

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 Washington Community Schools ("Corporation") and Mark Arnold (JH Principal). Mark Arnold 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, 2024. *Ind. Code 20-28-6-2(a)(3)(A)*
2. The school term described in paragraph 1 immediately above for services under this Contract consists of 220 days. *Ind. Code 20-28-6-2(a)(3)(B)*
3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to Ind. Code 20-29-6-7, the number of hours per day the Teacher is expected to work under this Contract is []. *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 \$99,184.33 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)(D) Ind. Code 20-28-6-5(1)*
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(e) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this 2nd day of October, 2023.

Teacher

Mark Arnold

School Corporation by:

[Signature]

President

Attested:

[Signature] Frank

Superintendent

[Signature]

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 Washington Community Schools ("Corporation") and Brenda Butcher (Elementary Principal). Brenda Butcher 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, 2024. *Ind. Code 20-28-6-2(a)(3)(A)*
2. The school term described in paragraph 1 immediately above for services under this Contract consists of 210 days. *Ind. Code 20-28-6-2(a)(3)(B)*
3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to Ind. Code 20-29-6-7, the number of hours per day the Teacher is expected to work under this Contract is []. *Ind. Code 20-28-6-2(a)(3)(E)*
4. The Corporation shall pay the Teacher for services under this Contract the total salary of \$93,486.33 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)(D) Ind. Code 20-28-6-5(1)*
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(e) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this 2nd day of October, 2023.

Teacher

Brenda Butcher

Attested:

Karin Frank
Superintendent

School Corporation by:

[Signature]
President
Sarah Brauning
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)

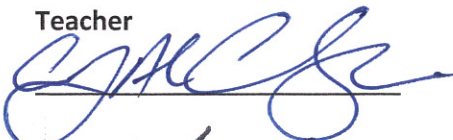
This regular teacher contract ("Contract") is by and between the governing body of the Washington Community Schools ("Corporation") and Cody Chapman (RTZ Grant Director). Cody Chapman is a teacher as defined in Ind. Code 20-18-2-22.

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

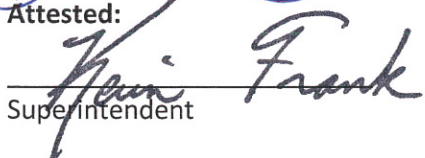
1. The Teacher shall teach in the schools of the Corporation for the school term, beginning July 1, 2023, and ending on June 30, 2024. Ind. Code 20-28-6-2(a)(3)(A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of 210 days. Ind. Code 20-28-6-2(a)(3)(B)
3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to Ind. Code 20-29-6-7, the number of hours per day the Teacher is expected to work under this Contract is []. Ind. Code 20-28-6-2(a)(3)(E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of \$82,524.27 of annual salary] 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)(D) Ind. Code 20-28-6-5(1)
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(e) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this 2nd day of October, 2023.

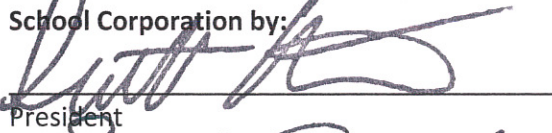
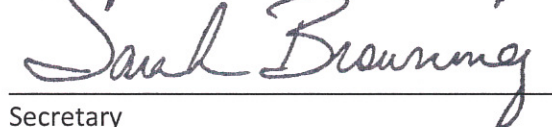
Teacher



Attested:


Superintendent

School Corporation by:


President
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 Washington Community Schools ("Corporation") and Caleb Cherry (Elementary Principal). Caleb Cherry 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:

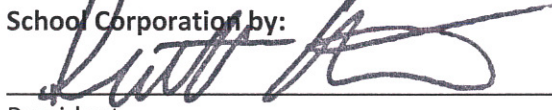
1. The Teacher shall teach in the schools of the Corporation for the school term, beginning July 1, 2023, and ending on June 30, 2024. *Ind. Code 20-28-6-2(a)(3)(A)*
2. The school term described in paragraph 1 immediately above for services under this Contract consists of 210 days. *Ind. Code 20-28-6-2(a)(3)(B)*
3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to Ind. Code 20-29-6-7, the number of hours per day the Teacher is expected to work under this Contract is []. *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 \$84,532.50 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)(D) Ind. Code 20-28-6-5(1).*
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(e) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this 2nd day of October, 2023.

