

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 BROWNSBURG COMM SCHOOL CORP ("Corporation") and JUSTIN L BAIRD ("Teacher"). JUSTIN L BAIRD is a teacher as defined in Ind. Code 20-18-2-22.

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


1. The Teacher shall teach in the schools of the Corporation for the school term beginning July 01, 2023 and ending on June 30, 2025. Ind. Code 20-28-6-2(a) (3) (A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of 220.00 days. Ind. Code 20-28-6-2(a) (3) (B)
3. The number of hours per day the Teacher is expected to work under this Contract is Ind. Code 20-28-6-2(a) (3) (E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of \$106,000.00 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(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 9th day of October, 2023.

Teacher:



School Corporation by:



President

Attested:



Superintendent



Secretary

BROWNSBURG COMMUNITY SCHOOL CORPORATION

ADMINISTRATIVE BENEFIT PACKAGE

Effective July 1, 2023

- A.) **Medical Insurance** – For Plan year 2023, the Board of School Trustees will provide an annual contribution of up to \$10,512.00 for a single medical plan, if elected, or up to \$22,576.00 for a family medical plan, if elected and for plan year 2024 up to \$10,992.00 for a single medical plan, if elected, or up to \$23,776.20 for a family medical plan, if elected. If no medical plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plans are the same for all employee groups (certified staff positions and support staff positions).
- B.) **Dental Insurance** – For plan year 2023, the Board of School Trustees will provide an annual contribution up to \$384.92 for a single dental plan, if elected, or \$1,180.52 for a family dental plan, if elected and for plan year 2024, will provide an annual contribution up to \$415.76 for a single dental plan, if elected, or \$1,275.08 for a family dental plan, if elected. If no dental plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plan is the same for all employee groups (certified staff positions and support staff positions).
- C.) **Vision Insurance** – For plan year 2023, the Board of School Trustees will provide an annual contribution of \$145.40 for a single vision plan, if elected, or \$314.12 for a family vision plan, if elected, and for plan year 2024, will provide an annual contribution up to \$157.16 for a single vision plan, if elected, or up to \$339.32 for a family vision plan, if elected. If no vision plan is selected, there will be no contribution or adjustment to salary made by the Board. The Board contribution for a single vision plan is the same for all employee groups (certified staff positions and support staff positions). The available plan is the same for all employee groups (certified staff positions and support staff positions).
- D.) **Life Insurance** – The Board of School Trustees will provide a term life insurance plan in the amount of \$50,000.00. The Board will provide an annual contribution of \$71.00 for staff members with no dependents and \$85.40 for staff members with dependents. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).
- E.) **Long Term Disability** - The Board of School Trustees will provide an annual contribution of 0.511% of the base salary toward a long-term disability insurance plan. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).

- F.) **403(b) Voluntary Retirement Savings** – The Board of School Trustees will provide up to a 3% match to the 403(b) Voluntary Retirement Savings Plan for plan participants. The Board provides the same contribution level to all employee groups (certified staff positions and support staff positions).
- G.) **Indiana Public Retirement System (formerly known as TRF/PERF)** – The Board of School Trustees will provide an annual contribution to INPRS per State of Indiana guidelines and will contribute the mandatory employee contribution on the employee's behalf. The Board provides the same contribution level for all INPRS qualified positions.
- H.) **Paid Leave Time** – The Board of School Trustees will provide paid leave time (sick, family illness, personal, bereavement, jury duty, military, adoptive, maternity, and paternity) as provided for all certified staff positions.
- I.) **Vacation Time (applicable to 12-month administrators only)** – The Board of School Trustees will provide 4 weeks per year of paid vacation to all 12-month administrators.

All employee groups (certified staff positions and support staff positions) have the opportunity to elect supplemental insurance plans through American Fidelity or Madison National Life at the cost of the employee. There is no Board contribution for any supplemental plans elected.

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 BROWNSBURG COMM SCHOOL CORP ("Corporation") and KACI D BECKER ("Teacher"). KACI D BECKER is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning July 01, 2023 and ending on June 30, 2025. Ind. Code 20-28-6-2(a) (3) (A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of 220.00 days. Ind. Code 20-28-6-2(a) (3) (B)
3. The number of hours per day the Teacher is expected to work under this Contract is Ind. Code 20-28-6-2(a) (3) (E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of \$105,800.00 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(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 9th day of October, 2023.

Teacher:

Kaci Becker

School Corporation by:

Dymia Huffer

President

Attested:

[Signature]

Superintendent

Eric M. Hyatt

Secretary

BROWNSBURG COMMUNITY SCHOOL CORPORATION

ADMINISTRATIVE BENEFIT PACKAGE

Effective July 1, 2023

- A.) **Medical Insurance** – For Plan year 2023, the Board of School Trustees will provide an annual contribution of up to \$10,512.00 for a single medical plan, if elected, or up to \$22,576.00 for a family medical plan, if elected and for plan year 2024 up to \$10,992.00 for a single medical plan, if elected, or up to \$23,776.20 for a family medical plan, if elected. If no medical plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plans are the same for all employee groups (certified staff positions and support staff positions).
- B.) **Dental Insurance** – For plan year 2023, the Board of School Trustees will provide an annual contribution up to \$384.92 for a single dental plan, if elected, or \$1,180.52 for a family dental plan, if elected and for plan year 2024, will provide an annual contribution up to \$415.76 for a single dental plan, if elected, or \$1,275.08 for a family dental plan, if elected. If no dental plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plan is the same for all employee groups (certified staff positions and support staff positions).
- C.) **Vision Insurance** – For plan year 2023, the Board of School Trustees will provide an annual contribution of \$145.40 for a single vision plan, if elected, or \$314.12 for a family vision plan, if elected, and for plan year 2024, will provide an annual contribution up to \$157.16 for a single vision plan, if elected, or up to \$339.32 for a family vision plan, if elected. If no vision plan is selected, there will be no contribution or adjustment to salary made by the Board. The Board contribution for a single vision plan is the same for all employee groups (certified staff positions and support staff positions). The available plan is the same for all employee groups (certified staff positions and support staff positions).
- D.) **Life Insurance** – The Board of School Trustees will provide a term life insurance plan in the amount of \$50,000.00. The Board will provide an annual contribution of \$71.00 for staff members with no dependents and \$85.40 for staff members with dependents. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).
- E.) **Long Term Disability** - The Board of School Trustees will provide an annual contribution of 0.511% of the base salary toward a long-term disability insurance plan. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).

