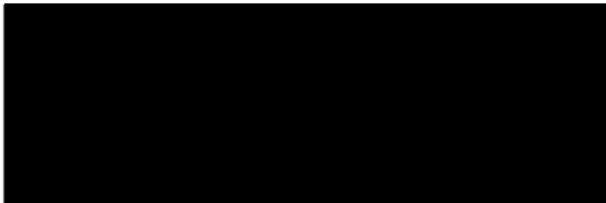
WHEREAS, it is the desire of the parties to agree upon the terms of employment.

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

1. Employer hereby employs Employee in the capacity of "Assistant Director of Human Resources" for a period beginning July 1, 2022, consisting of 522 days, and ending June 30, 2024.
2. Employee agrees to perform services for Employer as described in "Elkhart Community Schools Board Policies and Administrative Regulation Book" and the "Position Description for Assistant Director of Human Resources."
3. In consideration of the furnishing of such services by Employee, Employer agrees to pay Employee the Sum of \$97,125 for the period beginning July 1, 2022, through June 30, 2023, and \$97,125 thereafter annually.
4. Employer agrees to provide Fringe Benefits in accordance with applicable Board Policies.
5. The terms of this Employment Agreement shall be governed by applicable Board Policies and Administrative Regulations, including, but not limited to, the provisions for dismissal.

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

ELKHART COMMUNITY SCHOOLS



BOARD OF SCHOOL TRUSTEES



SUMMARY: Regular Contract \$97,125
Performance Award 0
TOTAL CONTRACT \$97,125

Days in 2023/24 260
Vacation 20
Contract Date 7/1/2022

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(f)*
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
07/01/2022	06/30/2024		Vacation 25 Days				

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

Contract Summary:	Regular	Special	Total
	103,255.00	0.00	103,255.00

Degree: MS Masters Degree
Classification: MS + 0 / BS+42
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(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 **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 **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
07/01/2022	06/30/2024		Vacation 20 Days

Begin Date	End Date	Amount	Description
------------	----------	--------	-------------

This agreement for additional services 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

REGULAR TEACHERS CONTRACT

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

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

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning, July 01, 2023 and ending on June 30, 2024. Ind. Code 20-28-6-2(a)(3)(A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of 260.0 days. Ind. Code 20-28-6-2(a)(3)(B)
3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to Ind. Code 20-29-6-7, the number of hours per day the Teacher is expected to work is established pursuant to agreements entered into by the Exclusive Representative for Certified Teachers and the Board of School Trustees for the Corporation.
Ind. Code 20-28-6-2(a)(3)(E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of 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	Amount	Description	Begin Date	End Date	Amount	Description
07/01/2023	06/30/2024		Vacation 20 Days				

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

	Regular	Special	Total
Contract Summary:	103,255.00	0.00	103,255.00

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 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 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:

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

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

Contract Summary:	Regular	Special	Total
	135,200.00	0.00	135,200.00

Teacher

School Corporation

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.
- 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	06/30/2024		Vacation 20 Days				

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

Teacher

School Corporation

Contract Summary:	Regular	Special	Total
	103,255.00	0.00	103,255.00

Degree: MS Masters Degree
Classification: MS + 36
Experience: 7.00

For Office Use Only

Location: 0302-1 Freshman Division

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 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**

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 additional services is executed this **29th** day of **January 2024**

Contract Summary:	Regular	Special	Total
	88,215.00	0.00	88,215.00

Printed: 02/01/2024 12:02 PM

**CHIEF OPERATING OFFICER
EMPLOYMENT AGREEMENT**

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

WITNESSETH:

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

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

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

1. Employer hereby employs Employee in the capacity of "Chief Operating Officer" for a period beginning **July 1, 2022**, consisting of **522 days**, and ending **June 30, 2024**.
2. Employee agrees to perform services for Employer as described in "Elkhart Community Schools Board Policies and Administrative Regulation Book" and the "Position Description for Chief Operating Officer."
3. In consideration of the furnishing of such services by Employee, Employer agrees to pay Employee the Sum of **\$132,825** for the period beginning July 1, 2022, through June 30, 2024, and **\$132,825** thereafter annually.
4. Employer agrees to provide Fringe Benefits in accordance with applicable Board Policies.
5. The terms of this Employment Agreement shall be governed by applicable Board Policies and Administrative Regulations, including, but not limited to, the provisions for dismissal.