Teacher

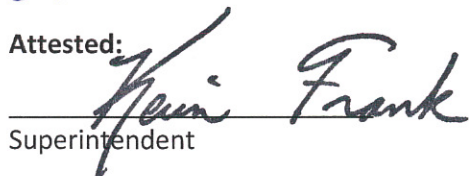


School Corporation by:

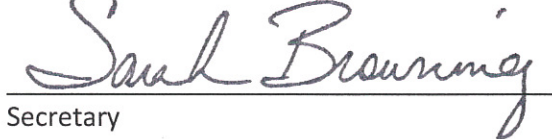


President

Attested:



Superintendent



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)*

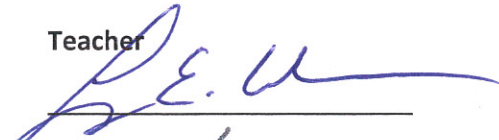
This regular teacher contract ("Contract") is by and between the governing body of the Washington Community Schools ("Corporation") and Larry Cochren (Athletic Director). Larry Cochren is a teacher as defined in Ind. Code 20-18-2-22.

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, 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 215 days. *Ind. Code 20-28-6-2(a)(3)(B)*
3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to Ind. Code 20-29-6-7, the number of hours per day the Teacher is expected to work under this Contract is []. *Ind. Code 20-28-6-2(a)(3)(E)*
4. The Corporation shall pay the Teacher for services under this Contract the total salary of \$93,043.13 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)(D) Ind. Code 20-28-6-5(1)*
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(e) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

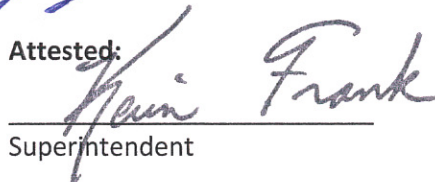
Agreed this 2nd day of October, 2023.

Teacher



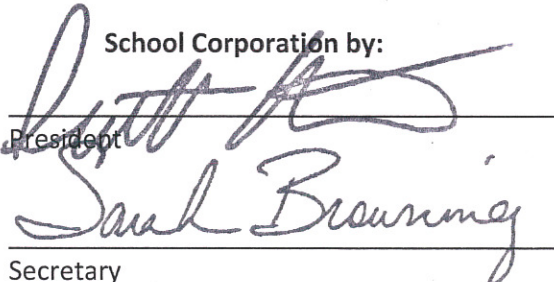
Attested:

Superintendent



School Corporation by:

President



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 Washington Community Schools ("Corporation") and Kevin Frank (Superintendent). Kevin Frank 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, 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. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to Ind. Code 20-29-6-7, the number of hours per day the Teacher is expected to work under this Contract is []. *Ind. Code 20-28-6-2(a)(3)(E)*
4. The Corporation shall pay the Teacher for services under this Contract the total salary of \$124,950.00 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)(D) Ind. Code 20-28-6-5(1)*
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(e) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this 2nd day of October, 2023.