- F.) **403(b) Voluntary Retirement Savings** – The Board of School Trustees will provide up to a 3% match to the 403(b) Voluntary Retirement Savings Plan for plan participants. The Board provides the same contribution level to all employee groups (certified staff positions and support staff positions).
- G.) **Indiana Public Retirement System (formerly known as TRF/PERF)** – The Board of School Trustees will provide an annual contribution to INPRS per State of Indiana guidelines and will contribute the mandatory employee contribution on the employee's behalf. The Board provides the same contribution level for all INPRS qualified positions.
- H.) **Paid Leave Time** – The Board of School Trustees will provide paid leave time (sick, family illness, personal, bereavement, jury duty, military, adoptive, maternity, and paternity) as provided for all certified staff positions.
- I.) **Vacation Time (applicable to 12-month administrators only)** – The Board of School Trustees will provide 4 weeks per year of paid vacation to all 12-month administrators.

All employee groups (certified staff positions and support staff positions) have the opportunity to elect supplemental insurance plans through American Fidelity or Madison National Life at the cost of the employee. There is no Board contribution for any supplemental plans elected.

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 BROWNSBURG COMM SCHOOL CORP ("Corporation") and TIFFANY L BLICKENSTAFF ("Teacher"). TIFFANY L BLICKENSTAFF is a teacher as defined in Ind. Code 20-18-2-22.

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

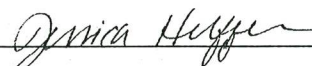
1. The Teacher shall teach in the schools of the Corporation for the school term beginning July 01, 2023 and ending on June 30, 2025. Ind. Code 20-28-6-2(a) (3) (A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of 220.00 days. Ind. Code 20-28-6-2(a) (3) (B)
3. The number of hours per day the Teacher is expected to work under this Contract is 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 \$110,000.00 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(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 9th day of October, 2023.

Teacher:



School Corporation by:



President

Attested:



Superintendent



Secretary

BROWNSBURG COMMUNITY SCHOOL CORPORATION

ADMINISTRATIVE BENEFIT PACKAGE

Effective July 1, 2023

- A.) **Medical Insurance** – For Plan year 2023, the Board of School Trustees will provide an annual contribution of up to \$10,512.00 for a single medical plan, if elected, or up to \$22,576.00 for a family medical plan, if elected and for plan year 2024 up to \$10,992.00 for a single medical plan, if elected, or up to \$23,776.20 for a family medical plan, if elected. If no medical plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plans are the same for all employee groups (certified staff positions and support staff positions).
- B.) **Dental Insurance** – For plan year 2023, the Board of School Trustees will provide an annual contribution up to \$384.92 for a single dental plan, if elected, or \$1,180.52 for a family dental plan, if elected and for plan year 2024, will provide an annual contribution up to \$415.76 for a single dental plan, if elected, or \$1,275.08 for a family dental plan, if elected. If no dental plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plan is the same for all employee groups (certified staff positions and support staff positions).
- C.) **Vision Insurance** – For plan year 2023, the Board of School Trustees will provide an annual contribution of \$145.40 for a single vision plan, if elected, or \$314.12 for a family vision plan, if elected, and for plan year 2024, will provide an annual contribution up to \$157.16 for a single vision plan, if elected, or up to \$339.32 for a family vision plan, if elected. If no vision plan is selected, there will be no contribution or adjustment to salary made by the Board. The Board contribution for a single vision plan is the same for all employee groups (certified staff positions and support staff positions). The available plan is the same for all employee groups (certified staff positions and support staff positions).
- D.) **Life Insurance** – The Board of School Trustees will provide a term life insurance plan in the amount of \$50,000.00. The Board will provide an annual contribution of \$71.00 for staff members with no dependents and \$85.40 for staff members with dependents. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).
- E.) **Long Term Disability** - The Board of School Trustees will provide an annual contribution of 0.511% of the base salary toward a long-term disability insurance plan. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).

- F.) **403(b) Voluntary Retirement Savings** – The Board of School Trustees will provide up to a 3% match to the 403(b) Voluntary Retirement Savings Plan for plan participants. The Board provides the same contribution level to all employee groups (certified staff positions and support staff positions).
- G.) **Indiana Public Retirement System (formerly known as TRF/PERF)** – The Board of School Trustees will provide an annual contribution to INPRS per State of Indiana guidelines and will contribute the mandatory employee contribution on the employee's behalf. The Board provides the same contribution level for all INPRS qualified positions.
- H.) **Paid Leave Time** – The Board of School Trustees will provide paid leave time (sick, family illness, personal, bereavement, jury duty, military, adoptive, maternity, and paternity) as provided for all certified staff positions.
- I.) **Vacation Time (applicable to 12-month administrators only)** – The Board of School Trustees will provide 4 weeks per year of paid vacation to all 12-month administrators.

All employee groups (certified staff positions and support staff positions) have the opportunity to elect supplemental insurance plans through American Fidelity or Madison National Life at the cost of the employee. There is no Board contribution for any supplemental plans elected.

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 BROWNSBURG COMM SCHOOL CORP ("Corporation") and EMILY J COCHRAN ("Teacher"). EMILY J COCHRAN is a teacher as defined in Ind. Code 20-18-2-22.

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


1. The Teacher shall teach in the schools of the Corporation for the school term beginning July 01, 2023 and ending on June 30, 2025. Ind. Code 20-28-6-2(a) (3) (A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of 220.00 days. Ind. Code 20-28-6-2(a) (3) (B)
3. The number of hours per day the Teacher is expected to work under this Contract is Ind. Code 20-28-6-2(a) (3) (E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of \$130,000.00 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(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 9th day of October, 2023.