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

ELKHART COMMUNITY SCHOOLS

BOARD OF SCHOOL TRUSTEES

SUMMARY: Regular Contract	<u>\$132,825</u>	Days in 2023/24	<u>260</u>
Performance Award	<u>0</u>	Vacation	<u>25</u>
TOTAL CONTRACT	<u>\$132,825</u>	Contract Date	<u>07/01/2023</u>

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

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*.

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**

Teacher

Contract Summary:	Regular	Special	Total
	103,255.00	0.00	103,255.00

Printed: 02/01/2024 12:07 PM

School Corporation

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 20-28-6-7, 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:

Added Pay Contract

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

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

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

	Regular	Special	Total
Contract Summary:	103,255.00	0.00	103,255.00

Degree: MS Masters Degree
Classification: MS + 0 / BS+42
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 20-29-6-7*, 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 **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(f)*
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:

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

Contract Summary:	Regular	Special	Total
	86,720.00	0.00	86,720.00

Printed: 02/01/2024 12:12 PM

School Corporation

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
Rhannon M Harrison ("Teacher"). Rhannon M Harrison is a teacher as defined in Ind. Code 20-16-2-22.

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(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:

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

Teacher

	Regular	Special	Total
Contract Summary:	91,315.00	0.00	91,315.00

School Corporation

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

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:

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

Teacher

	Regular	Special	Total
Contract Summary:	103,255.00	0.00	103,255.00

Printed: 02/01/2024 12:20 PM

School Corporation

Degree: MA Masters Degree (18-
Classification: MS + 0 / BS+42
Experience: 20.00

For Office Use Only

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 services is executed this 29th day of January 2024

	Regular	Special	Total
Contract Summary:	108,170.00	0.00	108,170.00

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
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 teacher as follows for the Services to be Rendered:

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

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

	Regular	Special	Total
Contract Summary:	108,980.00	1,285.00	110,265.00

Degree: DR Doctorate
Classification: MS + 66
Experience: 0.00



For Office Use Only

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

	Regular	Special	Total
Contract Summary:	59,540.00	2,153.85	61,693.85

Printed: 02/21/2024 04:16 PM

***DIRECTOR OF TECHNOLOGY
EMPLOYMENT AGREEMENT***

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

WITNESSETH:

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

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

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

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

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

ELKHART COMMUNITY SCHOOLS

BOARD OF SCHOOL TRUSTEES

SUMMARY:	Regular Contract	<u>\$121,015</u>	Days in 2023/24	<u>260</u>
	Performance Award	<u>0</u>	Vacation	<u>20</u>
	TOTAL CONTRACT	<u>\$121,015</u>	Contract Date	<u>7/1/2022</u>

REGULAR TEACHERS CONTRACT

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

This regular teacher contract ("Contract") is by and between the governing body of the Elkhart Community Schools ("Corporation") and
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 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 20-28-7.5-3.
- 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 additional services is executed this 29th day of January 2024

Teacher

	Regular	Special	Total
Contract Summary:	118,605.00	0.00	118,605.00

School Corporation

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



For Office Use Only

Location: 0116 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)*
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
08/01/2022	08/15/2024	\$4,810.00	SW Bully Prevent Coord				

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

Contract Summary:	Regular	Special	Total
	82,400.00	4,810.00	87,210.00

Printed: 02/20/2024 09:34 AM

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)
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 additional servies is executed this **29th** day of **January 2024**

