

## **NOTICE OF PUBLIC HEARING**

Notice is hereby given to the residents, taxpayers and owners of lots, parcels of real property and buildings in the School District for the Griffith Public School Corporation, Lake County, Indiana, that the Board of Trustees on the 5<sup>th</sup> day of October, 2022, at 5:00 p.m., will conduct an In-Person Public Hearing concerning a contract of the Superintendent and the Regular Teacher Contract and Addendum to Regular Teacher's Contract for Superintendent as related thereto.

## **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 Griffith Public Schools ("Corporation") and Leah Dumezich ("Teacher"). Leah Dumezich 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<sup>st</sup>, 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 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 N/A. 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 \$ 137,500.00 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 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.

## **ADDENDUM TO REGULAR TEACHER'S CONTRACT FOR SUPERINTENDENT**

This Addendum made and entered into this 13<sup>th</sup> day of October, 2022, by and between the Griffith Public School Corporation ("Corporation") and Leah Dumezich ("Superintendent") replaces any previous addendum and supersedes any Regular Teachers Contract language contrary to the provisions and language contained in this addendum. The Corporation and the Superintendent hereby mutually agree to the following terms which shall supplement the terms set forth in the Regular Teacher's Contract executed on the 13<sup>th</sup> day of October, 2022 by the Corporation and the Superintendent 1. That for the period October 13<sup>th</sup>, 2022 through June 30, 2024, the Corporation shall pay Superintendent an annual contract salary of \$137,500.00. 2.

That the Superintendent shall be entitled to all of the fringe benefits contained in the Griffith Public School Corporation Administrative Fringe Benefits Package policy approved by the Board of School Trustees on March 27, 2018, effective March 27, 2018 (specifically excluding the entire verbiage of Section II, Entitled: "Contracts"; and Section III, Sub-Section A, Entitled: "Vacation"), and the same is incorporated into this contract addendum in its entirety by this reference. Provided, however, that on behalf of the Superintendent the Corporation will annually contribute 8% of the Superintendent's base salary to the annuity program established under Griffith Public School Corporation Administrative Fringe Benefits Package. Additionally, in lieu of accepting the Corporation's Family Health Plan established under Griffith Public School Corporation Administrative Fringe Benefits Package she will accept the cash value of this benefit on an annual basis. Both the annuity and health plan contributions as discussed above will become effective retroactively to July 1<sup>st</sup> of 2022. 3. That the Corporation agrees

that it shall defend, hold harmless and indemnify Superintendent from any and all demands, claims, suits, actions and legal proceedings brought against Superintendent in his individual capacity or in her official capacity as agent and employee of the Corporation, provided the incident arose while Superintendent was acting within the scope of her employment except that, in no case, will individual Board members be considered personally liable for indemnifying Superintendent against such demands, claims, suits, actions and legal proceedings. The above indemnification shall not apply to any activity of the Superintendent that is found to be wanton and willful misconduct on the part of the Superintendent. 4. That the Superintendent's employment contract may be terminated by:

- a. Mutual agreement of the parties.
- b. Retirement of Superintendent.
- c. Disability of Superintendent.
- d. Discharge for cause.

except that in the event that the Superintendent chooses to retire or becomes disabled prior to the expiration date of this contract, Article four (4) shall become vested and the Superintendent shall suffer no loss of any benefits contained in Article four (4) because of such early retirement or disability. The parties agree that "discharge for cause" means for any grounds as provided by I.C. 20-28-7.5-1(e) pertaining to the contract cancellation of teachers. Those grounds are specifically: (1) immorality; (2) insubordination; (3) incompetence; (4) neglect of duty; (5) conviction for an offense listed in IC20-28-5-8(c); (6) other good and just cause. It is further understood that "other good and just cause" as used in this contract, means a ground which is put forward in good faith, and which is not arbitrary, irrational, unreasonable, or irrelevant to the School Board's task of building up and maintaining an efficient school system. 5. That the parties also agree that the Board may, without cause, at its option, and by a minimum of ninety (90) days notice to Superintendent, unilaterally, or with the concurrence of the Superintendent, terminate this contract. In the event of such termination, the School Corporation shall pay to Superintendent, as severance pay, the sum of one (1) year's salary. If, for any reason, the remaining term of the Superintendent's contract is less than one year, the Board shall pay as severance pay an amount equal to the balance of the salary owed under the remaining term of the contract. 6. That if, during the term of this contract, it is determined by a court of law that a specific clause of the contract is illegal in Federal or State law, the remainder of the contract not affected by such a ruling shall remain in force.



### **Addendum to Regular Teacher's Contract for Superintendent**

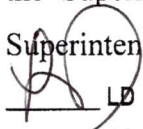
This Addendum made and entered into this 13<sup>th</sup> day of October, 2022, by and between the Griffith Public School Corporation ("Corporation") and Leah Dumezich ("Superintendent") replaces any previous addendum and supersedes any Regular Teachers Contract language contrary to the provisions and language contained in this addendum.

The Corporation and the Superintendent hereby mutually agree to the following terms which shall supplement the terms set forth in the Regular Teacher's Contract executed on the 13<sup>th</sup> day of October, 2022 by the Corporation and the Superintendent

1. That for the period October 13<sup>th</sup>, 2022 through June 30, 2024, the Corporation shall pay Superintendent an annual contract salary of \$137,500.00.

2. That the Superintendent shall be entitled to all of the fringe benefits contained in the Griffith Public School Corporation Administrative Fringe Benefits Package policy approved by the Board of School Trustees on March 27, 2018, effective March 27, 2018 (specifically excluding the entire verbiage of Section II, Entitled: "Contracts"; and Section III, Sub-Section A, Entitled: "Vacation"), and the same is incorporated into this contract addendum in its entirety by this reference. Provided, however, that on behalf of the Superintendent the Corporation will annually contribute 8% of the Superintendent's base salary to the annuity program established under Griffith Public School Corporation Administrative Fringe Benefits Package. Additionally, in lieu of accepting the Corporation's Family Health Plan established under Griffith Public School Corporation Administrative Fringe Benefits Package she will accept the cash value of this benefit on an annual basis. Both the annuity and health plan contributions as discussed above will become effective retroactively to July 1<sup>st</sup> of 2022.

3. That the Corporation agrees that it shall defend, hold harmless and indemnify Superintendent from any and all demands, claims, suits, actions and legal proceedings brought against Superintendent in his individual capacity or in her official capacity as agent and employee of the Corporation, provided the incident arose while Superintendent was acting within the scope of her employment except that, in no case, will individual Board members be considered personally liable for indemnifying Superintendent against such demands, claims, suits, actions and legal proceedings. The above indemnification shall not apply to any activity of the Superintendent that is found to be wanton and willful misconduct on the part of the Superintendent.