Teacher:



School Corporation by:



President

Attested:



Superintendent



Secretary

BROWNSBURG COMMUNITY SCHOOL CORPORATION

ADMINISTRATIVE BENEFIT PACKAGE

Effective July 1, 2023

- A.) **Medical Insurance** – For Plan year 2023, the Board of School Trustees will provide an annual contribution of up to \$10,512.00 for a single medical plan, if elected, or up to \$22,576.00 for a family medical plan, if elected and for plan year 2024 up to \$10,992.00 for a single medical plan, if elected, or up to \$23,776.20 for a family medical plan, if elected. If no medical plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plans are the same for all employee groups (certified staff positions and support staff positions).
- B.) **Dental Insurance** – For plan year 2023, the Board of School Trustees will provide an annual contribution up to \$384.92 for a single dental plan, if elected, or \$1,180.52 for a family dental plan, if elected and for plan year 2024, will provide an annual contribution up to \$415.76 for a single dental plan, if elected, or \$1,275.08 for a family dental plan, if elected. If no dental plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plan is the same for all employee groups (certified staff positions and support staff positions).
- C.) **Vision Insurance** – For plan year 2023, the Board of School Trustees will provide an annual contribution of \$145.40 for a single vision plan, if elected, or \$314.12 for a family vision plan, if elected, and for plan year 2024, will provide an annual contribution up to \$157.16 for a single vision plan, if elected, or up to \$339.32 for a family vision plan, if elected. If no vision plan is selected, there will be no contribution or adjustment to salary made by the Board. The Board contribution for a single vision plan is the same for all employee groups (certified staff positions and support staff positions). The available plan is the same for all employee groups (certified staff positions and support staff positions).
- D.) **Life Insurance** – The Board of School Trustees will provide a term life insurance plan in the amount of \$50,000.00. The Board will provide an annual contribution of \$71.00 for staff members with no dependents and \$85.40 for staff members with dependents. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).
- E.) **Long Term Disability** - The Board of School Trustees will provide an annual contribution of 0.511% of the base salary toward a long-term disability insurance plan. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).

- F.) **403(b) Voluntary Retirement Savings** – The Board of School Trustees will provide up to a 3% match to the 403(b) Voluntary Retirement Savings Plan for plan participants. The Board provides the same contribution level to all employee groups (certified staff positions and support staff positions).
- G.) **Indiana Public Retirement System (formerly known as TRF/PERF)** – The Board of School Trustees will provide an annual contribution to INPRS per State of Indiana guidelines and will contribute the mandatory employee contribution on the employee's behalf. The Board provides the same contribution level for all INPRS qualified positions.
- H.) **Paid Leave Time** – The Board of School Trustees will provide paid leave time (sick, family illness, personal, bereavement, jury duty, military, adoptive, maternity, and paternity) as provided for all certified staff positions.
- I.) **Vacation Time (applicable to 12-month administrators only)** – The Board of School Trustees will provide 4 weeks per year of paid vacation to all 12-month administrators.

All employee groups (certified staff positions and support staff positions) have the opportunity to elect supplemental insurance plans through American Fidelity or Madison National Life at the cost of the employee. There is no Board contribution for any supplemental plans elected.

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 BROWNSBURG COMM SCHOOL CORP ("Corporation") and Timothy E Cooper ("Teacher"). Timothy E Cooper is a teacher as defined in Ind. Code 20-18-2-22.

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

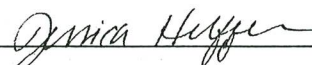
1. The Teacher shall teach in the schools of the Corporation for the school term beginning July 01, 2023 and ending on June 30, 2025. Ind. Code 20-28-6-2(a) (3) (A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of 220.00 days. Ind. Code 20-28-6-2(a) (3) (B)
3. The number of hours per day the Teacher is expected to work under this Contract is 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 \$127,900.00 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(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 9th day of October, 2023.

Teacher:



School Corporation by:




President

Attested:



Superintendent



Secretary

BROWNSBURG COMMUNITY SCHOOL CORPORATION

ADMINISTRATIVE BENEFIT PACKAGE

Effective July 1, 2023

- A.) **Medical Insurance** – For Plan year 2023, the Board of School Trustees will provide an annual contribution of up to \$10,512.00 for a single medical plan, if elected, or up to \$22,576.00 for a family medical plan, if elected and for plan year 2024 up to \$10,992.00 for a single medical plan, if elected, or up to \$23,776.20 for a family medical plan, if elected. If no medical plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plans are the same for all employee groups (certified staff positions and support staff positions).
- B.) **Dental Insurance** – For plan year 2023, the Board of School Trustees will provide an annual contribution up to \$384.92 for a single dental plan, if elected, or \$1,180.52 for a family dental plan, if elected and for plan year 2024, will provide an annual contribution up to \$415.76 for a single dental plan, if elected, or \$1,275.08 for a family dental plan, if elected. If no dental plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plan is the same for all employee groups (certified staff positions and support staff positions).
- C.) **Vision Insurance** – For plan year 2023, the Board of School Trustees will provide an annual contribution of \$145.40 for a single vision plan, if elected, or \$314.12 for a family vision plan, if elected, and for plan year 2024, will provide an annual contribution up to \$157.16 for a single vision plan, if elected, or up to \$339.32 for a family vision plan, if elected. If no vision plan is selected, there will be no contribution or adjustment to salary made by the Board. The Board contribution for a single vision plan is the same for all employee groups (certified staff positions and support staff positions). The available plan is the same for all employee groups (certified staff positions and support staff positions).
- D.) **Life Insurance** – The Board of School Trustees will provide a term life insurance plan in the amount of \$50,000.00. The Board will provide an annual contribution of \$71.00 for staff members with no dependents and \$85.40 for staff members with dependents. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).
- E.) **Long Term Disability** - The Board of School Trustees will provide an annual contribution of 0.511% of the base salary toward a long-term disability insurance plan. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).