	Regular	Special	Total
Contract Summary:	82,400.00	0.00	82,400.00

Degree: MS Masters Degree
Classification: MS + 0 / BS+42
Experience: 24.00

For Office Use Only

Location: 0301 Elkhart HS

Pay Record: 1B

REGULAR TEACHERS CONTRACT

Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract

for the employment of teachers pursuant to Ind. Code 20-28-6-4(b)

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

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning, **July 01, 2022** and ending on **June 30, 2024**. *Ind. Code 20-28-6-2(a)(3)(A)*
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **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 20-28-7.5-3*.
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 services is executed this **29th** day of **January 2024**

	Regular	Special	Total
Contract Summary:	118,605.00	0.00	118,605.00

Printed: 02/02/2024 06:31 AM

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

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

WITNESSETH:

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

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

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

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

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

ELKHART COMMUNITY SCHOOLS

BOARD OF SCHOOL TRUSTEES

SUMMARY: Regular Contract	<u>\$94,730</u>	Days in 2023/24	<u>260</u>
Performance Award	<u>0</u>	Vacation	<u>20</u>
TOTAL CONTRACT	<u>\$94,730</u>	Contract Date	<u>6/26/2023</u>

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

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

WITNESSETH:

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

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

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

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

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

ELKHART COMMUNITY SCHOOLS

BOARD OF SCHOOL TRUSTEES

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

***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:

1. 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.
2. Employee agrees to perform services for Employer as described in "Elkhart Community Schools Board Policies and Administrative Regulation Book" and the "Position Description for Director of Food Service."
3. 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,
4. Employer agrees to provide Fringe Benefits in accordance with applicable Board Policies.
5. The terms of this Employment Agreement shall be governed by applicable Board Policies and Administrative Regulations, including, but not limited to, the provisions for dismissal.

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

ELKHART COMMUNITY SCHOOLS

BOARD OF SCHOOL TRUSTEES

SUMMARY: Regular Contract	<u>\$105,165</u>	Days in 2023/24	<u>260</u>
Performance Award	<u>0</u>	Vacation	<u>25</u>
TOTAL CONTRACT	<u>\$105,165</u>	Contract Date	<u>7/1/2022</u>

REGULAR TEACHERS CONTRACT

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

This regular teacher contract ("Contract") is by and between the governing body of the Elkhart Community Schools ("Corporation") and 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 canceled 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
07/17/2023	06/30/2024	\$10,000.00	Plus: Vehicle Allowance				
07/17/2023	06/30/2024		Vacation 25 Days				

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

	Regular	Special	Total
Contract Summary:	175,577.00	10,000.00	185,577.00

Degree: BS Bachelors Degree
Classification: BS + 10
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(f)
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**

Contract Summary:	Regular	Special	Total
	101,345.00	0.00	101,345.00

Printed: 02/01/2024 01:17 PM

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:

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

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

ELKHART COMMUNITY SCHOOLS

BOARD OF SCHOOL TRUSTEES

SUMMARY: Regular Contract	<u>\$98,150</u>	Days in 2023/24	<u>260</u>
Performance Award	<u>0</u>	Vacation	<u>25</u>
TOTAL CONTRACT	<u>\$98,150</u>	Contract Date	<u>7/1/2022</u>

TEMPORARY TEACHER CONTRACT

(for use with new teacher on grant funds)

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

This temporary contract ("Contract") is by and between the governing body of the **Elkhart Community Schools** ("Corporation") and **Clyde W Riley** ("Teacher"). **Clyde W Riley** is a teacher as defined in Ind. Code 20-18-2-22.

