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 WESTERN SCHOOL CORPORATION ("Corporation") and WENDI D CAMPBELL ("Teacher").

WENDI D CAMPBELL 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, 2019 and ending on June 30, 2021. 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. Ind. Code 20-28-6-2(a)(3)(B)

3. The number of hours per day the Teacher is expected to work under this Contract is minimum of 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 $78,942.00 during the school year. Ind. Code 20-28-6-2(a)(3)(C)


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 23rd day of September, 2019.

Teacher

School Corporation by:

__________________________  
President

Attested:

__________________________  
Superintendent

__________________________  
Secretary

DOE prescribed form – Updated August 2015
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 WESTERN SCHOOL CORPORATION ("Corporation") and MELISSA A DEWEES ("Teacher").

MELISSA A DEWEES 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, 2019 and ending on June 30, 2021. 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 200 days. Ind. Code 20-28-6-2(a)(3)(B)

3. The number of hours per day the Teacher is expected to work under this Contract is minimum of 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 $73,857.00 during the school year. Ind. Code 20-28-6-2(a)(3)(C)


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 23rd day of September, 2019.

Teacher

School Corporation by:

__________________________
President

Attested:

__________________________
Superintendent

__________________________
Secretary

DOE prescribed form – Updated August 2015
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 WESTERN SCHOOL CORPORATION ("Corporation") and MARK H DUBOIS ("Teacher").

MARK H DUBOIS 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, 2019 and ending on June 30, 2021. 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 days. Ind. Code 20-28-6-2(a)(3)(B)

3. The number of hours per day the Teacher is expected to work under this Contract is minimum of 8. Ind. Code 20-28-5-2(a)(3)(E)

4. The Corporation shall pay the Teacher for services under this Contract the total salary of $106,000.00 during the school year. Ind. Code 20-28-6-2(a)(3)(C)


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 23rd day of September, 2019.

Teacher

School Corporation by:


President

Attested:

Superintendent

Secretary

DOE prescribed form – Updated August 2015
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 WESTERN SCHOOL CORPORATION ("Corporation") and STEVEN T EDWARDS ("Teacher").

STEVEN T EDWARDS 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 1, 2019 and ending on June 30, 2021. 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. Ind. Code 20-28-6-2(a)(3)(B)

3. The number of hours per day the Teacher is expected to work under this Contract is minimum of 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 $105,000.00 during the school year. Ind. Code 20-28-6-2(a)(3)(C)


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 23rd day of September, 2019.

Teacher

School Corporation by:

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President

Attested:

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Superintendent

__________________________  
Secretary

DOE prescribed form – Updated August 2015
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 WESTERN SCHOOL CORPORATION ("Corporation") and ERIC J FLICKINGER ("Teacher").

ERIC J FLICKINGER 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, 2019 and ending on June 30, 2021. 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. Ind. Code 20-28-6-2(a)(3)(B)

3. The number of hours per day the Teacher is expected to work under this Contract is minimum of 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 $80,229.00 during the school year. Ind. Code 20-28-6-2(a)(3)(C)


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 23rd day of September, 2019.

Teacher

School Corporation by:

______________________________
President

Attested:

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Superintendent

______________________________
Secretary

DOE prescribed form – Updated August 2015
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 WESTERN SCHOOL CORPORATION ("Corporation") and TRACY W HORRELL ("Teacher").

TRACY W HORRELL 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, 2019 and ending on June 30, 2021. 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. Ind. Code 20-28-6-2(a)(3)(B)

3. The number of hours per day the Teacher is expected to work under this Contract is minimum of 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 $90,632.00 during the school year. Ind. Code 20-28-6-2(a)(3)(C)

5. The Corporation shall pay this amount in 26 installments on a biweekly basis. Ind. Code 20-28-6-2(a)(3)(B) 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 23rd day of September, 2019.