  
LD  
GPS

4. That the Superintendent's employment contract may be terminated by:
  - a. Mutual agreement of the parties.
  - b. Retirement of Superintendent.
  - c. Disability of Superintendent.
  - d. Discharge for cause.

except that in the event that the Superintendent chooses to retire or becomes disabled prior to the expiration date of this contract, Article four (4) shall become vested and the Superintendent shall suffer no loss of any benefits contained in Article four (4) because of such early retirement or disability. The parties agree that "discharge for cause" means for any grounds as provided by I.C. 20-28-7.5-1(e) pertaining to the contract cancellation of teachers. Those grounds are specifically: (1) immorality; (2) insubordination; (3) incompetence; (4) neglect of duty; (5) conviction for an offense listed in IC20-28-5-8(c); (6) other good and just cause. It is further understood that "other good and just cause" as used in this contract, means a ground which is put forward in good faith, and which is not arbitrary, irrational, unreasonable, or irrelevant to the School Board's task of building up and maintaining an efficient school system.

5. That the parties also agree that the Board may, without cause, at its option, and by a minimum of ninety (90) days notice to Superintendent, unilaterally, or with the concurrence of the Superintendent, terminate this contract. In the event of such termination, the School Corporation shall pay to Superintendent, as severance pay, the sum of one (1) year's salary. If, for any reason, the remaining term of the Superintendent's contract is less than one year, the Board shall pay as severance pay an amount equal to the balance of the salary owed under the remaining term of the contract.

6. That if, during the term of this contract, it is determined by a court of law that a specific clause of the contract is illegal in Federal or State law, the remainder of the contract not affected by such a ruling shall remain in force.

\_\_\_\_ LD  
\_\_\_\_ GPS



## 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 Griffith Public Schools ("Corporation") and Leah Dumezich ("Teacher"). Leah Dumezich 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:

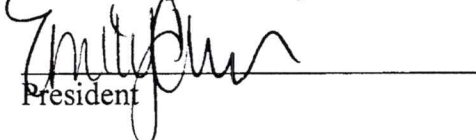
1. The Teacher shall teach in the schools of the Corporation for the school term, beginning July 1<sup>st</sup> 2022, and ending on June 30, 2024. Ind. Code 20-28-6-2(a)(3)(A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of 260 days. Ind. Code 20-28-6-2(a)(3)(B)
3. The number of hours per day the Teacher is expected to work under this Contract is N/A. 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 \$ 137,500.00 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 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 13<sup>th</sup> day of October, 2022.


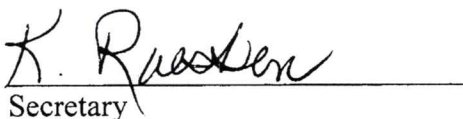
Teacher



School Corporation by:

  
President

Attested:



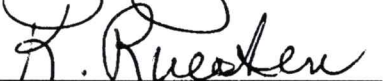

  
Superintendent  
Secretary

IN WITNESS WHEREOF, the District has caused this Employment Contract Consisting of the Regular Teachers Contract of this Addendum to be approved on its behalf of a duly authorized officer, and the Superintendent has approved this Employment Contract effective on the day and year specified in Paragraph 1 above.

SUPERINTENDENT



**BOARD OF TRUSTEES OF THE  
GRIFFITH PUBLIC  
SCHOOL CORPORATION**

  
President  
Vice-President  
Secretary  
Member  
Member



# 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 20-8-6-4(b).*

This regular teacher contract ("Contract") is by and between the governing body of the **Griffith Public Schools** ("Corporation") and **Leah Dumezich** ("Teacher"). **Leah Dumezich** 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, 2023** and ending on **June 30, 2026**. 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 **two hundred and sixty (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 **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 **\$137,500.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in **twenty-six (26)** 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 upon on 6/15/2023.

Teacher:



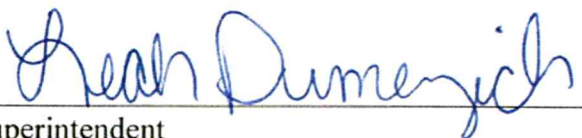
Employee

School Corporation by:

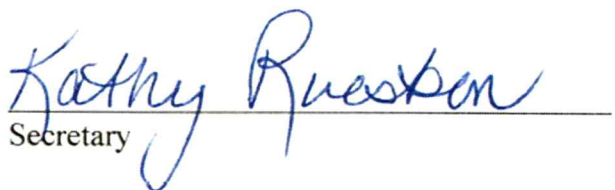


President

Attested:



Superintendent



Secretary

**GRIFFITH PUBLIC SCHOOLS  
EMPLOYMENT AGREEMENT**

This agreement entered into on the 1st day of July 2023, between Griffith Public Schools, an Indiana public school corporation, Lake County, Indiana, hereinafter called "Employer," and **Alana Anderson**.

Witnesseth: In consideration of the agreements hereinafter contained **Alana Anderson** agrees to perform the duties and responsibilities by the Employer in and for said school corporation during the year beginning July 1, 2023, and ending June 30, 2025, scheduled at 260 days per fiscal year designated as July 1 to June 30.

Employer agrees to pay said Employee for services rendered under this contract in the amount of \$90,000.00 per year, with said salary effective July 1, 2023.

Said sum of \$90,000.00 per year (July 1 to June 30) for the period of the contract shall be paid by said school corporation. Said sum referred to above shall be paid bi-weekly in scheduled installments.

It is mutually agreed between the parties hereto, that the following conditions shall be part of this contract of employment, to wit

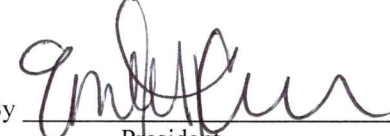
1. That said employee shall perform all duties and responsibilities as outlined in his job description.
2. That said employee shall meet the performance standards established by the school employer at all times.
3. That the parties hereto agree that in case said **Alana Anderson** should be held by said employer to be guilty of incompetency, immorality, insubordination, or other offense recognized as just cause according to law for cancellation of contract, such said employee shall be deemed to be dismissed.
4. That said employer agrees to provide said employee with the same fringe employment benefits as provided to administrators such as personal, professional, sick, and emergency leaves, hospitalization and other insurance programs, payroll deduction privileges and physical examinations.

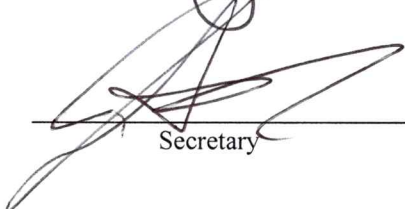
This contract is executed in duplicate this 30<sup>th</sup> day of May 2023, and each party has a copy thereof.

Signed   
Employee

Approved   
Superintendent 6/20/2023

GRIFFITH PUBLIC SCHOOLS

By   
President

  
Secretary



**GRIFFITH PUBLIC SCHOOLS  
EMPLOYMENT AGREEMENT**

This agreement entered into on the 15<sup>th</sup> day of June 2023, between Griffith Public Schools, an Indiana public school corporation, Lake County, Indiana, hereinafter called "Employer," and **Danielle Azcona**.