Teacher

cc

1)

Attested:

Kevin Frank

Superintendent

School Corporation by:


President


Secretary

WASHINGTON COMMUNITY SCHOOLS, INC.
ADDENDUM FOR THE SUPERINTENDENT OF SCHOOLS
BASIC CONTRACT

1. Term - Three years, July 1, 2022 - June 30, 2025
2. The salary of the Superintendent shall be \$119,000, payable in equal installments or the Corporation's normal payroll schedule. Compensation increases will be based upon the average percentage provided to certified teachers and that of the administrators. In addition, the Superintendent shall receive all fringe benefits outlined in this Addendum, along with any fringe benefits provided to teachers in the master contract.
3. A work year of 260 days. Paid holidays granted to all 12 month employees of the Corporation with 20 days of annual vacation. Annual entitlement to sick days, personal business days, and bereavement leave per the teacher master contract. A maximum of up to 10 unused vacation days can be reimbursed at Superintendent's Daily Rate before July 1 of each year.
4. The Board shall review the Superintendent's contract annually by December 1 prior to the upcoming contract year, take action determining whether or not to extend the contract for another contract year by December 31st of the same calendar year. If the Board does not take these actions, the contract shall be automatically renewed and the term extended for an additional year.
5. The Board will review the Superintendent's performance no less than annually each year. The Superintendent will not receive any raise or increment for the following year if his performance is designated as "improvement necessary" or "ineffective".
6. The School Corporation agrees to pay the mandatory contribution to the Indiana State Teachers' Retirement Fund.
7. Family plan medical insurance coverage of the same type and with the same provider as that approved for teachers. The Superintendent shall be responsible for paying the percentage of premiums equal to that paid by long-term certified staff with the Board responsible for the remainder of the premiums. Dental coverage paid for by the Board as provided for teachers or as otherwise limited and/or prescribed by state law. Vision coverage paid for by the Board as provided for teachers or as otherwise limited and/or prescribed by state law. Disability insurance (LTD) coverage as provided for teachers. Some expenses such as the Group Health, Dental, Vision, Life, and LTD will be issued as "additional basic salary" for the benefit of the superintendent when his last 20 highest calendar quarters are used to compute his ISTRF retirement benefit. These insurance amounts may be adjusted if the carrier increases or decreases the premiums for the same level of coverage. This approach has been reviewed with ISTRF and is an accepted practice from this perspective.
8. The School Corporation provides a term life insurance policy for the Superintendent with a face value of \$150,000.
9. The Board shall pay \$7,000 per contract year into a Section 401(a) account, for the benefit of the Superintendent, in accordance with all applicable law and account rules. This contribution shall increase by 5% of the prior year's contribution for each subsequent year during the contract of the Superintendent. Such payments shall be

credited to the Superintendent's account in the same manner as for other School Corporation participants.

10. The Board encourages the Superintendent to participate in professional development. The Board will reimburse the Superintendent for any such expenses including dues and memberships to professional organizations to the NSBA, ISBA, ASCD, IASBO, IAPSS, the Study Council, Phi Delta Kappa, and AASA. In addition, the School District may pay the dues for other appropriate professional affiliations requested by the Superintendent and approved by the Board.
11. The Board shall reimburse the Superintendent for expenses incurred by the Superintendent for his attendance at local and state meetings in the course of the role as superintendent.
12. The Board shall grant approval for the Superintendent to attend one national professional conference per contract year if permitted by the budget, thereby paying the Superintendent's expenses. Any expenses incurred on the account of accompanying spouse or other persons shall be the responsibility of the Superintendent.
13. The Board agrees to furnish a vehicle for use by the Superintendent in conducting business for the School District. In the event that a vehicle is not available, the Board shall reimburse the Superintendent for business miles at the current IRS rate.
14. VEBA: The Board shall pay an amount equal to 2.4% of the annual base salary per contract year, in accordance with all applicable law and account rules. Some expenses such as Group Health, Dental, Vision, Life, and LTD will be paid as "additional basic salary" for the benefit of the superintendent when his last 20 highest calendar quarters are used to compute the ISTRF retirement benefit. These insurance amounts may be adjusted if the carrier increases or decreases the premiums for the same level of coverage. This approach has been reviewed with ISTRF and is an accepted practice from this perspective.
15. The superintendent is responsible for and shall perform those functions as specified in the job for the superintendent hereby employed, as such may be amended from time to time by the Board. The Superintendent shall be responsible to, and shall be subject to, the direct supervision and evaluation of the Board. In addition, the Superintendent shall, during the term of his Contract, hold and maintain such state licenses and certification as may be applicable or required, and shall devote his full working time to the performance of his duties as Superintendent.
16. Termination/Separation of Employment Prior to Expiration of Contract/Addendum Term
 - a. Mutual Agreement. The parties may terminate the Regular Teacher's Contract and Addendum on any date if the Board and the Superintendent agree in writing to such termination.
 - b. Resignation of Superintendent without Notice or Agreement. If the Superintendent fails to provide due notice of resignation on or before January 1 prior to separation of employment as of the following June 30 as provided in this Addendum, or without approval by the Board, any accrued benefits (including, but not limited to, vacation pay) will be forfeited.
 - c. Loss of License for Specified Conviction. If the School Board receives written notice from the Division of Professional Standards (DPS) that the Superintendent