Teacher ____________________________ School Corporation by:

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President

Attested:

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Superintendent ____________________ Secretary

DOE prescribed form – Updated August 2015
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 WESTERN SCHOOL CORPORATION ("Corporation") and RANDY L. MCCracken ("Teacher"). RANDY L. MCCracken 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 and ending on JUNE 30, 2022. 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 260.00 days. Ind. Code 20-28-6-2(a)(3)(B)

3. The number of hours per day the Teacher is expected to work under this Contract is 8.00. Ind. Code 20-28-6-2(a)(3)(E)

4. The Corporation shall pay the Teacher for services under this Contract the total salary of $130,652.00 during the school year. Ind. Code 20-28-6-2(a)(3)(C)


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 23RD day of SEPTEMBER, 2019.

Teacher

__________________________

Attested:

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Superintendent

School Corporation by:

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President

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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 WESTERN SCHOOL CORPORATION ("Corporation") and JENNA L MOREE ("Teacher").

JENNA L MOREE 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, 2019 and ending on June 30, 2021. 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. Ind. Code 20-28-6-2(a)(3)(B)

3. The number of hours per day the Teacher is expected to work under this Contract is minimum of 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 $84,204.00 during the school year. Ind. Code 20-28-6-2(a)(3)(C)


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 23rd day of September, 2019.

Teacher

School Corporation by:

Name

President

Attested:

Name

Superintendent

Secretary

DOE prescribed form – Updated August 2015
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 WESTERN SCHOOL CORPORATION ("Corporation") and PATRICK D QUILLEN ("Teacher").

PATRICK D QUILLEN 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, 2019 and ending on June 30, 2021. 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. Ind. Code 20-28-6-2(a)(3)(B)

3. The number of hours per day the Teacher is expected to work under this Contract is minimum of 8. Ind. Code 20-28-6-2(a)(3)(F)

4. The Corporation shall pay the Teacher for services under this Contract the total salary of $92,045.00 during the school year. Ind. Code 20-28-6-2(a)(3)(C)


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 23rd day of September, 2019.

Teacher

School Corporation by:

__________________________  ________________________
President

Attested:

__________________________  ________________________
Superintendent  Secretary

DOE prescribed form – Updated August 2015
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 WESTERN SCHOOL CORPORATION ("Corporation") and SUZANNE R REAGLE ("Teacher").

SUZANNE R REAGLE 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, 2019 and ending on June 30, 2021. 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 days. Ind. Code 20-28-6-2(a)(3)(B)

3. The number of hours per day the Teacher is expected to work under this Contract is minimum of 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 $103,947.00 during the school year. Ind. Code 20-28-6-2(a)(3)(C)


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 23rd day of September, 2019.

Teacher

School Corporation by:

______________________________
President

Attested:

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Superintendent

______________________________
Secretary

DOE prescribed form – Updated August 2015
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 WESTERN SCHOOL CORPORATION ("Corporation") and ELISSA A STRANAHAN ("Teacher").

ELISSA A STRANAHAN 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, 2019 and ending on June 30, 2021. 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. Ind. Code 20-28-6-2(a)(3)(B)

3. The number of hours per day the Teacher is expected to work under this Contract is minimum of 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 $88,685.00 during the school year. Ind. Code 20-28-6-2(a)(3)(C)


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 23rd day of September, 2019.

Teacher

School Corporation by:

/___________________________/
President

Attested:

/___________________________/
Superintendént

/___________________________/
Secretary

DOE prescribed form – Updated August 2015
SCHOOL CORPORATION

CONTRACT WITH DIRECTOR OF FINANCE

This EMPLOYMENT AGREEMENT ("Agreement") is made and entered into as of July 16, 2019 ("Effective Date") by and between the Board of School Trustees of the Western School Corporation ("School Corporation") and Brook Cleaver ("Employee") (collectively "Parties") for the 2019-2020 School Year. Employee desires to be employed or to continue to be employed by the School Corporation. The School Corporation desires to employ or to continue to employ Employee provided it is afforded the protections of this Agreement. In consideration of the foregoing, the School Corporation’s employment of Employee, and the promises and covenants contained in this Agreement, the School Corporation and Employee agree as follows:

1. **Employment.** The School Corporation agrees to employ Employee and Employee agrees to be employed by the School Corporation as a Director of Finance for a period beginning on the Effective Date and continuing until terminated by either party. Employee will serve in the position of Director of Finance and will have those duties and responsibilities that the School Corporation assigns to Employee from time to time. This position is a full-time position to which the Employee's entire working time, attention, and energies should be devoted. The Employee shall diligently and impartially perform the duties of this position and shall comply with all applicable laws in the performance of his/her duties.