Witnesseth: In consideration of the agreements hereinafter contained **Danielle Azcona** agrees to perform the duties and responsibilities by the Employer in and for said school corporation during the year beginning July 1, 2023, and ending June 30, 2025, scheduled at 260 days per fiscal year designated as July 1 to June 30.

Employer agrees to pay said Employee for services rendered under this contract in the amount of \$77,200.00 per year, with said salary effective July 1, 2023.

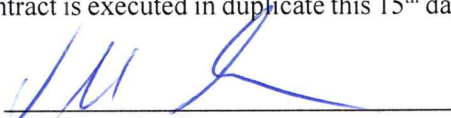
Said sum of \$77,200.00 per year (July 1 to June 30) for the period of the contract shall be paid by said school corporation. Said sum referred to above shall be paid bi-weekly in scheduled installments.

It is mutually agreed between the parties hereto, that the following conditions shall be part of this contract of employment, to wit

1. That said employee shall perform all duties and responsibilities as outlined in his job description.
2. That said employee shall meet the performance standards established by the school employer at all times.
3. That the parties hereto agree that in case said **Danielle Azcona** should be held by said employer to be guilty of incompetency, immorality, insubordination, or other offense recognized as just cause according to law for cancellation of contract, such said employee shall be deemed to be dismissed.
4. That said employer agrees to provide said employee with the same fringe employment benefits as provided to administrators such as personal, professional, sick, and emergency leaves, hospitalization and other insurance programs, payroll deduction privileges and physical examinations.

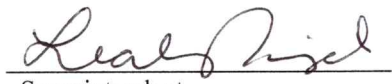
This contract is executed in duplicate this 15<sup>th</sup> day of June 2023, and each party has a copy thereof.

Signed

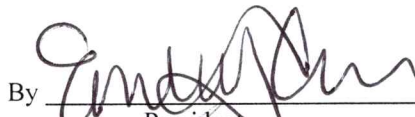
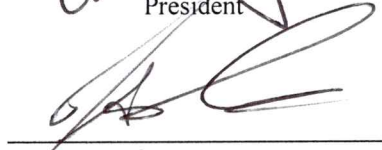
  
Employee

GRIFFITH PUBLIC SCHOOLS

Approved

  
Superintendent  
6/26/2023

By

  
President  
  
Secretary

**GRIFFITH PUBLIC SCHOOLS  
EMPLOYMENT AGREEMENT**

This agreement entered into on the 15th day of June 2023, between Griffith Public Schools, an Indiana public school corporation, Lake County, Indiana, hereinafter called "Employer," and **Ambre Cain**.

Witnesseth: In consideration of the agreements hereinafter contained **Ambre Cain** agrees to perform the duties and responsibilities by the Employer in and for said school corporation during the year beginning July 1, 2023, and ending June 30, 2025, scheduled at 218 days per fiscal year designated as July 1 to June 30.

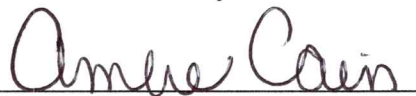
Employer agrees to pay said Employee for services rendered under this contract in the amount of \$96,000.00 per year, with said salary effective July 1, 2023.

Said sum of \$96,000.00 per year (July 1 to June 30) for the period of the contract shall be paid by said school corporation. Said sum referred to above shall be paid bi-weekly in scheduled installments.

It is mutually agreed between the parties hereto, that the following conditions shall be part of this contract of employment, to wit


1. That said employee shall perform all duties and responsibilities as outlined in his job description.
2. That said employee shall meet the performance standards established by the school employer at all times.
3. That the parties hereto agree that in case said **Ambre Cain** should be held by said employer to be guilty of incompetency, immorality, insubordination, or other offense recognized as just cause according to law for cancellation of contract, such said employee shall be deemed to be dismissed.
4. That said employer agrees to provide said employee with the same fringe employment benefits as provided to administrators such as personal, professional, sick, and emergency leaves, hospitalization and other insurance programs, payroll deduction privileges and physical examinations.

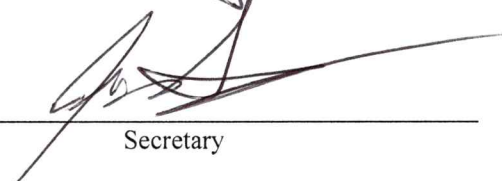
This contract is executed in duplicate this 15th day of June 2023, and each party has a copy thereof.

Signed   
Employee

GRIFFITH PUBLIC SCHOOLS

Approved   
Superintendent 6/20/2023

By   
President

  
Secretary



**GRIFFITH PUBLIC SCHOOLS  
EMPLOYMENT AGREEMENT**

This agreement entered into on the 15<sup>th</sup> day of June 2023, between Griffith Public Schools, an Indiana public school corporation, Lake County, Indiana, hereinafter called "Employer," and **Deb Carver**.

Witnesseth: In consideration of the agreements hereinafter contained **Deb Carver** agrees to perform the duties and responsibilities by the Employer in and for said school corporation during the year beginning July 1, 2023, and ending June 30, 2025, scheduled at **205** days per fiscal year designated as July 1 to June 30.

Employer agrees to pay said Employee for services rendered under this contract in the amount of \$70,800.00 per year, with said salary effective July 1, 2023.

Said sum of \$70,800.00 per year (July 1 to June 30) for the period of the contract shall be paid by said school corporation. Said sum referred to above shall be paid bi-weekly in scheduled installments.

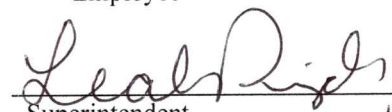
It is mutually agreed between the parties hereto, that the following conditions shall be part of this contract of employment, to wit

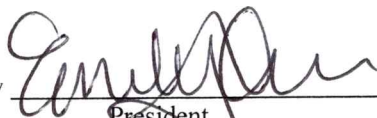
1. That said employee shall perform all duties and responsibilities as outlined in his job description.
2. That said employee shall meet the performance standards established by the school employer at all times.
3. That the parties hereto agree that in case said **Deb Carver** should be held by said employer to be guilty of incompetency, immorality, insubordination, or other offense recognized as just cause according to law for cancellation of contract, such said employee shall be deemed to be dismissed.
4. That said employer agrees to provide said employee with the same fringe employment benefits as provided to administrators such as personal, professional, sick, and emergency leaves, hospitalization and other insurance programs, payroll deduction privileges and physical examinations.

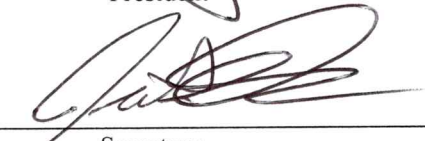
This contract is executed in duplicate this 15<sup>th</sup> day of June 2023, and each party has a copy thereof.