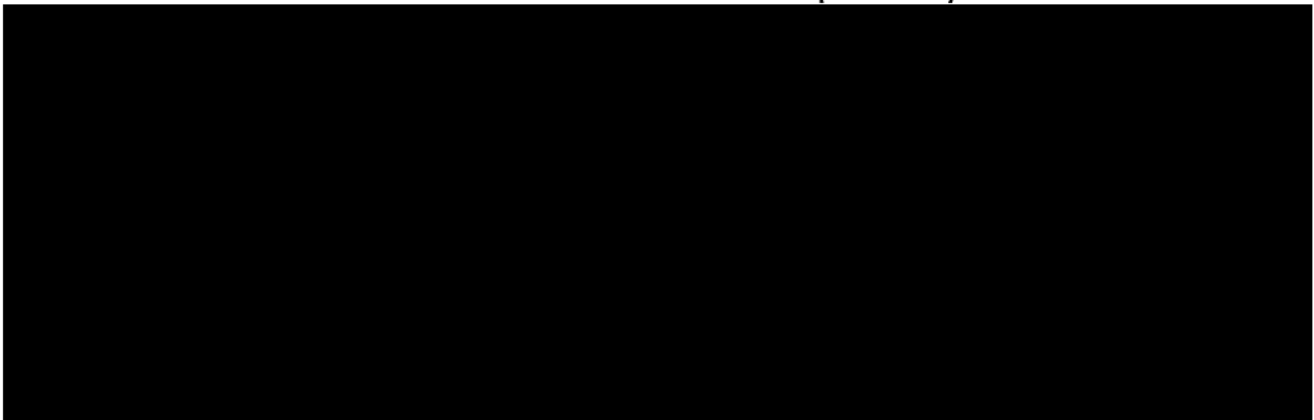
In exchange for the Teacher's services described below, the Corporation and the Teacher agree that:

1. 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:



Degree: MA Masters Degree (18-
Classification: MS + 0 / BS+42
Experience: 15.00

For Office Use Only

Location: 0116 Roosevelt

Pay Record: 1

REGULAR TEACHERS CONTRACT

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

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

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning, **August 01, 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**

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 additional services is executed this **29th** day of **January 2024**

Contract Summary:	Regular	Special	Total
	101,345.00	0.00	101,345.00

Printed: 02/01/2024 01:22 PM

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 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 **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**

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	06/30/2024		Vacation 25 Days				

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

Contract Summary:	Regular	Special	Total
	104,390.00	0.00	104,390.00

Printed: 02/02/2024 06:44 AM

Degree: MS Masters Degree
Classification: MS + 0 / BS+42
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 20-28-6-2(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 additional services is executed this **29th** day of **January 2024**

Contract Summary:	Regular	Special	Total
	112,350.00	0.00	112,350.00

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:

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

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

ELKHART COMMUNITY SCHOOLS

BOARD OF SCHOOL TRUSTEES

SUMMARY: Regular Contract	<u>\$133,045</u>	Days in 2023/24	<u>260</u>
Performance Award	<u>0</u>	Vacation	<u>25</u>
TOTAL CONTRACT	<u>\$133,045</u>	Contract Date	<u>7/1/2022</u>

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.

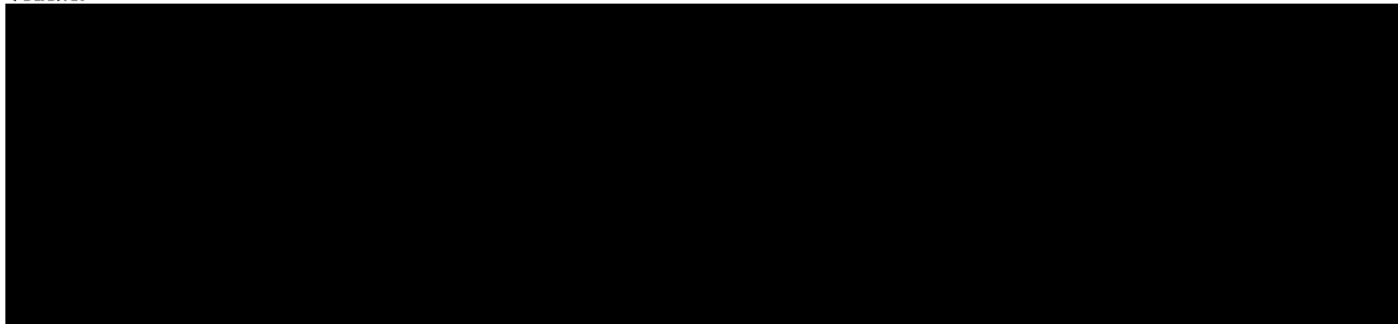
In exchange for the Teacher's services described below, the Corporation and the Teacher agree that:

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**

Teacher

School Corporation by:



Added Pay Contract

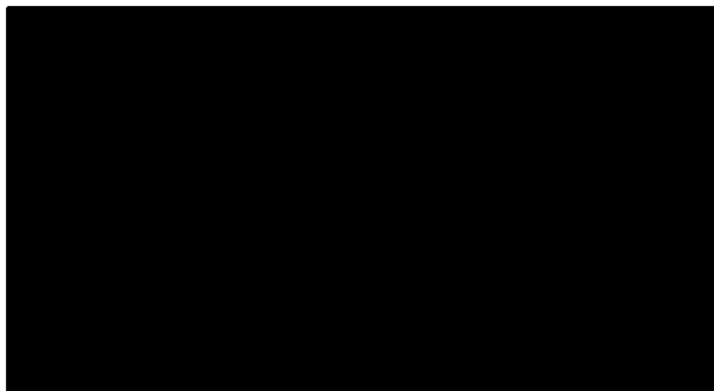
In consideration of the undersigned teacher agreeing to perform the following designated services (not to include Summer or Evening School) in addition to the services rendered pursuant to the Regular Teachers' Contract, the employer agrees to pay the said teacher as follows for the Services to be Rendered:

Begin Date	End Date	Amount	Description	Begin Date	End Date	Amount	Description
08/01/2022	06/15/2024	\$4,810.00	SW Bully Prevent Coord				

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

	Regular	Special	Total
Contract Summary:	80,865.00	4,810.00	85,675.00

Printed: 02/20/2024 03:53 PM



REGULAR TEACHERS CONTRACT

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

This regular teacher contract ("Contract") is by and between the governing body of the Elkhart Community Schools ("Corporation") and
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**

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 additional servies is executed this **29th** day of **January 2024**

	Regular	Special	Total
Contract Summary:	80,865.00	0.00	80,865.00

Printed: 02/01/2024 01:34 PM

REGULAR TEACHERS CONTRACT

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

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

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning, **July 17, 2023** and ending on **June 30, 2025**. Ind. Code 20-28-6-2(e)(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

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
07/17/2023	06/30/2025		Vacation 25 Days				

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

	Regular	Special	Total
Contract Summary:	116,453.00	0.00	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 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:

[Redacted Signature Area]

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:

[Redacted Signature Area]

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

	Regular	Special	Total
Contract Summary:	103,255.00	0.00	103,255.00

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

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

WITNESSETH:

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

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

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

1. Employer hereby employs Employee in the capacity of "Director of Safety, Security, and Risk Management" for a period beginning July 1, 2022, consisting of 522 days, and ending June 30, 2024.
2. Employee agrees to perform services for Employer as described in "Elkhart Community Schools Board Policies and Administrative Regulation Book" and the "Position Description for Director of Safety, Security, and Risk Management."
3. In consideration of the furnishing of such services by Employee, Employer agrees to pay Employee the Sum of \$105,165 for the period beginning July 1, 2022, through June 30, 2023, and \$105,165 thereafter annually,
4. Employer agrees to provide Fringe Benefits in accordance with applicable Board Policies.
5. The terms of this Employment Agreement shall be governed by applicable Board Policies and Administrative Regulations, including, but not limited to, the provisions for dismissal.