2. **Number and Schedule of Work Days.** Employee shall provide services to the School Corporation on a salary basis rather than an hourly or daily basis, and shall therefore be charged by the School Corporation with the achievement of certain goals and objectives. **It is expected that employee will work a minimum of 260 days.**

3. **School Corporation Policies.** Employee will abide by any employment or work rules and/or policies, procedures, guidelines, and practices that the School Corporation currently has or may adopt, amend or implement from time to time during Employee’s employment.

4. **Compensation and Benefits.** For all services to be rendered by Employee during Employee's employment under this Agreement, and as consideration for complying with the terms of this Agreement, the School Corporation will pay and provide the following to Employee:

   a. During Employee’s employment, the School Corporation will pay Employee a salary or other designated compensation ("Salary") in the amount of **$60,000.00** to be paid on an annualized basis. Employee’s initial Salary shall be determined by mutual agreement between the School Corporation and Employee. The School Corporation and Employee acknowledge and agree that the School Corporation, in its sole discretion, may adjust the manner and amount of Employee’s Salary (or any other elements of compensation) from time to time during Employee’s employment with the School Corporation. The Salary shall be paid to Employee consistent with the customary payroll practices of the School Corporation. The Salary shall be subject to standard payroll withholding deductions as required by law and withholding for benefits in which Employee elects to participate.

   b. During Employee’s employment, Employee will be entitled to such leaves of absence and participation in the School Corporation’s employee benefit plans as outlined in the Director Compensation and Benefit Packet; provided, however, Employee’s entitlement to participate in such benefit plans is subject to the eligibility requirements and other terms and conditions of such benefit plans. Employee acknowledges and agrees that the School Corporation, in its sole discretion, may change, amend or discontinue any of its employee benefit plans or programs at any time during Employee’s employment with the School Corporation, and nothing contained in this Agreement shall
obligate the School Corporation to institute, maintain or refrain from changing, amending or discontinuing any benefit plan or program.

5. **Reassignment.** The School Corporation, in its sole discretion, may assign Employee a different position or title, or new or different duties and responsibilities, from time to time during Employee's employment with the School Corporation. In the case of such a reassignment, the Employee's compensation and benefits may be modified and/or reduced at the sole discretion of the School Corporation. If the Employee is reassigned to a non-Director of Finance position, this Addendum is terminated pursuant to the provision in paragraph 6.

6. **Termination.** Employee's employment is on an at-will basis, and this Agreement does not guarantee employment for any specific duration. The School Corporation may terminate the employment relationship at any time for any reason, or no reason, with or without advance notice. The Employee may terminate the employment relationship for any reason or no reason by giving the School Corporation written notice of termination, specifying in such notice a termination date not less than twenty (20) calendar days after giving the notice. Upon termination of the employment relationship, Employer shall be obligated to pay the Employee the portion of his or her Salary that has been earned through the termination date and to pay or provide to the Employee such payments or benefits, if any, which accrued before the termination date, including payment for any accrued but unused vacation days. If the Employee fails to provide the required twenty (20) calendar day notice of termination, the Employee will forfeit payment for any accrued but unused vacation days. Other than the foregoing, and the obligation to provide appropriate due process as required by the U.S. and Indiana Constitutions, the School Corporation shall have no further obligations to the Employee under this Agreement.

7. **Confidentiality.** Confidential information learned or obtained in the scope of Employee's employment with the School Corporation, whether such information relates to students, staff, parents, visitors, or any member of the school community, will be maintained as confidential, and such confidentiality obligation remains following the termination of this Agreement.