Signed   
Employee

GRIFFITH PUBLIC SCHOOLS

Approved   
Superintendent  
6/20/2023

By   
President

  
Secretary

**GRIFFITH PUBLIC SCHOOLS  
EMPLOYMENT AGREEMENT**

This agreement entered into on the 1st day of July 2023, between Griffith Public Schools, an Indiana public school corporation, Lake County, Indiana, hereinafter called "Employer," and **Jonathan Chance**.

Witnesseth: In consideration of the agreements hereinafter contained **Jonathan Chance** agrees to perform the duties and responsibilities by the Employer in and for said school corporation during the year beginning July 1, 2023, and ending June 30, 2025, scheduled at 260 days per fiscal year designated as July 1 to June 30.

Employer agrees to pay said Employee for services rendered under this contract in the amount of \$118,000.00 per year, with said salary effective July 1, 2023.

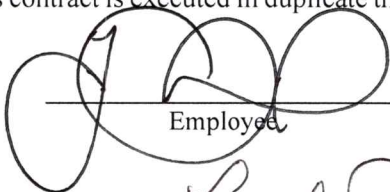
Said sum of \$118,000.00 per year (July 1 to June 30) for the period of the contract shall be paid by said school corporation. Said sum referred to above shall be paid bi-weekly in scheduled installments.

It is mutually agreed between the parties hereto, that the following conditions shall be part of this contract of employment, to wit

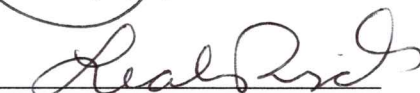
1. That said employee shall perform all duties and responsibilities as outlined in his job description.
2. That said employee shall meet the performance standards established by the school employer at all times.
3. That the parties hereto agree that in case said **Jonathan Chance** should be held by said employer to be guilty of incompetency, immorality, insubordination, or other offense recognized as just cause according to law for cancellation of contract, such said employee shall be deemed to be dismissed.
4. That said employer agrees to provide said employee with the same fringe employment benefits as provided to administrators such as personal, professional, sick, and emergency leaves, hospitalization and other insurance programs, payroll deduction privileges and physical examinations.

This contract is executed in duplicate this 30<sup>th</sup> day of May 2023, and each party has a copy thereof.

Signed

  
\_\_\_\_\_  
Employee

Approved

  
\_\_\_\_\_  
Superintendent  
6/20/2023

GRIFFITH PUBLIC SCHOOLS

By   
\_\_\_\_\_  
President

  
\_\_\_\_\_  
Secretary



**GRIFFITH PUBLIC SCHOOLS  
EMPLOYMENT AGREEMENT**

This agreement entered into on the 15<sup>th</sup> day of June 2023, between Griffith Public Schools, an Indiana public school corporation, Lake County, Indiana, hereinafter called "Employer," and **Terri Chance**.

Witnesseth: In consideration of the agreements hereinafter contained **Terri Chance** agrees to perform the duties and responsibilities by the Employer in and for said school corporation during the year beginning July 1, 2023, and ending June 30, 2026, scheduled at 260 days per fiscal year designated as July 1 to June 30.

Employer agrees to pay said Employee for services rendered under this contract in the amount of \$106,200 per year, with said salary effective July 1, 2023.


Said sum of \$106,200 per year (July 1 to June 30) for the period of the contract shall be paid by said school corporation. Said sum referred to above shall be paid bi-weekly in scheduled installments.

It is mutually agreed between the parties hereto, that the following conditions shall be part of this contract of employment, to wit

1. That said employee shall perform all duties and responsibilities as outlined in his job description.
2. That said employee shall meet the performance standards established by the school employer at all times.
3. That the parties hereto agree that in case said **Terri Chance** should be held by said employer to be guilty of incompetency, immorality, insubordination, or other offense recognized as just cause according to law for cancellation of contract, such said employee shall be deemed to be dismissed.
4. That said employer agrees to provide said employee with the same fringe employment benefits as provided to administrators such as personal, professional, sick, and emergency leaves, hospitalization and other insurance programs, payroll deduction privileges and physical examinations.

This contract is executed in duplicate this 15<sup>th</sup> day of June 2023, and each party has a copy thereof.

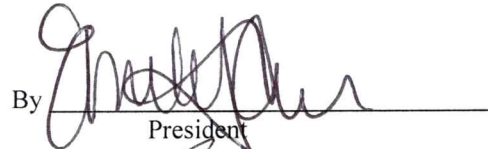
Signed

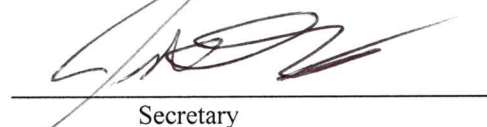
  
Employee

Approved

  
Superintendent 6/20/23

GRIFFITH PUBLIC SCHOOLS

By   
President

  
Secretary

**GRIFFITH PUBLIC SCHOOLS  
EMPLOYMENT AGREEMENT**

This agreement entered into on the 15<sup>th</sup> day of June 2023, between Griffith Public Schools, an Indiana public school corporation, Lake County, Indiana, hereinafter called "Employer," and **Roberta Dragomer**.

Witnesseth: In consideration of the agreements hereinafter contained **Roberta Dragomer** agrees to perform the duties and responsibilities by the Employer in and for said school corporation during the year beginning July 1, 2023, and ending June 30, 2026, scheduled at 260 days per fiscal year designated as July 1 to June 30.

Employer agrees to pay said Employee for services rendered under this contract in the amount of \$106,707.96 per year, with said salary effective July 1, 2023.

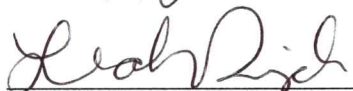
Said sum of \$106,707.96 per year (July 1 to June 30) for the period of the contract shall be paid by said school corporation. Said sum referred to above shall be paid bi-weekly in scheduled installments.

It is mutually agreed between the parties hereto, that the following conditions shall be part of this contract of employment, to wit

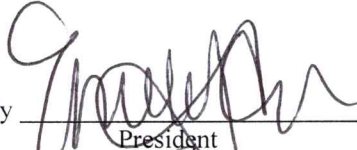
1. That said employee shall perform all duties and responsibilities as outlined in his job description.
2. That said employee shall meet the performance standards established by the school employer at all times.
3. That the parties hereto agree that in case said **Roberta Dragomer** should be held by said employer to be guilty of incompetency, immorality, insubordination, or other offense recognized as just cause according to law for cancellation of contract, such said employee shall be deemed to be dismissed.
4. That said employer agrees to provide said employee with the same fringe employment benefits as provided to administrators such as personal, professional, sick, and emergency leaves, hospitalization and other insurance programs, payroll deduction privileges and physical examinations.