- F.) **403(b) Voluntary Retirement Savings** – The Board of School Trustees will provide up to a 3% match to the 403(b) Voluntary Retirement Savings Plan for plan participants. The Board provides the same contribution level to all employee groups (certified staff positions and support staff positions).
- G.) **Indiana Public Retirement System (formerly known as TRF/PERF)** – The Board of School Trustees will provide an annual contribution to INPRS per State of Indiana guidelines and will contribute the mandatory employee contribution on the employee's behalf. The Board provides the same contribution level for all INPRS qualified positions.
- H.) **Paid Leave Time** – The Board of School Trustees will provide paid leave time (sick, family illness, personal, bereavement, jury duty, military, adoptive, maternity, and paternity) as provided for all certified staff positions.
- I.) **Vacation Time (applicable to 12-month administrators only)** – The Board of School Trustees will provide 4 weeks per year of paid vacation to all 12-month administrators.

All employee groups (certified staff positions and support staff positions) have the opportunity to elect supplemental insurance plans through American Fidelity or Madison National Life at the cost of the employee. There is no Board contribution for any supplemental plans elected.

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 BROWNSBURG COMM SCHOOL CORP ("Corporation") and Julie B Copeland ("Teacher"). Julie B Copeland is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning July 01, 2023 and ending on June 30, 2025. Ind. Code 20-28-6-2(a) (3) (A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of 220.00 days. Ind. Code 20-28-6-2(a) (3) (B)
3. The number of hours per day the Teacher is expected to work under this Contract is Ind. Code 20-28-6-2(a) (3) (E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of \$133,600.00 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(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 9th day of October, 2023.

Teacher:



School Corporation by:



President

Attested:



Superintendent



Secretary

BROWNSBURG COMMUNITY SCHOOL CORPORATION

ADMINISTRATIVE BENEFIT PACKAGE

Effective July 1, 2023

- A.) **Medical Insurance** – For Plan year 2023, the Board of School Trustees will provide an annual contribution of up to \$10,512.00 for a single medical plan, if elected, or up to \$22,576.00 for a family medical plan, if elected and for plan year 2024 up to \$10,992.00 for a single medical plan, if elected, or up to \$23,776.20 for a family medical plan, if elected. If no medical plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plans are the same for all employee groups (certified staff positions and support staff positions).
- B.) **Dental Insurance** – For plan year 2023, the Board of School Trustees will provide an annual contribution up to \$384.92 for a single dental plan, if elected, or \$1,180.52 for a family dental plan, if elected and for plan year 2024, will provide an annual contribution up to \$415.76 for a single dental plan, if elected, or \$1,275.08 for a family dental plan, if elected. If no dental plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plan is the same for all employee groups (certified staff positions and support staff positions).
- C.) **Vision Insurance** – For plan year 2023, the Board of School Trustees will provide an annual contribution of \$145.40 for a single vision plan, if elected, or \$314.12 for a family vision plan, if elected, and for plan year 2024, will provide an annual contribution up to \$157.16 for a single vision plan, if elected, or up to \$339.32 for a family vision plan, if elected. If no vision plan is selected, there will be no contribution or adjustment to salary made by the Board. The Board contribution for a single vision plan is the same for all employee groups (certified staff positions and support staff positions). The available plan is the same for all employee groups (certified staff positions and support staff positions).
- D.) **Life Insurance** – The Board of School Trustees will provide a term life insurance plan in the amount of \$50,000.00. The Board will provide an annual contribution of \$71.00 for staff members with no dependents and \$85.40 for staff members with dependents. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).
- E.) **Long Term Disability** - The Board of School Trustees will provide an annual contribution of 0.511% of the base salary toward a long-term disability insurance plan. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).

- F.) **403(b) Voluntary Retirement Savings** – The Board of School Trustees will provide up to a 3% match to the 403(b) Voluntary Retirement Savings Plan for plan participants. The Board provides the same contribution level to all employee groups (certified staff positions and support staff positions).
- G.) **Indiana Public Retirement System (formerly known as TRF/PERF)** – The Board of School Trustees will provide an annual contribution to INPRS per State of Indiana guidelines and will contribute the mandatory employee contribution on the employee's behalf. The Board provides the same contribution level for all INPRS qualified positions.
- H.) **Paid Leave Time** – The Board of School Trustees will provide paid leave time (sick, family illness, personal, bereavement, jury duty, military, adoptive, maternity, and paternity) as provided for all certified staff positions.
- I.) **Vacation Time (applicable to 12-month administrators only)** – The Board of School Trustees will provide 4 weeks per year of paid vacation to all 12-month administrators.

All employee groups (certified staff positions and support staff positions) have the opportunity to elect supplemental insurance plans through American Fidelity or Madison National Life at the cost of the employee. There is no Board contribution for any supplemental plans elected.

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 BROWNSBURG COMM SCHOOL CORP ("Corporation") and BRET L DAGHE ("Teacher"). BRET L DAGHE is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning July 01, 2023 and ending on June 30, 2024. Ind. Code 20-28-6-2(a) (3) (A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of 260.00 days. Ind. Code 20-28-6-2(a) (3) (B)
3. The number of hours per day the Teacher is expected to work under this Contract is 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 \$161,500.00 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 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(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 9th day of October, 2023.

