

REGULAR TEACHER 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 COMMUNITY SCHOOL CORPORATION OF EASTERN HANCOCK COUNTY ("Corporation") and ADAM BARTON ("Teacher").

ADAM BARTON 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 1, 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 240 days per year. *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 under this Contract is eight (8). *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 \$111,052.54 during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in 26.0 installments on a biweekly 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(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 14th day of November, 2022.

Teacher:

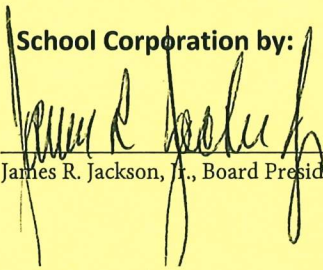


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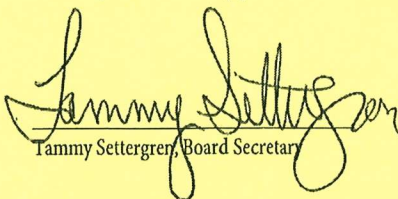


Dr. George Philhower, Superintendent

School Corporation by:



James R. Jackson, Jr., Board President



Tammy Settergren, Board Secretary

REGULAR TEACHER 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 COMMUNITY SCHOOL CORPORATION OF EASTERN HANCOCK COUNTY ("Corporation") and BRIAN BOWEN ("Teacher"). BRIAN BOWEN 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 1, 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 210 days per year. *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 under this Contract is eight (8). *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 \$76,603.16 during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in 26.0 installments on a biweekly 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(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 14th day of November, 2022.

Teacher:

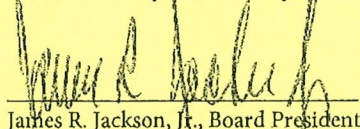


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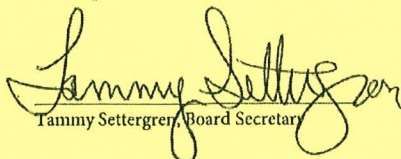


Dr. George Philhower, Superintendent

School Corporation by:



James R. Jackson, Jr., Board President



Tammy Settergren, Board Secretary

EMPLOYMENT CONTRACT

This Employment Contract (the "Contract") is entered into between Adam R. Kinder (hereinafter referred to as the "Administrator") and the Community School Corporation of Eastern Hancock County (hereinafter referred to as the "School Corporation"). The Administrator and School Corporation shall collectively be referred to in this Contract as the "Parties." In exchange for the Administrator's services described below, the School Corporation and the Administrator agree as follows:

1. The Administrator shall perform the administrative duties as assigned by the Superintendent or his designee beginning July 1, 2022 and ending June 30, 2024 (the "Contract Term").

2. The fringe benefits offered by the School Corporation to the Administrator are contained in the Community School Corporation of Eastern Hancock County Administrator Benefits Handbook (the "Handbook"). The Administrator understands that the Handbook is not a contract of employment and may be unilaterally modified or altered at any time by the School Corporation with or without prior notice to the Administrator.

3. The School Corporation will pay the Administrator an annual base salary in the sum of \$ 94,981.45 . The School Corporation shall pay this amount in 26 equal installments on a bi-weekly basis in accordance with the payroll schedule established by the School Corporation for the applicable Contract year.

4. This Contract may be terminated during the Contract Term for insubordination, neglect of duty, immorality, incompetency, a reduction in force, and/or other good or just cause.

5. The Administrator understands that this Contract is a public record under the Indiana Access to Public Records Act and is subject to disclosure in accordance with Indiana law.

6. The School Corporation shall indemnify and hold the Administrator harmless from any and all demands, claims, suits, actions and legal proceedings brought against the Administrator in his individual or official capacity as an agent or employee of the School Corporation, in connection with any matter arising while the Administrator was acting within the scope of his/her employment, to the extent permitted by Indiana law. All actions, choices and decisions made, which are customarily and usually considered within the authority and responsibility of an Indiana school administrator performing the assigned duties that have been assigned to the Administrator, or which were made under apparent authority of statute or applicable common law or were specifically or impliedly authorized by the Board, shall be considered within the scope of employment for purposes of this provision. The indemnification provisions contained herein shall not apply to any demand, claim, suit, action or legal proceeding initiated by the Administrator, the School Corporation or the Board of School Trustees related to any contest or dispute between the Administrator and the School Corporation or the Board of School Trustees with respect to this Contract or Administrator's employment hereunder. The indemnification provisions contained herein also shall not apply to any demand, claim, suit, action or legal proceeding that relates to an incident in which the Administrator was not acting within the scope of his/her employment with the School Corporation.

7. This Contract contains the entire agreement between the Parties and supersedes all prior agreements or understandings between the Parties. This Contract may be amended only by an agreement in writing signed by the Parties.