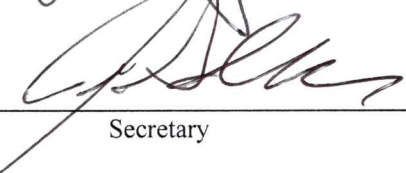
This contract is executed in duplicate this 15<sup>th</sup> day of June 2023, and each party has a copy thereof.

Signed   
Employee

Approved   
Superintendent 6/20/2023

GRIFFITH PUBLIC SCHOOLS

By   
President

  
Secretary

**GRIFFITH PUBLIC SCHOOLS  
EMPLOYMENT AGREEMENT**

This agreement entered into on the 15<sup>th</sup> day of June 2023, between Griffith Public Schools, an Indiana public school corporation, Lake County, Indiana, hereinafter called "Employer," and **Katie Garvey**.

Witnesseth: In consideration of the agreements hereinafter contained **Katie Garvey** agrees to perform the duties and responsibilities by the Employer in and for said school corporation during the year beginning July 1, 2023, and ending June 30, 2025, scheduled at **205** days per fiscal year designated as July 1 to June 30.

Employer agrees to pay said Employee for services rendered under this contract in the amount of \$70,800.00 per year, with said salary effective July 1, 2023.

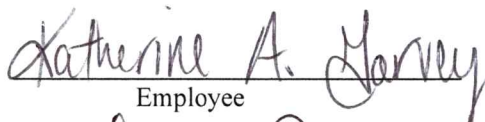
Said sum of \$70,800.00 per year (July 1 to June 30) for the period of the contract shall be paid by said school corporation. Said sum referred to above shall be paid bi-weekly in scheduled installments.

It is mutually agreed between the parties hereto, that the following conditions shall be part of this contract of employment, to wit

1. That said employee shall perform all duties and responsibilities as outlined in his job description.
2. That said employee shall meet the performance standards established by the school employer at all times.
3. That the parties hereto agree that in case said **Katie Garvey** should be held by said employer to be guilty of incompetency, immorality, insubordination, or other offense recognized as just cause according to law for cancellation of contract, such said employee shall be deemed to be dismissed.
4. That said employer agrees to provide said employee with the same fringe employment benefits as provided to administrators such as personal, professional, sick, and emergency leaves, hospitalization and other insurance programs, payroll deduction privileges and physical examinations.

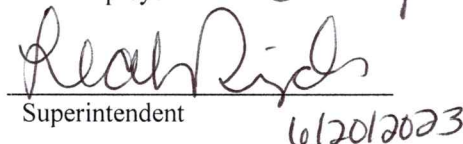
This contract is executed in duplicate this 15<sup>th</sup> day of June 2023, and each party has a copy thereof.

Signed

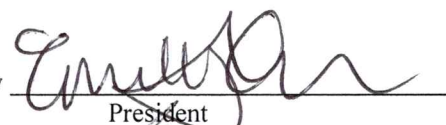
  
Employee

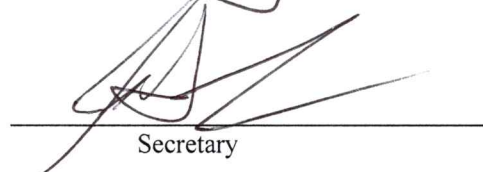
GRIFFITH PUBLIC SCHOOLS

Approved

  
Superintendent  
6/20/2023

By

  
President

  
Secretary



**GRIFFITH PUBLIC SCHOOLS  
EMPLOYMENT AGREEMENT**

This agreement entered into on the 15th day of June 2023, between Griffith Public Schools, an Indiana public school corporation, Lake County, Indiana, hereinafter called "Employer," and Timberly Kinnie.

Witnesseth: In consideration of the agreements hereinafter contained Timberly Kinnie agrees to perform the duties and responsibilities by the Employer in and for said school corporation during the year beginning July 1, 2023, and ending June 30, 2025, scheduled at 225 days per fiscal year designated as July 1 to June 30.

Employer agrees to pay said Employee for services rendered under this contract in the amount of \$81,500.00 per year, with said salary effective July 1, 2023.

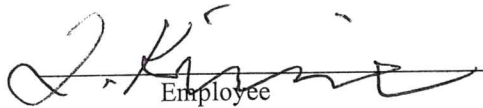
Said sum of \$81,500.00 per year (July 1 to June 30) for the period of the contract shall be paid by said school corporation. Said sum referred to above shall be paid bi-weekly in scheduled installments.

It is mutually agreed between the parties hereto, that the following conditions shall be part of this contract of employment, to wit

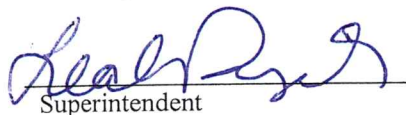
1. That said employee shall perform all duties and responsibilities as outlined in his job description.
2. That said employee shall meet the performance standards established by the school employer at all times.
3. That the parties hereto agree that in case said Jonathan Chance should be held by said employer to be guilty of incompetency, immorality, insubordination, or other offense recognized as just cause according to law for cancellation of contract, such said employee shall be deemed to be dismissed.
4. That said employer agrees to provide said employee with the same fringe employment benefits as provided to administrators such as personal, professional, sick, and emergency leaves, hospitalization and other insurance programs, payroll deduction privileges and physical examinations.

This contract is executed in duplicate this 15th day of June 2023, and each party has a copy thereof.

Signed

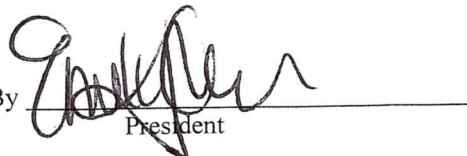
  
Employee

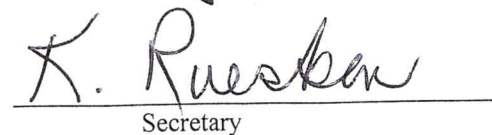
Approved

  
Superintendent

GRIFFITH PUBLIC SCHOOLS

By

  
President

  
Secretary

**GRIFFITH PUBLIC SCHOOLS  
EMPLOYMENT AGREEMENT**

This agreement entered into on the 15<sup>th</sup> day of June 2023, between Griffith Public Schools, an Indiana public school corporation, Lake County, Indiana, hereinafter called "Employer," and **Kelly Greer**.

Witnesseth: In consideration of the agreements hereinafter contained **Kelly Greer** agrees to perform the duties and responsibilities by the Employer in and for said school corporation during the year beginning July 1, 2022, and ending June 30, 2025, scheduled at 260 days per fiscal year designated as July 1 to June 30.

Employer agrees to pay said Employee for services rendered under this contract in the amount of \$86,500.00 per year, with said salary effective July 1, 2023.

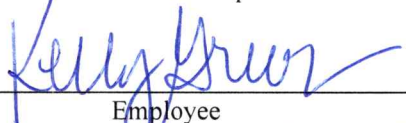
Said sum of \$86,500.00 per year (July 1 to June 30) for the period of the contract shall be paid by said school corporation. Said sum referred to above shall be paid bi-weekly in scheduled installments.