Teacher:



School Corporation by:



President

Attested:



Superintendent



Secretary

BROWNSBURG COMMUNITY SCHOOL CORPORATION

ADMINISTRATIVE BENEFIT PACKAGE

Effective July 1, 2023

- A.) **Medical Insurance** – For Plan year 2023, the Board of School Trustees will provide an annual contribution of up to \$10,512.00 for a single medical plan, if elected, or up to \$22,576.00 for a family medical plan, if elected and for plan year 2024 up to \$10,992.00 for a single medical plan, if elected, or up to \$23,776.20 for a family medical plan, if elected. If no medical plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plans are the same for all employee groups (certified staff positions and support staff positions).
- B.) **Dental Insurance** – For plan year 2023, the Board of School Trustees will provide an annual contribution up to \$384.92 for a single dental plan, if elected, or \$1,180.52 for a family dental plan, if elected and for plan year 2024, will provide an annual contribution up to \$415.76 for a single dental plan, if elected, or \$1,275.08 for a family dental plan, if elected. If no dental plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plan is the same for all employee groups (certified staff positions and support staff positions).
- C.) **Vision Insurance** – For plan year 2023, the Board of School Trustees will provide an annual contribution of \$145.40 for a single vision plan, if elected, or \$314.12 for a family vision plan, if elected, and for plan year 2024, will provide an annual contribution up to \$157.16 for a single vision plan, if elected, or up to \$339.32 for a family vision plan, if elected. If no vision plan is selected, there will be no contribution or adjustment to salary made by the Board. The Board contribution for a single vision plan is the same for all employee groups (certified staff positions and support staff positions). The available plan is the same for all employee groups (certified staff positions and support staff positions).
- D.) **Life Insurance** – The Board of School Trustees will provide a term life insurance plan in the amount of \$50,000.00. The Board will provide an annual contribution of \$71.00 for staff members with no dependents and \$85.40 for staff members with dependents. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).
- E.) **Long Term Disability** - The Board of School Trustees will provide an annual contribution of 0.511% of the base salary toward a long-term disability insurance plan. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).

- F.) **403(b) Voluntary Retirement Savings** – The Board of School Trustees will provide up to a 3% match to the 403(b) Voluntary Retirement Savings Plan for plan participants. The Board provides the same contribution level to all employee groups (certified staff positions and support staff positions).
- G.) **Indiana Public Retirement System (formerly known as TRF/PERF)** – The Board of School Trustees will provide an annual contribution to INPRS per State of Indiana guidelines and will contribute the mandatory employee contribution on the employee's behalf. The Board provides the same contribution level for all INPRS qualified positions.
- H.) **Paid Leave Time** – The Board of School Trustees will provide paid leave time (sick, family illness, personal, bereavement, jury duty, military, adoptive, maternity, and paternity) as provided for all certified staff positions.
- I.) **Vacation Time (applicable to 12-month administrators only)** – The Board of School Trustees will provide 4 weeks per year of paid vacation to all 12-month administrators.

All employee groups (certified staff positions and support staff positions) have the opportunity to elect supplemental insurance plans through American Fidelity or Madison National Life at the cost of the employee. There is no Board contribution for any supplemental plans elected.

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 BROWNSBURG COMM SCHOOL CORP ("Corporation") and JENNIFER C DEZARN-LYNCH ("Teacher"). JENNIFER C DEZARN-LYNCH is a teacher as defined in Ind. Code 20-18-2-22.

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

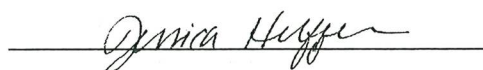
1. The Teacher shall teach in the schools of the Corporation for the school term beginning July 01, 2023 and ending on June 30, 2025. Ind. Code 20-28-6-2(a) (3) (A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of 260.00 days. Ind. Code 20-28-6-2(a) (3) (B)
3. The number of hours per day the Teacher is expected to work under this Contract is 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 \$141,000.00 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(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 9th day of October, 2023.

Teacher:



School Corporation by:



President

Attested:



Superintendent



Secretary

BROWNSBURG COMMUNITY SCHOOL CORPORATION

ADMINISTRATIVE BENEFIT PACKAGE

Effective July 1, 2023

- A.) **Medical Insurance** – For Plan year 2023, the Board of School Trustees will provide an annual contribution of up to \$10,512.00 for a single medical plan, if elected, or up to \$22,576.00 for a family medical plan, if elected and for plan year 2024 up to \$10,992.00 for a single medical plan, if elected, or up to \$23,776.20 for a family medical plan, if elected. If no medical plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plans are the same for all employee groups (certified staff positions and support staff positions).
- B.) **Dental Insurance** – For plan year 2023, the Board of School Trustees will provide an annual contribution up to \$384.92 for a single dental plan, if elected, or \$1,180.52 for a family dental plan, if elected and for plan year 2024, will provide an annual contribution up to \$415.76 for a single dental plan, if elected, or \$1,275.08 for a family dental plan, if elected. If no dental plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plan is the same for all employee groups (certified staff positions and support staff positions).
- C.) **Vision Insurance** – For plan year 2023, the Board of School Trustees will provide an annual contribution of \$145.40 for a single vision plan, if elected, or \$314.12 for a family vision plan, if elected, and for plan year 2024, will provide an annual contribution up to \$157.16 for a single vision plan, if elected, or up to \$339.32 for a family vision plan, if elected. If no vision plan is selected, there will be no contribution or adjustment to salary made by the Board. The Board contribution for a single vision plan is the same for all employee groups (certified staff positions and support staff positions). The available plan is the same for all employee groups (certified staff positions and support staff positions).
- D.) **Life Insurance** – The Board of School Trustees will provide a term life insurance plan in the amount of \$50,000.00. The Board will provide an annual contribution of \$71.00 for staff members with no dependents and \$85.40 for staff members with dependents. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).
- E.) **Long Term Disability** - The Board of School Trustees will provide an annual contribution of 0.511% of the base salary toward a long-term disability insurance plan. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).

- F.) **403(b) Voluntary Retirement Savings** – The Board of School Trustees will provide up to a 3% match to the 403(b) Voluntary Retirement Savings Plan for plan participants. The Board provides the same contribution level to all employee groups (certified staff positions and support staff positions).
- G.) **Indiana Public Retirement System (formerly known as TRF/PERF)** – The Board of School Trustees will provide an annual contribution to INPRS per State of Indiana guidelines and will contribute the mandatory employee contribution on the employee's behalf. The Board provides the same contribution level for all INPRS qualified positions.
- H.) **Paid Leave Time** – The Board of School Trustees will provide paid leave time (sick, family illness, personal, bereavement, jury duty, military, adoptive, maternity, and paternity) as provided for all certified staff positions.
- I.) **Vacation Time (applicable to 12-month administrators only)** – The Board of School Trustees will provide 4 weeks per year of paid vacation to all 12-month administrators.