no longer holds a license required for the position of Superintendent of Schools from the DPS of the Indiana Department of Education or receives a certified copy of a court document indicating that the Superintendent was convicted of an offense listed in *Indiana Code 20-28-5-8(c)*, the Board may terminate the Superintendent's Regular Teacher Contract and Addendum immediately upon providing written notice to the Superintendent. The Superintendent agrees that he waives all statutory and constitutional due process procedures that he would otherwise be entitled to receive by law in the event the Board has to terminate the Superintendent's Contract and Addendum pursuant to this provision.

- d. For Cause. The Board may elect to terminate the Contract and this Addendum for cause as defined in *Indiana Code 20-28-8-7*, and the Board shall notify the Superintendent in writing of their reasons for terminating the Contract and Addendum.
- e. Without Cause (buy-out). During the Contract and Addendum term, the Board shall have the right to terminate the Contract and Addendum without cause as follows:
 - i. *Notification.* The board provides the Superintendent with thirty (30) days written notice that it intends to terminate the Superintendent's Contract and Addendum without a finding of fault and before the expiration of their terms;
 - ii. *Conference Opportunity.* The Board shall afford the Superintendent an opportunity for a conference with the Board in executive session. The purpose of the conference, if requested by the Superintendent, will be to provide the Superintendent an opportunity to present information and reasons why termination is unwarranted, and an opportunity for the Board to reconsider whether or not the termination is in the best interests of Washington Community Schools.
 - iii. *Opportunity to Resign.* Following the conference, unless the Board has decided against the termination of the Contract and Addendum, the Board will provide the Superintendent an opportunity to resign from Superintendent and applicable teaching positions and the Board will accept such resignation at its next regularly scheduled meeting and WCS shall make the payment as set forth in Paragraph 16(e)(v) below. Such payment shall constitute the Superintendent's sole and exclusive right for remedy for a termination under this section, and the Superintendent shall have no other or further rights or remedies for termination or breach of agreement or otherwise, including any rights to any teaching position that may result from resignation from the Superintendent position; and the Board, in its discretion, may provide the Superintendent with reasonable and appropriate letters of recommendation.
 - iv. Vote for Termination. Should the Superintendent not resign, the Board may terminate the Superintendent's Contract and Addendum without cause by a majority vote of the Board taken at a public meeting to be held after the 30 day notice time requirement. In such event, WCS shall make

the payment as set forth in Paragraph 16(e)(v) below. Such payment shall constitute the Superintendent's sole and exclusive right for remedy for a termination under this section, and the Superintendent shall have no other or further rights or remedies for termination or breach of agreement or otherwise, including any rights to any teaching position that may result from resignation from the Superintendent position.

v. Severance Payment

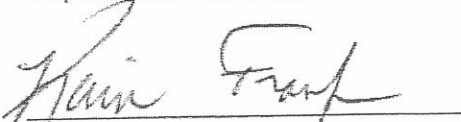
1. If the Board terminates the Superintendent's Contract and Addendum without cause under section 16(e) the Superintendent shall be entitled to:

- a. Continuation of compensation and benefits for three months after the end of employment.
- b. A lump sum of \$25,000.
- c. The Board's three percent (3%) contribution to the Indiana State Teachers Retirement Fund.
- d. The Board's annual contribution to the 401(a) and 403(b) annuity plans.
- e. The per diem pay for accumulated unused vacation days.
- f. A payment of \$250/day for unused and accumulated sick leave days.

vi. Waiver of Rights. Inconsideration of the above mentioned severance provisions, Superintendent waives any rights under Indiana Code 20-28-7.5 and 20-28-8.