It is mutually agreed between the parties hereto, that the following conditions shall be part of this contract of employment, to wit

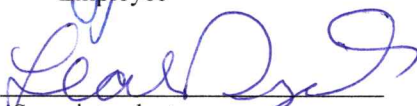
1. That said employee shall perform all duties and responsibilities as outlined in his job description.
2. That said employee shall meet the performance standards established by the school employer at all times.
3. That the parties hereto agree that in case said **Kelly Greer** should be held by said employer to be guilty of incompetency, immorality, insubordination, or other offense recognized as just cause according to law for cancellation of contract, such said employee shall be deemed to be dismissed.
4. That said employer agrees to provide said employee with the same fringe employment benefits as provided to administrators such as personal, professional, sick, and emergency leaves, hospitalization and other insurance programs, payroll deduction privileges and physical examinations.

This contract is executed in duplicate this 15<sup>th</sup> day of June 2023, and each party has a copy thereof.

Signed

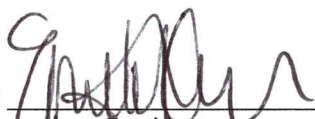
  
\_\_\_\_\_  
Employee

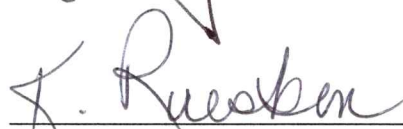
Approved

  
\_\_\_\_\_  
Superintendent

GRIFFITH PUBLIC SCHOOLS

By

  
\_\_\_\_\_  
President

  
\_\_\_\_\_  
Secretary

**GRIFFITH PUBLIC SCHOOLS  
EMPLOYMENT AGREEMENT**

This agreement entered into on the 15th day of June 2023, between Griffith Public Schools, an Indiana public school corporation, Lake County, Indiana, hereinafter called "Employer," and **Ann Marie Jaros**.

Witnesseth: In consideration of the agreements hereinafter contained **Ann Marie Jaros** agrees to perform the duties and responsibilities by the Employer in and for said school corporation during the year beginning July 1, 2023, and ending June 30, 2025, scheduled at 218 days per fiscal year designated as July 1 to June 30.

Employer agrees to pay said Employee for services rendered under this contract in the amount of \$94,000.00 per year, with said salary effective July 1, 2023.

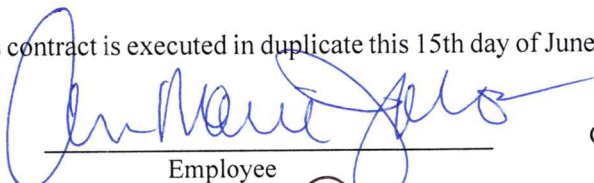
Said sum of \$94,000.00 per year (July 1 to June 30) for the period of the contract shall be paid by said school corporation. Said sum referred to above shall be paid bi-weekly in scheduled installments.

It is mutually agreed between the parties hereto, that the following conditions shall be part of this contract of employment, to wit

1. That said employee shall perform all duties and responsibilities as outlined in his job description.
2. That said employee shall meet the performance standards established by the school employer at all times.
3. That the parties hereto agree that in case said **Ann Marie Jaros** should be held by said employer to be guilty of incompetency, immorality, insubordination, or other offense recognized as just cause according to law for cancellation of contract, such said employee shall be deemed to be dismissed.
4. That said employer agrees to provide said employee with the same fringe employment benefits as provided to administrators such as personal, professional, sick, and emergency leaves, hospitalization and other insurance programs, payroll deduction privileges and physical examinations.

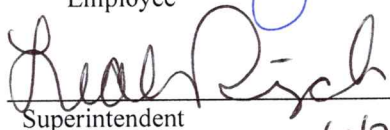
This contract is executed in duplicate this 15th day of June 2023, and each party has a copy thereof.

Signed

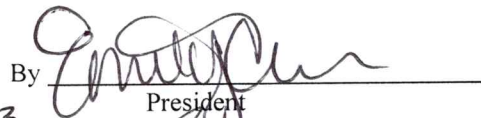
  
Employee

GRIFFITH PUBLIC SCHOOLS

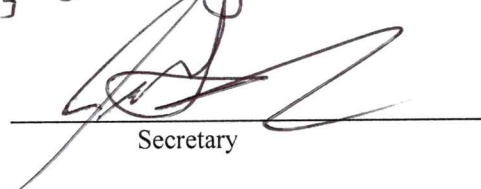
Approved

  
Superintendent

By

  
President

6/20/2023

  
Secretary



**GRIFFITH PUBLIC SCHOOLS  
EMPLOYMENT AGREEMENT**

This agreement entered into on the 15th day of June 2023, between Griffith Public Schools, an Indiana public school corporation, Lake County, Indiana, hereinafter called "Employer," and **Brian Jennings**.

Witnesseth: In consideration of the agreements hereinafter contained **Brian Jennings** agrees to perform the duties and responsibilities by the Employer in and for said school corporation during the year beginning July 1, 2023, and ending June 30, 2026, scheduled at 225 days per fiscal year designated as July 1 to June 30.

Employer agrees to pay said Employee for services rendered under this contract in the amount of \$89,000.00 per year, with said salary effective July 1, 2023.

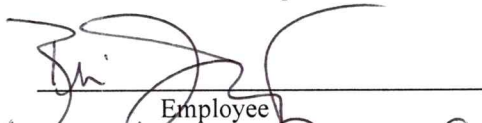
Said sum of \$89,000.00 per year (July 1 to June 30) for the period of the contract shall be paid by said school corporation. Said sum referred to above shall be paid bi-weekly in scheduled installments.

It is mutually agreed between the parties hereto, that the following conditions shall be part of this contract of employment, to wit

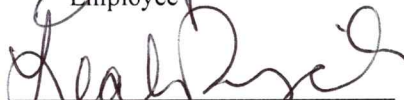
1. That said employee shall perform all duties and responsibilities as outlined in his job description.
2. That said employee shall meet the performance standards established by the school employer at all times.
3. That the parties hereto agree that in case said **Brian Jennings** should be held by said employer to be guilty of incompetency, immorality, insubordination, or other offense recognized as just cause according to law for cancellation of contract, such said employee shall be deemed to be dismissed.
4. That said employer agrees to provide said employee with the same fringe employment benefits as provided to administrators such as personal, professional, sick, and emergency leaves, hospitalization and other insurance programs, payroll deduction privileges and physical examinations.

This contract is executed in duplicate this 15th day of June 2023, and each party has a copy thereof.