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

ELKHART COMMUNITY SCHOOLS

BOARD OF SCHOOL TRUSTEES

SUMMARY: Regular Contract	<u>\$105,165</u>	Days in 2023/24	<u>260</u>
Performance Award	<u>0</u>	Vacation	<u>25</u>
TOTAL CONTRACT	<u>\$105,165</u>	Contract Date	<u>7/1/2022</u>

Degree: MS Masters Degree (18-
Classification: MS + 0 / BS+42
Experience: 17.00

For Office Use Only

Location: 0105 Daly

Pay Record: 1

REGULAR TEACHERS CONTRACT

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

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

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning, August 01, 2022 and ending on June 15, 2024. Ind. Code 20-28-6-2(a)(3)(A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of 208.0 days. Ind. Code 20-28-6-2(a)(3)(B)
3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to Ind. Code 20-29-6-7, the number of hours per day the Teacher is expected to work is established pursuant to agreements entered into by the Exclusive Representative for Certified Teachers and the Board of School Trustees for the Corporation. Ind. Code 20-28-6-2(a)(3)(E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of 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

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:

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

	Regular	Special	Total
Contract Summary:	101,345.00	0.00	101,345.00

Printed: 02/01/2024 01:45 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 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.
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:

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

	Regular	Special	Total
Contract Summary:	82,400.00	0.00	82,400.00

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:

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

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

ELKHART COMMUNITY SCHOOLS

BOARD OF SCHOOL TRUSTEES

SUMMARY: Regular Contract	<u>\$134,930</u>	Days in 2023/24	<u>260</u>
Performance Award	<u>0</u>	Vacation	<u>25</u>
TOTAL CONTRACT	<u>\$134,930</u>	Contract Date	<u>7/1/2022</u>

REGULAR TEACHERS CONTRACT

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

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

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning, **August 01, 2022** and ending on **June 28, 2024**. *Ind. Code 20-28-6-2(a)(3)(A)*
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **218.0** days. *Ind. Code 20-28-6-2(a)(3)(B)*
3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to *Ind. Code 20-29-6-7*, the number of hours per day the Teacher is expected to work
is established pursuant to agreements entered into by the Exclusive Representative for Certified Teachers and the Board of School Trustees for the Corporation.
Ind. Code 20-28-6-2(a)(3)(E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **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.
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:

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

	Regular	Special	Total
Contract Summary:	106,305.00	0.00	106,305.00

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 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.
- 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:

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

	Regular	Special	Total
Contract Summary:	106,305.00	0.00	106,305.00

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
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	Special	Total
Contract Summary:	88,524.00	0.00	88,524.00

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 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

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 additional services is executed this 29th day of January 2024

	Regular	Special	Total
Contract Summary:	108,980.00	0.00	108,980.00

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
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

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	06/15/2024		Vacation 25 Days				

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

	Regular	Special	Total
Contract Summary:	116,750.00	0.00	116,750.00

Degree: MS Masters Degree
Classification: MS + 0 / BS+42
Experience: 37.00



For Office Use Only

Location: 0202 North Side

Pay Record: 1

REGULAR TEACHERS CONTRACT

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

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

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning, **August 01, 2022** and ending on **June 15, 2024**. Ind. Code 20-28-6-2(a)(3)(A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **208.0** days. Ind. Code 20-28-6-2(a)(3)(B)
3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to Ind. Code 20-29-6-7, the number of hours per day the Teacher is expected to work is established pursuant to agreements entered into by the Exclusive Representative for Certified Teachers and the Board of School Trustees for the Corporation. Ind. Code 20-28-6-2(a)(3)(E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **98,600.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in **26.00** installments on a **Bi-Weekly** basis. Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(b) pursuant to the procedures set forth in Ind Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this **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
08/01/2022	06/15/2024	\$485.00	SW Building Wellness
08/01/2022	06/15/2024	\$4,810.00	SW Bully Prevent Coord

Begin Date	End Date	Amount	Description
------------	----------	--------	-------------

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

	Regular	Special	Total
Contract Summary:	98,600.00	5,295.00	103,895.00

Printed: 02/20/2024 09:36 AM