8. Any and all matters of dispute between the Parties to this Contract shall be governed by, construed and enforced in accordance with the laws of the State of Indiana. Venue for any legal dispute between the Parties shall be Hancock County, Indiana and the Parties specifically submit to such jurisdiction.

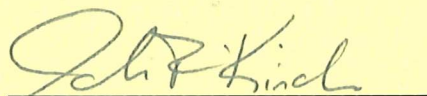
9. The School Corporation shall not be liable or responsible to the Administrator, nor be deemed to have breached this Contract, for any failure or delay in fulfilling or performing any term of this Contract, when and to the extent such failure or delay is caused by or results from acts beyond the affected Party's reasonable control, including, but not limited to: (a) acts of God; (b) flood, fire, earthquake or explosion; (c) war, invasion, hostilities, terrorism, or other civil unrest; (d) action by any governmental authority, including actions such as stay-at-home orders; (e) change in laws, regulations, or orders; (f) national or regional emergency; (g) epidemics, pandemics, and quarantines; (h) strikes, labor stoppages, or slowdowns or other industrial disturbances; (i) shortages of power, supplies, infrastructure, or transportation; and (j) other similar events beyond the reasonable control of the impacted Party.

10. In the event that a court of competent jurisdiction determines any particular covenant, provision or clause of this Contract is determined to be unreasonable or unenforceable for any reason, the School Corporation and the Administrator acknowledge and agree that the court interpreting the provisions of this Contract shall have the authority, if necessary, to reform any such provision to make it enforceable under applicable law. To the extent a provision or clause cannot be reformed and remains invalid or unenforceable, such provision shall be deemed severed from the remainder of this Contract with no effect on the enforceability of the remaining provisions.

11. This Contract may be executed in counterparts, and each such counterpart shall be deemed to be an original instrument, but all such counterparts together shall constitute but one agreement.

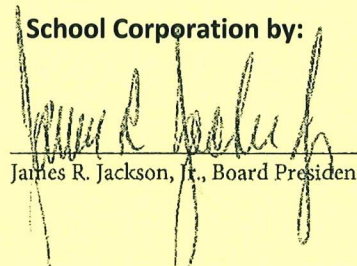
Agreed this 14th day of November, 2022.

Administrator:



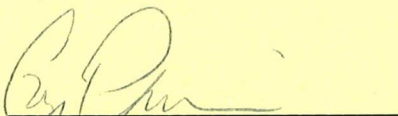
Adam R. Kinder, Administrator

School Corporation by:

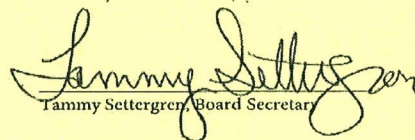


James R. Jackson, Jr., Board President

Attested:



Dr. George Philhower, Superintendent



Tammy Settegren, Board Secretary

REGULAR TEACHER 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)

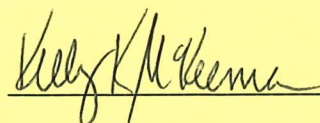
This regular teacher contract ("Contract") is by and between the governing body of the COMMUNITY SCHOOL CORPORATION OF EASTERN HANCOCK COUNTY ("Corporation") and KELLY MCKEEMAN ("Teacher"). KELLY MCKEEMAN is a teacher as defined in Ind. Code 20-18-2-22.

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 1, 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 210 days per year. *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 under this Contract is eight (8). *Ind. Code 20-28-6-2(a)(3)(E)*
4. The Corporation shall pay the Teacher for services under this Contract the total salary of \$79,126.66 during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in 26.0 installments on a biweekly 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(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 14th day of November, 2022.

Teacher:

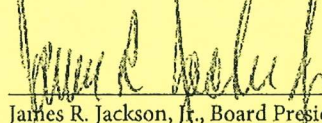


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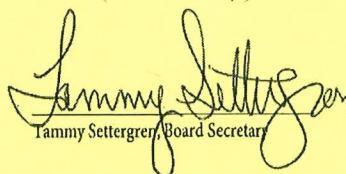


Dr. George Philhower, Superintendent

School Corporation by:



James R. Jackson, Jr., Board President



Tammy Settergren, Board Secretary

REGULAR TEACHER 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)

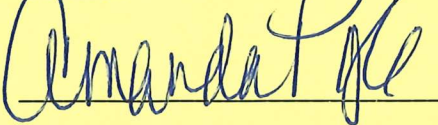
This regular teacher contract ("Contract") is by and between the governing body of the COMMUNITY SCHOOL CORPORATION OF EASTERN HANCOCK COUNTY ("Corporation") and AMANDA PYLE ("Teacher"). AMANDA PYLE is a teacher as defined in Ind. Code 20-18-2-22.