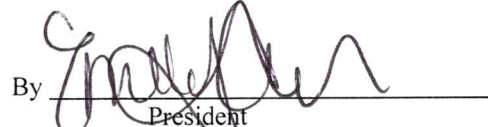
Signed

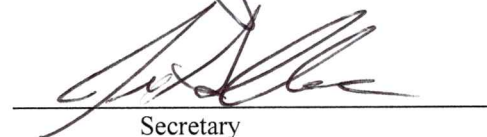
  
Employee

Approved

  
Superintendent 6/30/2023

GRIFFITH PUBLIC SCHOOLS

By   
President

  
Secretary

**GRIFFITH PUBLIC SCHOOLS  
EMPLOYMENT AGREEMENT**

This agreement entered into on the 15<sup>th</sup> day of June 2023, between Griffith Public Schools, an Indiana public school corporation, Lake County, Indiana, hereinafter called "Employer," and **Nicole Sarver**.

Witnesseth: In consideration of the agreements hereinafter contained **Nicole Sarver** agrees to perform the duties and responsibilities by the Employer in and for said school corporation during the year beginning July 1, 2023, and ending June 30, 2025, scheduled at 260 days per fiscal year designated as July 1 to June 30.

Employer agrees to pay said Employee for services rendered under this contract in the amount of \$90,000 per year, with said salary effective July 1, 2023.

Said sum of \$90,000 per year (July 1 to June 30) for the period of the contract shall be paid by said school corporation. Said sum referred to above shall be paid bi-weekly in scheduled installments.

It is mutually agreed between the parties hereto, that the following conditions shall be part of this contract of employment, to wit

1. That said employee shall perform all duties and responsibilities as outlined in his job description.
2. That said employee shall meet the performance standards established by the school employer at all times.
3. That the parties hereto agree that in case said **Nicole Sarver**, should be held by said employer to be guilty of incompetency, immorality, insubordination, or other offense recognized as just cause according to law for cancellation of contract, such said employee shall be deemed to be dismissed.
4. That said employer agrees to provide said employee with the same fringe employment benefits as provided to administrators such as personal, professional, sick, and emergency leaves, hospitalization and other insurance programs, payroll deduction privileges and physical examinations.

This contract is executed in duplicate this 15<sup>th</sup> day of June 2023, and each party has a copy thereof.

Signed Nicole Sarver  
Employee

GRIFFITH PUBLIC SCHOOLS

Approved Heath Risch  
Superintendent  
6/20/2023

By Timothy J. [Signature]  
President

[Signature]  
Secretary

**GRIFFITH PUBLIC SCHOOLS  
EMPLOYMENT AGREEMENT**

This agreement entered into on the 15<sup>th</sup> day of June 2023, between Griffith Public Schools, an Indiana public school corporation, Lake County, Indiana, hereinafter called "Employer," and **Georgia Smith**.

Witnesseth: In consideration of the agreements hereinafter contained **Georgia Smith** agrees to perform the duties and responsibilities by the Employer in and for said school corporation during the year beginning July 1, 2023, and ending June 30, 2025, scheduled at 260 days per fiscal year designated as July 1 to June 30.

Employer agrees to pay said Employee for services rendered under this contract in the amount of \$73,700 per year, with said salary effective July 1, 2023.

Said sum of \$73,700 per year (July 1 to June 30) for the period of the contract shall be paid by said school corporation. Said sum referred to above shall be paid bi-weekly in scheduled installments.

It is mutually agreed between the parties hereto, that the following conditions shall be part of this contract of employment, to wit

1. That said employee shall perform all duties and responsibilities as outlined in his job description.
2. That said employee shall meet the performance standards established by the school employer at all times.
3. That the parties hereto agree that in case said **Georgia Smith** should be held by said employer to be guilty of incompetency, immorality, insubordination, or other offense recognized as just cause according to law for cancellation of contract, such said employee shall be deemed to be dismissed.
4. That said employer agrees to provide said employee with the same fringe employment benefits as provided to administrators such as personal, professional, sick, and emergency leaves, hospitalization and other insurance programs, payroll deduction privileges and physical examinations.

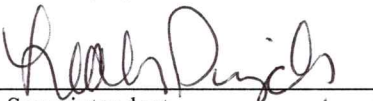
This contract is executed in duplicate this 15<sup>th</sup> day of June 2023, and each party has a copy thereof.

Signed

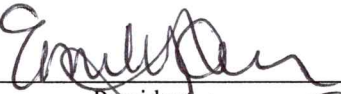
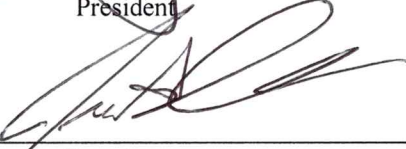
  
Employee

GRIFFITH PUBLIC SCHOOLS

Approved

  
Superintendent  
6/20/2023

By

  
President  
  
Secretary



**GRIFFITH PUBLIC SCHOOLS  
EMPLOYMENT AGREEMENT**

This agreement entered into on the 15<sup>th</sup> day of June 2023, between Griffith Public Schools, an Indiana public school corporation, Lake County, Indiana, hereinafter called "Employer," and **Michelle Udchitz**.

Witnesseth: In consideration of the agreements hereinafter contained **Michelle Udchitz** agrees to perform the duties and responsibilities by the Employer in and for said school corporation during the year beginning July 1, 2023, and ending June 30, 2026, scheduled at 225 days per fiscal year designated as July 1 to June 30.

Employer agrees to pay said Employee for services rendered under this contract in the amount of \$90,700 per year, with said salary effective July 1, 2023.


Said sum of \$90,700 per year (July 1 to June 30) for the period of the contract shall be paid by said school corporation. Said sum referred to above shall be paid bi-weekly in scheduled installments.

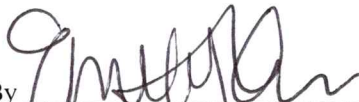
It is mutually agreed between the parties hereto, that the following conditions shall be part of this contract of employment, to wit

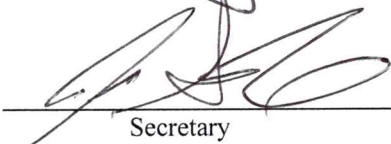
1. That said employee shall perform all duties and responsibilities as outlined in his job description.
2. That said employee shall meet the performance standards established by the school employer at all times.
3. That the parties hereto agree that in case said **Michelle Udchitz** should be held by said employer to be guilty of incompetency, immorality, insubordination, or other offense recognized as just cause according to law for cancellation of contract, such said employee shall be deemed to be dismissed.
4. That said employer agrees to provide said employee with the same fringe employment benefits as provided to administrators such as personal, professional, sick, and emergency leaves, hospitalization and other insurance programs, payroll deduction privileges and physical examinations.

This contract is executed in duplicate this 15<sup>th</sup> day of June 2023, and each party has a copy thereof.