11-22-21
Date

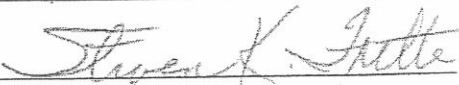
Superintendent of Schools


Superintendent

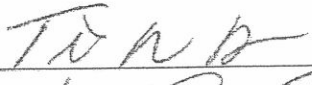
Board of School Trustees
Washington Community Schools


President











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 Washington Community Schools ("Corporation") and Rhiannon Fry (Elementary Dean of Students). Rhiannon Fry 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, 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 192 days. *Ind. Code 20-28-6-2(a)(3)(B)*
3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to Ind. Code 20-29-6-7, the number of hours per day the Teacher is expected to work under this Contract is []. *Ind. Code 20-28-6-2(a)(3)(E)*
4. The Corporation shall pay the Teacher for services under this Contract the total salary of \$64,575.00 of annual salary] 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)(D) Ind. Code 20-28-6-5(1)*
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(e) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this 2nd day of October, 2023.

Teacher

Rhiannon Fry

Attested:

Superintendent

Karin Frank

School Corporation by:

President

Secretary

[Signature]
Paul Brunning

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 Washington Community Schools ("Corporation") and Brian Holland (HS Principal). Brian Holland 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, 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 230 days. *Ind. Code 20-28-6-2(a)(3)(B)*
3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to Ind. Code 20-29-6-7, the number of hours per day the Teacher is expected to work under this Contract is []. *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 \$99,902.91 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)(D) Ind. Code 20-28-6-5(1)*
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(e) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this 2nd day of October, 2023.

Teacher

Brian Holland

Attested:

Superintendent

Kevin Frank

School Corporation by:

President

[Signature]

Secretary

Sam Brown

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 Washington Community Schools ("Corporation") and Tommy Lee (Elementary Principal). Tommy Lee 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, 2024. Ind. Code 20-28-6-2(a)(3)(A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of 210 days. Ind. Code 20-28-6-2(a)(3)(B)
3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to Ind. Code 20-29-6-7, the number of hours per day the Teacher is expected to work under this Contract is []. Ind. Code 20-28-6-2(a)(3)(E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of \$93,486.33 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)(D) Ind. Code 20-28-6-5(1)
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(e) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this 2nd day of October, 2023.

Teacher

Tommy J Lee

Attested:

Karin Frank
Superintendent

School Corporation by:

[Signature]
President

Sarah Brauning
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 Washington Community Schools ("Corporation") and Kristen Murphy (Elementary Dean of Students). Kristen Murphy 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, 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 192 days. *Ind. Code 20-28-6-2(a)(3)(B)*
3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to Ind. Code 20-29-6-7, the number of hours per day the Teacher is expected to work under this Contract is []. *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 \$61,165.05 of annual salary] 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)(D) Ind. Code 20-28-6-5(1)*
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(e) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this 2nd day of October, 2023.

Teacher

Kristen L. Murphy

Attested:

Kevin Frank
Superintendent

School Corporation by:

[Signature]
President

Sam Brown
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 Washington Community Schools ("Corporation") and Scott Neidigh (JH Assistant Principal). Scott Neidigh 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, 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 200 days. *Ind. Code 20-28-6-2(a)(3)(B)*
3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to Ind. Code 20-29-6-7, the number of hours per day the Teacher is expected to work under this Contract is []. *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 \$81,359.22 of annual salary] 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)(D)* *Ind. Code 20-28-6-5(1)*
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(e) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this 2nd day of October, 2023.