All employee groups (certified staff positions and support staff positions) have the opportunity to elect supplemental insurance plans through American Fidelity or Madison National Life at the cost of the employee. There is no Board contribution for any supplemental plans elected.

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 BROWNSBURG COMM SCHOOL CORP ("Corporation") and DEMETRIUS D DOWLER ("Teacher"). DEMETRIUS D DOWLER is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning July 01, 2023 and ending on June 30, 2025. Ind. Code 20-28-6-2(a) (3) (A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of 220.00 days. Ind. Code 20-28-6-2(a) (3) (B)
3. The number of hours per day the Teacher is expected to work under this Contract is 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 \$125,000.00 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(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 9th day of October, 2023.

Teacher:



School Corporation by:



President

Attested:



Superintendent



Secretary

BROWNSBURG COMMUNITY SCHOOL CORPORATION

ADMINISTRATIVE BENEFIT PACKAGE

Effective July 1, 2023

- A.) **Medical Insurance** – For Plan year 2023, the Board of School Trustees will provide an annual contribution of up to \$10,512.00 for a single medical plan, if elected, or up to \$22,576.00 for a family medical plan, if elected and for plan year 2024 up to \$10,992.00 for a single medical plan, if elected, or up to \$23,776.20 for a family medical plan, if elected. If no medical plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plans are the same for all employee groups (certified staff positions and support staff positions).
- B.) **Dental Insurance** – For plan year 2023, the Board of School Trustees will provide an annual contribution up to \$384.92 for a single dental plan, if elected, or \$1,180.52 for a family dental plan, if elected and for plan year 2024, will provide an annual contribution up to \$415.76 for a single dental plan, if elected, or \$1,275.08 for a family dental plan, if elected. If no dental plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plan is the same for all employee groups (certified staff positions and support staff positions).
- C.) **Vision Insurance** – For plan year 2023, the Board of School Trustees will provide an annual contribution of \$145.40 for a single vision plan, if elected, or \$314.12 for a family vision plan, if elected, and for plan year 2024, will provide an annual contribution up to \$157.16 for a single vision plan, if elected, or up to \$339.32 for a family vision plan, if elected. If no vision plan is selected, there will be no contribution or adjustment to salary made by the Board. The Board contribution for a single vision plan is the same for all employee groups (certified staff positions and support staff positions). The available plan is the same for all employee groups (certified staff positions and support staff positions).
- D.) **Life Insurance** – The Board of School Trustees will provide a term life insurance plan in the amount of \$50,000.00. The Board will provide an annual contribution of \$71.00 for staff members with no dependents and \$85.40 for staff members with dependents. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).
- E.) **Long Term Disability** - The Board of School Trustees will provide an annual contribution of 0.511% of the base salary toward a long-term disability insurance plan. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).

- F.) **403(b) Voluntary Retirement Savings** – The Board of School Trustees will provide up to a 3% match to the 403(b) Voluntary Retirement Savings Plan for plan participants. The Board provides the same contribution level to all employee groups (certified staff positions and support staff positions).
- G.) **Indiana Public Retirement System (formerly known as TRF/PERF)** – The Board of School Trustees will provide an annual contribution to INPRS per State of Indiana guidelines and will contribute the mandatory employee contribution on the employee's behalf. The Board provides the same contribution level for all INPRS qualified positions.
- H.) **Paid Leave Time** – The Board of School Trustees will provide paid leave time (sick, family illness, personal, bereavement, jury duty, military, adoptive, maternity, and paternity) as provided for all certified staff positions.
- I.) **Vacation Time (applicable to 12-month administrators only)** – The Board of School Trustees will provide 4 weeks per year of paid vacation to all 12-month administrators.

All employee groups (certified staff positions and support staff positions) have the opportunity to elect supplemental insurance plans through American Fidelity or Madison National Life at the cost of the employee. There is no Board contribution for any supplemental plans elected.

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 BROWNSBURG COMM SCHOOL CORP ("Corporation") and JESSICA R EARNEST ("Teacher"). JESSICA R EARNEST is a teacher as defined in Ind. Code 20-18-2-22.

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

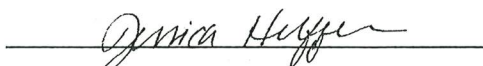
1. The Teacher shall teach in the schools of the Corporation for the school term beginning July 01, 2023 and ending on June 30, 2025. Ind. Code 20-28-6-2(a) (3) (A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of 220.00 days. Ind. Code 20-28-6-2(a) (3) (B)
3. The number of hours per day the Teacher is expected to work under this Contract is 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 \$125,000.00 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(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 9th day of October, 2023.

Teacher:



School Corporation by:



President

Attested:



Superintendent



Secretary

BROWNSBURG COMMUNITY SCHOOL CORPORATION

ADMINISTRATIVE BENEFIT PACKAGE

Effective July 1, 2023

- A.) **Medical Insurance** – For Plan year 2023, the Board of School Trustees will provide an annual contribution of up to \$10,512.00 for a single medical plan, if elected, or up to \$22,576.00 for a family medical plan, if elected and for plan year 2024 up to \$10,992.00 for a single medical plan, if elected, or up to \$23,776.20 for a family medical plan, if elected. If no medical plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plans are the same for all employee groups (certified staff positions and support staff positions).
- B.) **Dental Insurance** – For plan year 2023, the Board of School Trustees will provide an annual contribution up to \$384.92 for a single dental plan, if elected, or \$1,180.52 for a family dental plan, if elected and for plan year 2024, will provide an annual contribution up to \$415.76 for a single dental plan, if elected, or \$1,275.08 for a family dental plan, if elected. If no dental plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plan is the same for all employee groups (certified staff positions and support staff positions).
- C.) **Vision Insurance** – For plan year 2023, the Board of School Trustees will provide an annual contribution of \$145.40 for a single vision plan, if elected, or \$314.12 for a family vision plan, if elected, and for plan year 2024, will provide an annual contribution up to \$157.16 for a single vision plan, if elected, or up to \$339.32 for a family vision plan, if elected. If no vision plan is selected, there will be no contribution or adjustment to salary made by the Board. The Board contribution for a single vision plan is the same for all employee groups (certified staff positions and support staff positions). The available plan is the same for all employee groups (certified staff positions and support staff positions).
- D.) **Life Insurance** – The Board of School Trustees will provide a term life insurance plan in the amount of \$50,000.00. The Board will provide an annual contribution of \$71.00 for staff members with no dependents and \$85.40 for staff members with dependents. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).
- E.) **Long Term Disability** - The Board of School Trustees will provide an annual contribution of 0.511% of the base salary toward a long-term disability insurance plan. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).