Signed  GRIFFITH PUBLIC SCHOOLS  
Employee

Approved   
Superintendent 6/20/2023

By   
President

  
Secretary

**GRIFFITH PUBLIC SCHOOLS  
EMPLOYMENT AGREEMENT**

This agreement entered into on the 15<sup>th</sup> day of June 2023, between Griffith Public Schools, an Indiana public school corporation, Lake County, Indiana, hereinafter called "Employer," and **Tiffany Ulman**.

Witnesseth: In consideration of the agreements hereinafter contained **Tiffany Ulman** agrees to perform the duties and responsibilities by the Employer in and for said school corporation during the year beginning July 1, 2023, and ending June 30, 2025, scheduled at 260 days per fiscal year designated as July 1 to June 30.

Employer agrees to pay said Employee for services rendered under this contract in the amount of \$71,000 per year, with said salary effective July 1, 2023.


Said sum of \$71,000 per year (July 1 to June 30) for the period of the contract shall be paid by said school corporation. Said sum referred to above shall be paid bi-weekly in scheduled installments.

It is mutually agreed between the parties hereto, that the following conditions shall be part of this contract of employment, to wit

1. That said employee shall perform all duties and responsibilities as outlined in his job description.
2. That said employee shall meet the performance standards established by the school employer at all times.
3. That the parties hereto agree that in case said **Tiffany Ulman** should be held by said employer to be guilty of incompetency, immorality, insubordination, or other offense recognized as just cause according to law for cancellation of contract, such said employee shall be deemed to be dismissed.
4. That said employer agrees to provide said employee with the same fringe employment benefits as provided to administrators such as personal, professional, sick, and emergency leaves, hospitalization and other insurance programs, payroll deduction privileges and physical examinations.

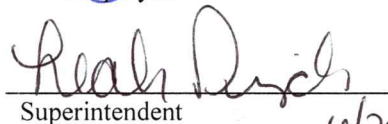
This contract is executed in duplicate this 15<sup>th</sup> day of June 2023, and each party has a copy thereof.

Signed

  
Employee

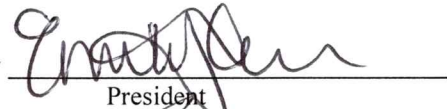
GRIFFITH PUBLIC SCHOOLS

Approved

  
Superintendent

6/20/23

By

  
President

  
Secretary

**GRIFFITH PUBLIC SCHOOLS  
EMPLOYMENT AGREEMENT**

This agreement entered into on the 15<sup>th</sup> day of June 2023, between Griffith Public Schools, an Indiana public school corporation, Lake County, Indiana, hereinafter called "Employer," and **Daniel Young**.

Witnesseth: In consideration of the agreements hereinafter contained **Daniel Young** agrees to perform the duties and responsibilities by the Employer in and for said school corporation during the year beginning July 1, 2023, and ending June 30, 2025, scheduled at 260 days per fiscal year designated as July 1 to June 30.

Employer agrees to pay said Employee for services rendered under this contract in the amount of \$84,500 per year, with said salary effective July 1, 2023.

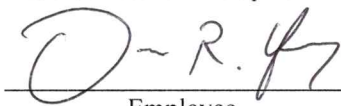
Said sum of \$84,500 per year (July 1 to June 30) for the period of the contract shall be paid by said school corporation. Said sum referred to above shall be paid bi-weekly in scheduled installments.

It is mutually agreed between the parties hereto, that the following conditions shall be part of this contract of employment, to wit

1. That said employee shall perform all duties and responsibilities as outlined in his job description.
2. That said employee shall meet the performance standards established by the school employer at all times.
3. That the parties hereto agree that in case said **Daniel Young**, should be held by said employer to be guilty of incompetency, immorality, insubordination, or other offense recognized as just cause according to law for cancellation of contract, such said employee shall be deemed to be dismissed.
4. That said employer agrees to provide said employee with the same fringe employment benefits as provided to administrators such as personal, professional, sick, and emergency leaves, hospitalization and other insurance programs, payroll deduction privileges and physical examinations.

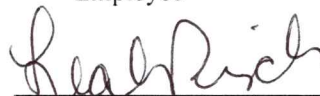
This contract is executed in duplicate this 15<sup>th</sup> day of June 2023, and each party has a copy thereof.

Signed

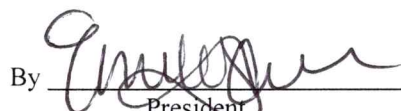
  
Employee

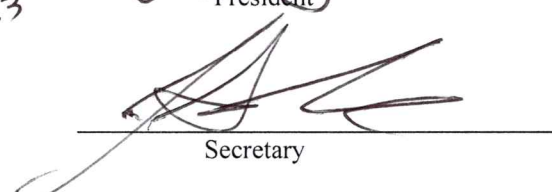
GRIFFITH PUBLIC SCHOOLS

Approved

  
Superintendent

By

  
President

  
Secretary



**GRIFFITH PUBLIC SCHOOLS  
EMPLOYMENT AGREEMENT**

This agreement entered into on the 15<sup>th</sup> day of June 2023, between Griffith Public Schools, an Indiana public school corporation, Lake County, Indiana, hereinafter called "Employer," and **Linda Zaborowski**.

Witnesseth: In consideration of the agreements hereinafter contained **Linda Zaborowski** agrees to perform the duties and responsibilities by the Employer in and for said school corporation during the year beginning July 1, 2023, and ending June 30, 2025, scheduled at 260 days per fiscal year designated as July 1 to June 30.


Employer agrees to pay said Employee for services rendered under this contract in the amount of \$55,000 per year, with said salary effective July 1, 2023.

Said sum of \$55,000 per year (July 1 to June 30) for the period of the contract shall be paid by said school corporation. Said sum referred to above shall be paid bi-weekly in scheduled installments.

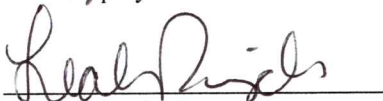
It is mutually agreed between the parties hereto, that the following conditions shall be part of this contract of employment, to wit

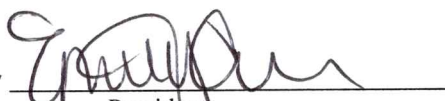
1. That said employee shall perform all duties and responsibilities as outlined in his job description.
2. That said employee shall meet the performance standards established by the school employer at all times.
3. That the parties hereto agree that in case said **Linda Zaborowski**, should be held by said employer to be guilty of incompetency, immorality, insubordination, or other offense recognized as just cause according to law for cancellation of contract, such said employee shall be deemed to be dismissed.
4. That said employer agrees to provide said employee with the same fringe employment benefits as provided to administrators such as personal, professional, sick, and emergency leaves, hospitalization and other insurance programs, payroll deduction privileges and physical examinations.

This contract is executed in duplicate this 15<sup>th</sup> day of June 2023, and each party has a copy thereof.


Signed   
Employee

GRIFFITH PUBLIC SCHOOLS

Approved   
Superintendent

By   
President

06/20/2023

  
Secretary