8. **Return of School Corporation Property.** All records, manuals, memoranda, lists, reports, correspondence, charts, and other documents and information pertaining to the activities or future plans of the School Corporation and/or any property provided by the School Corporation for Employee's use in the course of Employee's employment with the School Corporation shall be and remain the property of the School Corporation and shall be subject at all times to its discretion and control. Likewise, all such items shall be delivered promptly to the School Corporation, without request, by the Employee upon termination of Employee's employment for whatever reason.

9. **Entire Agreement; No Waiver and Modification.** This document constitutes the entire agreement of the parties on the subjects specifically addressed in it and supersedes any prior oral or written agreements, understandings, or representations, on these subjects. The Parties specifically agree that as a noncertified Employee, the Employee is not entitled to any of the statutory provisions relating to the employment of certified employees. This Agreement replaces any and all agreements, understandings, or representations between the Parties. This Agreement may not be changed except by a written document signed by both Employee and a duly authorized officer of the School Corporation.

10. **Severability.** If any portion of this Agreement is held invalid or inoperative, the other portions of this Agreement shall be deemed valid and operative and, so far as is reasonable and possible, effect shall be given to the intent manifested by the portion held invalid or inoperative.

11. **Governing Law.** This Agreement shall in all respects be construed, interpreted, governed, and enforced in accordance with the laws of the State of Indiana, without giving effect to that state's conflict of laws provisions.
12. **Counterparts.** This Agreement may be executed in one or more counterparts, all of which taken together shall constitute one agreement. Signatures transmitted by facsimile or other electronic means are acceptable as much as original signatures for execution of this Agreement.

IN WITNESS WHEREOF, the Board of Trustees of the School Corporation has caused this contract to be executed on its behalf by its President and its Secretary.

BOARD OF SCHOOL TRUSTEES OF THE SCHOOL CORPORATION

By: ____________________________

President

By: ____________________________

Secretary
This EMPLOYMENT AGREEMENT ("Agreement") is made and entered into as of July 16, 2019 ("Effective Date") by and between the Board of School Trustees of the Western School Corporation ("School Corporation") and Craig Shearer ("Employee") (collectively "Parties") for the 2019-2020 School Year. Employee desires to be employed by or to continue to be employed by the School Corporation. The School Corporation desires to employ or to continue to employ Employee provided it is afforded the protections of this Agreement. In consideration of the foregoing, the School Corporation's employment of Employee, and the promises and covenants contained in this Agreement, the School Corporation and Employee agree as follows:

1. **Employment.** The School Corporation agrees to employ Employee and Employee agrees to be employed by the School Corporation as a Technology Director for a period beginning on the Effective Date and continuing until terminated by either party. Employee will serve in the position of Technology Director and will have those duties and responsibilities that the School Corporation assigns to Employee from time to time. This position is a full-time position to which the Employee's entire working time, attention, and energies should be devoted. The Employee shall diligently and impartially perform the duties of this position and shall comply with all applicable laws in the performance of his/her duties.

2. **Number and Schedule of Work Days.** Employee shall provide services to the School Corporation on a salary basis rather than an hourly or daily basis, and shall therefore be charged by the School Corporation with the achievement of certain goals and objectives. **It is expected that employee will work a minimum of 260 days.**

3. **School Corporation Policies.** Employee will abide by any employment or work rules and/or policies, procedures, guidelines, and practices that the School Corporation currently has or may adopt, amend or implement from time to time during Employee’s employment.