Teacher

Scott Neidigh

Attested:

Kevin Frank
Superintendent

School Corporation by:

Scott Neidigh
President

Paul Brauning
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 Washington Community Schools ("Corporation") and Steve Peterson (Assistant Superintendent). Steve Peterson 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:

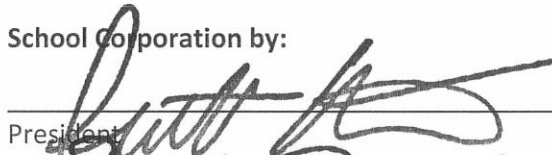
1. The Teacher shall teach in the schools of the Corporation for the school term, beginning July 1, 2023, and ending on June 30, 2024. *Ind. Code 20-28-6-2(a)(3)(A)*
2. The school term described in paragraph 1 immediately above for services under this Contract consists of 240 days. *Ind. Code 20-28-6-2(a)(3)(B)*
3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to Ind. Code 20-29-6-7, the number of hours per day the Teacher is expected to work under this Contract is []. *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 \$110,434.85 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)(D) Ind. Code 20-28-6-5(1)*
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(e) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this 2nd day of October, 2023.

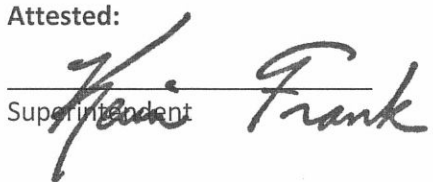
Teacher



School Corporation by:


President

Attested:


Superintendent

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 Washington Community Schools ("Corporation") and K. Jay Wildman (Elementary Principal). K. Jay Wildman 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, 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 210 days. *Ind. Code 20-28-6-2(a)(3)(B)*
3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to Ind. Code 20-29-6-7, the number of hours per day the Teacher is expected to work under this Contract is []. *Ind. Code 20-28-6-2(a)(3)(E)*
4. The Corporation shall pay the Teacher for services under this Contract the total salary of \$93,486.33 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)(D) Ind. Code 20-28-6-5(1)*
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(e) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this 2nd day of October, 2023.

Teacher

Attested:

Superintendent

School Corporation by:

President

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 Washington Community Schools ("Corporation") and Troy Zollars (HS Assistant Principal). Troy Zollars 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:

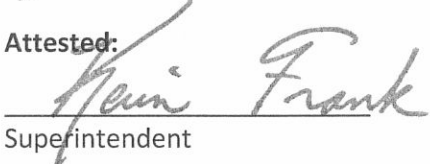
1. The Teacher shall teach in the schools of the Corporation for the school term, beginning July 1, 2023, and ending on June 30, 2024. *Ind. Code 20-28-6-2(a)(3)(A)*
2. The school term described in paragraph 1 immediately above for services under this Contract consists of 210 days. *Ind. Code 20-28-6-2(a)(3)(B)*
3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to Ind. Code 20-29-6-7, the number of hours per day the Teacher is expected to work under this Contract is []. *Ind. Code 20-28-6-2(a)(3)(E)*
4. The Corporation shall pay the Teacher for services under this Contract the total salary of \$86,446.29 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)(D) Ind. Code 20-28-6-5(1)*
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(e) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this 2nd day of October, 2023.

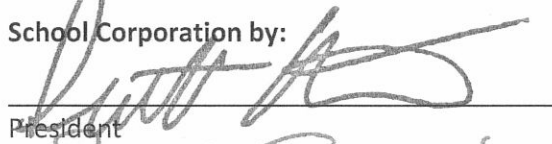
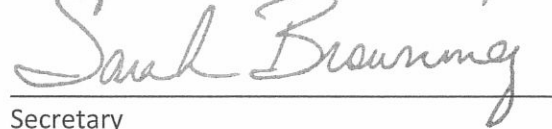
Teacher



Attested:


Superintendent

School Corporation by:


President
Secretary