- F.) **403(b) Voluntary Retirement Savings** – The Board of School Trustees will provide up to a 3% match to the 403(b) Voluntary Retirement Savings Plan for plan participants. The Board provides the same contribution level to all employee groups (certified staff positions and support staff positions).
- G.) **Indiana Public Retirement System (formerly known as TRF/PERF)** – The Board of School Trustees will provide an annual contribution to INPRS per State of Indiana guidelines and will contribute the mandatory employee contribution on the employee's behalf. The Board provides the same contribution level for all INPRS qualified positions.
- H.) **Paid Leave Time** – The Board of School Trustees will provide paid leave time (sick, family illness, personal, bereavement, jury duty, military, adoptive, maternity, and paternity) as provided for all certified staff positions.
- I.) **Vacation Time (applicable to 12-month administrators only)** – The Board of School Trustees will provide 4 weeks per year of paid vacation to all 12-month administrators.

All employee groups (certified staff positions and support staff positions) have the opportunity to elect supplemental insurance plans through American Fidelity or Madison National Life at the cost of the employee. There is no Board contribution for any supplemental plans elected.

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 BROWNSBURG COMM SCHOOL CORP ("Corporation") and Christopher C Ebert ("Teacher"). Christopher C Ebert is a teacher as defined in Ind. Code 20-18-2-22.

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


1. The Teacher shall teach in the schools of the Corporation for the school term beginning July 01, 2023 and ending on June 30, 2025. Ind. Code 20-28-6-2(a) (3) (A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of 220.00 days. Ind. Code 20-28-6-2(a) (3) (B)
3. The number of hours per day the Teacher is expected to work under this Contract is 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 \$125,000.00 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(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 9th day of October, 2023.

Teacher:



School Corporation by:



President

Attested:



Superintendent



Secretary

BROWNSBURG COMMUNITY SCHOOL CORPORATION

ADMINISTRATIVE BENEFIT PACKAGE

Effective July 1, 2023

- A.) **Medical Insurance** – For Plan year 2023, the Board of School Trustees will provide an annual contribution of up to \$10,512.00 for a single medical plan, if elected, or up to \$22,576.00 for a family medical plan, if elected and for plan year 2024 up to \$10,992.00 for a single medical plan, if elected, or up to \$23,776.20 for a family medical plan, if elected. If no medical plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plans are the same for all employee groups (certified staff positions and support staff positions).
- B.) **Dental Insurance** – For plan year 2023, the Board of School Trustees will provide an annual contribution up to \$384.92 for a single dental plan, if elected, or \$1,180.52 for a family dental plan, if elected and for plan year 2024, will provide an annual contribution up to \$415.76 for a single dental plan, if elected, or \$1,275.08 for a family dental plan, if elected. If no dental plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plan is the same for all employee groups (certified staff positions and support staff positions).
- C.) **Vision Insurance** – For plan year 2023, the Board of School Trustees will provide an annual contribution of \$145.40 for a single vision plan, if elected, or \$314.12 for a family vision plan, if elected, and for plan year 2024, will provide an annual contribution up to \$157.16 for a single vision plan, if elected, or up to \$339.32 for a family vision plan, if elected. If no vision plan is selected, there will be no contribution or adjustment to salary made by the Board. The Board contribution for a single vision plan is the same for all employee groups (certified staff positions and support staff positions). The available plan is the same for all employee groups (certified staff positions and support staff positions).
- D.) **Life Insurance** – The Board of School Trustees will provide a term life insurance plan in the amount of \$50,000.00. The Board will provide an annual contribution of \$71.00 for staff members with no dependents and \$85.40 for staff members with dependents. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).
- E.) **Long Term Disability** - The Board of School Trustees will provide an annual contribution of 0.511% of the base salary toward a long-term disability insurance plan. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).

- F.) **403(b) Voluntary Retirement Savings** – The Board of School Trustees will provide up to a 3% match to the 403(b) Voluntary Retirement Savings Plan for plan participants. The Board provides the same contribution level to all employee groups (certified staff positions and support staff positions).
- G.) **Indiana Public Retirement System (formerly known as TRF/PERF)** – The Board of School Trustees will provide an annual contribution to INPRS per State of Indiana guidelines and will contribute the mandatory employee contribution on the employee's behalf. The Board provides the same contribution level for all INPRS qualified positions.
- H.) **Paid Leave Time** – The Board of School Trustees will provide paid leave time (sick, family illness, personal, bereavement, jury duty, military, adoptive, maternity, and paternity) as provided for all certified staff positions.
- I.) **Vacation Time (applicable to 12-month administrators only)** – The Board of School Trustees will provide 4 weeks per year of paid vacation to all 12-month administrators.

All employee groups (certified staff positions and support staff positions) have the opportunity to elect supplemental insurance plans through American Fidelity or Madison National Life at the cost of the employee. There is no Board contribution for any supplemental plans elected.