4. **Compensation and Benefits.** For all services to be rendered by Employee during Employee's employment under this Agreement, and as consideration for complying with the terms of this Agreement, the School Corporation will pay and provide the following to Employee:

   a. During Employee’s employment, the School Corporation will pay Employee a salary or other designated compensation ("Salary") in the amount of $80,596.00 to be paid on an annualized basis. Employee’s initial Salary shall be determined by mutual agreement between the School Corporation and Employee. The School Corporation and Employee acknowledge and agree that the School Corporation, in its sole discretion, may adjust the manner and amount of Employee’s Salary (or any other elements of compensation) from time to time during Employee’s employment with the School Corporation. The Salary shall be paid to Employee consistent with the customary payroll practices of the School Corporation. The Salary shall be subject to standard payroll withholding deductions as required by law and withholding for benefits in which Employee elects to participate.

   b. During Employee’s employment, Employee will be entitled to such leaves of absence and participation in the School Corporation’s employee benefit plans as outlined in the Director Compensation and Benefit Packet; provided, however, Employee’s entitlement to participate in such benefit plans is subject to the eligibility requirements and other terms and conditions of such benefit plans. Employee acknowledges and agrees that the School Corporation, in its sole discretion, may change, amend or discontinue any of its employee benefit plans or programs at any time during Employee’s employment with the School Corporation, and nothing contained in this Agreement shall
oblige the School Corporation to institute, maintain or refrain from changing, amending or discontinuing any benefit plan or program.

5. **Reassignment.** The School Corporation, in its sole discretion, may assign Employee a different position or title, or new or different duties and responsibilities, from time to time during Employee’s employment with the School Corporation. In the case of such a reassignment, the Employee’s compensation and benefits may be modified and/or reduced at the sole discretion of the School Corporation. If the Employee is reassigned to a non-Technology Director position, this Addendum is terminated pursuant to the provision in paragraph 6.

6. **Termination.** Employee’s employment is on an at-will basis, and this Agreement does not guarantee employment for any specific duration. The School Corporation may terminate the employment relationship at any time for any reason, or no reason, with or without advance notice. The Employee may terminate the employment relationship for any reason or no reason by giving the School Corporation written notice of termination, specifying in such notice a termination date not less than twenty (20) calendar days after giving the notice. Upon termination of the employment relationship, Employer shall be obligated to pay the Employee the portion of his or her Salary that has been earned through the termination date and to pay or provide to the Employee such payments or benefits, if any, which accrued before the termination date, including payment for any accrued but unused vacation days. If the Employee fails to provide the required twenty (20) calendar day notice of termination, the Employee will forfeit payment for any accrued but unused vacation days. Other than the foregoing, and the obligation to provide appropriate due process as required by the U.S. and Indiana Constitutions, the School Corporation shall have no further obligations to the Employee under this Agreement.

7. **Confidentiality.** Confidential information learned or obtained in the scope of Employee’s employment with the School Corporation, whether such information relates to students, staff, parents, visitors, or any member of the school community, will be maintained as confidential, and such confidentiality obligation remains following the termination of this Agreement.

8. **Return of School Corporation Property.** All records, manuals, memoranda, lists, reports, correspondence, charts, and other documents and information pertaining to the activities or future plans of the School Corporation and/or any property provided by the School Corporation for Employee’s use in the course of Employee’s employment with the School Corporation shall be and remain the property of the School Corporation and shall be subject at all times to its discretion and control. Likewise, all such items shall be delivered promptly to the School Corporation, without request, by the Employee upon termination of Employee’s employment for whatever reason.

9. **Entire Agreement: No Waiver and Modification.** This document constitutes the entire agreement of the parties on the subjects specifically addressed in it and supersedes any prior oral or written agreements, understandings, or representations, on these subjects. The Parties specifically agree that as a noncertified Employee, the Employee is not entitled to any of the statutory provisions relating to the employment of certified employees. This Agreement replaces any and all agreements, understandings, or representations between the Parties. This Agreement may not be changed except by a written document signed by both Employee and a duly authorized officer of the School Corporation.

10. **Severability.** If any portion of this Agreement is held invalid or inoperative, the other portions of this Agreement shall be deemed valid and operative and, so far as is reasonable and possible, effect shall be given to the intent manifested by the portion held invalid or inoperative.