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 1, 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 220 days per year. *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 under this Contract is eight (8). *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 \$93,460.14 during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in 26.0 installments on a biweekly 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(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 14th day of November, 2022.

Teacher:

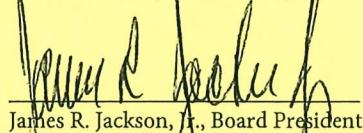


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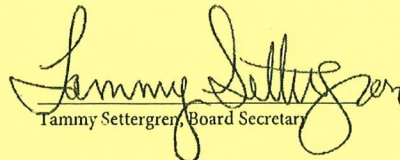


Dr. George Philhower, Superintendent

School Corporation by:



James R. Jackson, Jr., Board President



Tammy Settergren, Board Secretary

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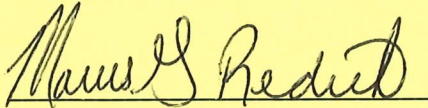
This regular teacher contract ("Contract") is by and between the governing body of the COMMUNITY SCHOOL CORPORATION OF EASTERN HANCOCK COUNTY ("Corporation") and MARCUS REDICK ("Teacher"). MARCUS REDICK is a teacher as defined in Ind. Code 20-18-2-22.

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

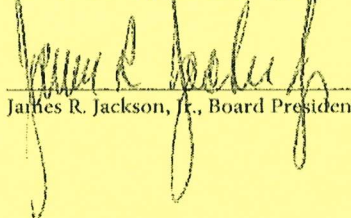
1. The Teacher shall teach in the schools of the Corporation for the school term, beginning JULY 1, 2022 and ending on JUNE 30, 2024. *Ind. Code 20-28-6-2(a)(3)(A)*
2. The school term described in paragraph 1 immediately above for services under this Contract consists of 205 days per year. *Ind. Code 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 under this Contract is eight (8). *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 \$70,345.91 during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in 26.0 installments on a biweekly 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(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 14th day of November, 2022.

Teacher:



School Corporation by:

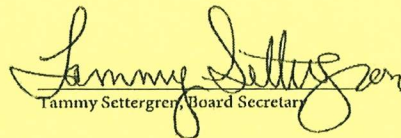


James R. Jackson, Jr., Board President

Attested:



Dr. George Philhower, Superintendent



Tammy Settergren, Board Secretary

REGULAR TEACHER 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)

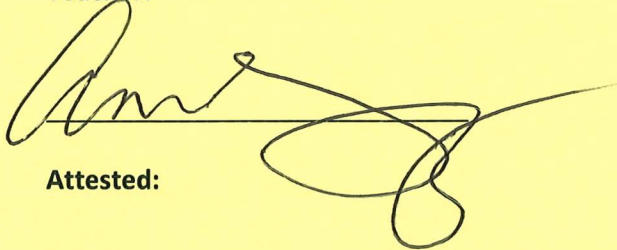
This regular teacher contract ("Contract") is by and between the governing body of the COMMUNITY SCHOOL CORPORATION OF EASTERN HANCOCK COUNTY ("Corporation") and AARON D. SPAULDING ("Teacher"). AARON D. SPAULDING is a teacher as defined in Ind. Code 20-18-2-22.

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

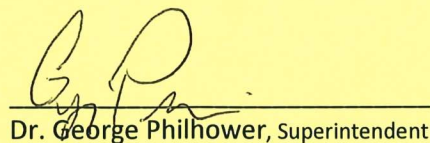
1. The Teacher shall teach in the schools of the Corporation for the school term, beginning JULY 1, 2022 and ending on JUNE 30, 2024. *Ind. Code 20-28-6-2(a)(3)(A)*
2. The school term described in paragraph 1 immediately above for services under this Contract consists of 220 days per year. *Ind. Code 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 under this Contract is eight (8). *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 \$91,388.81 during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in 26.0 installments on a biweekly 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(e) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
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Agreed this 14th day of November, 2022.

Teacher:

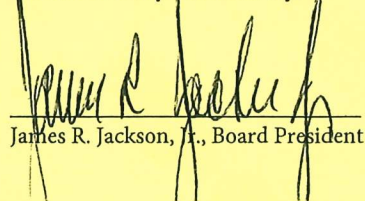


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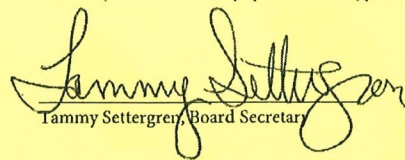


Dr. George Philhower, Superintendent

School Corporation by:



James R. Jackson, Jr., Board President



Tammy Settegren, Board Secretary

WHITE • TEACHER COPY

YELLOW • CORPORATION COPY