11. **Governing Law.** This Agreement shall in all respects be construed, interpreted, governed, and enforced in accordance with the laws of the State of Indiana, without giving effect to that state's conflict of laws provisions.
12. **Counterparts.** This Agreement may be executed in one or more counterparts, all of which taken together shall constitute one agreement. Signatures transmitted by facsimile or other electronic means are acceptable as much as original signatures for execution of this Agreement.

IN WITNESS WHEREOF, the Board of Trustees of the School Corporation has caused this contract to be executed on its behalf by its President and its Secretary.

BOARD OF SCHOOL TRUSTEES OF THE
SCHOOL CORPORATION

By: ___________________________ President

Employee

Secretary
SCHOOL CORPORATION
CONTRACT WITH HEAD of MAINTENANCE

This EMPLOYMENT AGREEMENT ("Agreement") is made and entered into as of August 20, 2019 ("Effective Date") by and between the Board of School Trustees of the Western School Corporation ("School Corporation") and Ericka Echelberger ("Employee") (collectively "Parties") for the 2019-2020 School Year. Employee desires to be employed or to continue to be employed by the School Corporation. The School Corporation desires to employ or to continue to employ Employee provided it is afforded the protections of this Agreement. In consideration of the foregoing, the School Corporation's employment of Employee, and the promises and covenants contained in this Agreement, the School Corporation and Employee agree as follows:

1. **Employment.** The School Corporation agrees to employ Employee and Employee agrees to be employed by the School Corporation as a **Director of Counseling** for a period beginning on the Effective Date and continuing until terminated by either party. Employee will serve in the position of **Director of Counseling** and will have those duties and responsibilities that the School Corporation assigns to Employee from time to time. This position is a full-time position to which the Employee’s entire working time, attention, and energies should be devoted. The Employee shall diligently and impartially perform the duties of this position and shall comply with all applicable laws in the performance of his/her duties.

2. **Number and Schedule of Work Days.** Employee shall provide services to the School Corporation on a salary basis rather than an hourly or daily basis, and shall therefore be charged by the School Corporation with the achievement of certain goals and objectives. **It is expected that employee will work a minimum of 200 days (adjusted for the 2019-2020 school year based on the start date).**

3. **School Corporation Policies.** Employee will abide by any employment or work rules and/or policies, procedures, guidelines, and practices that the School Corporation currently has or may adopt, amend or implement from time to time during Employee’s employment.

4. **Compensation and Benefits.** For all services to be rendered by Employee during Employee’s employment under this Agreement, and as consideration for complying with the terms of this Agreement, the School Corporation will pay and provide the following to Employee:

   a. **During Employee’s employment, the School Corporation will pay Employee a salary or other designated compensation ("Salary") in the amount of $69,000.00 (adjusted based on the available work days prior to June 30, 2020) to be paid on an annualized basis. Employee’s initial Salary shall be determined by mutual agreement between the School Corporation and Employee. The School Corporation and Employee acknowledge and agree that the School Corporation, in its sole discretion, may adjust the manner and amount of Employee’s Salary (or any other elements of compensation) from time to time during Employee’s employment with the School Corporation. The Salary shall be paid to Employee consistent with the customary payroll practices of the School Corporation. The Salary shall be subject to standard payroll withholding deductions as required by law and withholding for benefits in which Employee elects to participate.**

   b. **During Employee’s employment, Employee will be entitled to such leaves of absence and participation in the School Corporation’s employee benefit plans as outlined in the Teacher Master Agreement and the Director Compensation and Benefit Packet; provided, however, Employee’s entitlement to participate in such benefit plans is subject to the eligibility requirements and other terms and conditions of such benefit plans. Employee acknowledges and agrees that the School Corporation, in its sole discretion, may change, amend or discontinue any of its employee benefit plans or**
programs at any time during Employee's employment with the School Corporation, and nothing contained in this Agreement shall obligate the School Corporation to institute, maintain or refrain from changing, amending or discontinuing any benefit plan or program.

5. **Reassignment.** The School Corporation, in its sole discretion, may assign Employee a different position or title, or new or different duties and responsibilities, from time to time during Employee's employment with the School Corporation. In the case of such a reassignment, the Employee's compensation and benefits may be modified and/or reduced at the sole discretion of the School Corporation. If the Employee is reassigned to a non-Director of Counseling position, this Addendum is terminated pursuant to the provision in paragraph 6.

6. **Termination.** Employee's employment is on an at-will basis, and this Agreement does not guarantee employment for any specific duration. The School Corporation may terminate the employment relationship at any time for any reason, or no reason, with or without advance notice. The Employee may terminate the employment relationship for any reason or no reason by giving the School Corporation written notice of termination, specifying in such notice a termination date not less than twenty (20) calendar days after giving the notice. Upon termination of the employment relationship, Employer shall be obligated to pay the Employee the portion of his or her Salary that has been earned through the termination date and to pay or provide to the Employee such payments or benefits, if any, which accrued before the termination date. Other than the foregoing, and the obligation to provide appropriate due process as required by the U.S. and Indiana Constitutions, the School Corporation shall have no further obligations to the Employee under this Agreement.

7. **Confidentiality.** Confidential information learned or obtained in the scope of Employee's employment with the School Corporation, whether such information relates to students, staff, parents, visitors, or any member of the school community, will be maintained as confidential, and such confidentiality obligation remains following the termination of this Agreement.

8. **Return of School Corporation Property.** All records, manuals, memoranda, lists, reports, correspondence, charts, and other documents and information pertaining to the activities or future plans of the School Corporation and/or any property provided by the School Corporation for Employee's use in the course of Employee's employment with the School Corporation shall be and remain the property of the School Corporation and shall be subject at all times to its discretion and control. Likewise, all such items shall be delivered promptly to the School Corporation, without request, by the Employee upon termination of Employee's employment for whatever reason.

9. **Entire Agreement; No Waiver and Modification.** This document constitutes the entire agreement of the parties on the subjects specifically addressed in it and supersedes any prior oral or written agreements, understandings, or representations, on these subjects. The Parties specifically agree that as a noncertified Employee, the Employee is not entitled to any of the statutory provisions relating to the employment of certified employees. This Agreement replaces any and all agreements, understandings, or representations between the Parties. This Agreement may not be changed except by a written document signed by both Employee and a duly authorized officer of the School Corporation.

10. **Severability.** If any portion of this Agreement is held invalid or inoperative, the other portions of this Agreement shall be deemed valid and operative and, so far as is reasonable and possible, effect shall be given to the intent manifested by the portion held invalid or inoperative.

11. **Governing Law.** This Agreement shall in all respects be construed, interpreted, governed, and enforced in accordance with the laws of the State of Indiana, without giving effect to that state's conflict of laws provisions.
12. **Countersigns.** This Agreement may be executed in one or more counterparts, all of which taken together shall constitute one agreement. Signatures transmitted by facsimile or other electronic means are acceptable as much as original signatures for execution of this Agreement.

IN WITNESS WHEREOF, the Board of Trustees of the School Corporation has caused this contract to be executed on its behalf by its President and its Secretary.

BOARD OF SCHOOL TRUSTEES OF THE
SCHOOL CORPORATION

By: ___________________________  President

Employee
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
WESTERN SCHOOL CORPORATION ("Corporation") and JOSHUA LARSH ("Teacher").

JOSHUA LARSH 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

2. The school term described in paragraph 1 immediately above for services under this
contract consists of 220 days. Ind. Code 20-28-6-2(a)(3)(B)

3. The number of hours per day the Teacher is expected to work under this Contract is

4. The Corporation shall pay the Teacher for services under this Contract the total salary of
$80,401.00 during the school year. Ind. Code 20-28-6-2(a)(3)(C)

5. The Corporation shall pay this amount in 26 installments on a biweekly basis.

6. This Contract may be cancelled during its term for any of the grounds set forth in Ind.
Code 20-28-7.5-1(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 23rd day of September, 2019.

Teacher

School Corporation by:

President

Attested:

Superintendent Secretary

DOE prescribed form – Updated August 2015