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)*

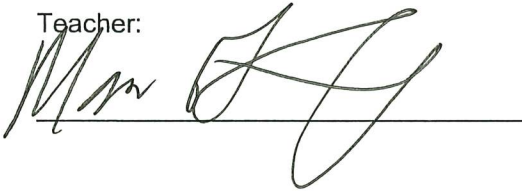
This regular teacher contract ("Contract") is by and between the governing body of the BROWNSBURG COMM SCHOOL CORP ("Corporation") and MARC A GIANFAGNA ("Teacher"). MARC A GIANFAGNA is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning July 01, 2023 and ending on June 30, 2025. Ind. Code 20-28-6-2(a) (3) (A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of 220.00 days. Ind. Code 20-28-6-2(a) (3) (B)
3. The number of hours per day the Teacher is expected to work under this Contract is Ind. Code 20-28-6-2(a) (3) (E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of \$135,500.00 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 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(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 9th day of October, 2023.

Teacher:



School Corporation by:



President

Attested:



Superintendent



Secretary

BROWNSBURG COMMUNITY SCHOOL CORPORATION

ADMINISTRATIVE BENEFIT PACKAGE

Effective July 1, 2023

- A.) **Medical Insurance** – For Plan year 2023, the Board of School Trustees will provide an annual contribution of up to \$10,512.00 for a single medical plan, if elected, or up to \$22,576.00 for a family medical plan, if elected and for plan year 2024 up to \$10,992.00 for a single medical plan, if elected, or up to \$23,776.20 for a family medical plan, if elected. If no medical plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plans are the same for all employee groups (certified staff positions and support staff positions).
- B.) **Dental Insurance** – For plan year 2023, the Board of School Trustees will provide an annual contribution up to \$384.92 for a single dental plan, if elected, or \$1,180.52 for a family dental plan, if elected and for plan year 2024, will provide an annual contribution up to \$415.76 for a single dental plan, if elected, or \$1,275.08 for a family dental plan, if elected. If no dental plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plan is the same for all employee groups (certified staff positions and support staff positions).
- C.) **Vision Insurance** – For plan year 2023, the Board of School Trustees will provide an annual contribution of \$145.40 for a single vision plan, if elected, or \$314.12 for a family vision plan, if elected, and for plan year 2024, will provide an annual contribution up to \$157.16 for a single vision plan, if elected, or up to \$339.32 for a family vision plan, if elected. If no vision plan is selected, there will be no contribution or adjustment to salary made by the Board. The Board contribution for a single vision plan is the same for all employee groups (certified staff positions and support staff positions). The available plan is the same for all employee groups (certified staff positions and support staff positions).
- D.) **Life Insurance** – The Board of School Trustees will provide a term life insurance plan in the amount of \$50,000.00. The Board will provide an annual contribution of \$71.00 for staff members with no dependents and \$85.40 for staff members with dependents. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).
- E.) **Long Term Disability** - The Board of School Trustees will provide an annual contribution of 0.511% of the base salary toward a long-term disability insurance plan. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).

- F.) **403(b) Voluntary Retirement Savings** – The Board of School Trustees will provide up to a 3% match to the 403(b) Voluntary Retirement Savings Plan for plan participants. The Board provides the same contribution level to all employee groups (certified staff positions and support staff positions).
- G.) **Indiana Public Retirement System (formerly known as TRF/PERF)** – The Board of School Trustees will provide an annual contribution to INPRS per State of Indiana guidelines and will contribute the mandatory employee contribution on the employee's behalf. The Board provides the same contribution level for all INPRS qualified positions.
- H.) **Paid Leave Time** – The Board of School Trustees will provide paid leave time (sick, family illness, personal, bereavement, jury duty, military, adoptive, maternity, and paternity) as provided for all certified staff positions.
- I.) **Vacation Time (applicable to 12-month administrators only)** – The Board of School Trustees will provide 4 weeks per year of paid vacation to all 12-month administrators.

All employee groups (certified staff positions and support staff positions) have the opportunity to elect supplemental insurance plans through American Fidelity or Madison National Life at the cost of the employee. There is no Board contribution for any supplemental plans elected.

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 BROWNSBURG COMM SCHOOL CORP ("Corporation") and KATELYN E GLANDER ("Teacher"). KATELYN E GLANDER is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning July 01, 2023 and ending on June 30, 2025. Ind. Code 20-28-6-2(a) (3) (A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of 220.00 days. Ind. Code 20-28-6-2(a) (3) (B)
3. The number of hours per day the Teacher is expected to work under this Contract is Ind. Code 20-28-6-2(a) (3) (E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of \$108,600.00 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(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 9th day of October, 2023.

Teacher:



School Corporation by:



President

Attested:



Superintendent



Secretary

BROWNSBURG COMMUNITY SCHOOL CORPORATION

ADMINISTRATIVE BENEFIT PACKAGE

Effective July 1, 2023

- A.) **Medical Insurance** – For Plan year 2023, the Board of School Trustees will provide an annual contribution of up to \$10,512.00 for a single medical plan, if elected, or up to \$22,576.00 for a family medical plan, if elected and for plan year 2024 up to \$10,992.00 for a single medical plan, if elected, or up to \$23,776.20 for a family medical plan, if elected. If no medical plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plans are the same for all employee groups (certified staff positions and support staff positions).
- B.) **Dental Insurance** – For plan year 2023, the Board of School Trustees will provide an annual contribution up to \$384.92 for a single dental plan, if elected, or \$1,180.52 for a family dental plan, if elected and for plan year 2024, will provide an annual contribution up to \$415.76 for a single dental plan, if elected, or \$1,275.08 for a family dental plan, if elected. If no dental plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plan is the same for all employee groups (certified staff positions and support staff positions).
- C.) **Vision Insurance** – For plan year 2023, the Board of School Trustees will provide an annual contribution of \$145.40 for a single vision plan, if elected, or \$314.12 for a family vision plan, if elected, and for plan year 2024, will provide an annual contribution up to \$157.16 for a single vision plan, if elected, or up to \$339.32 for a family vision plan, if elected. If no vision plan is selected, there will be no contribution or adjustment to salary made by the Board. The Board contribution for a single vision plan is the same for all employee groups (certified staff positions and support staff positions). The available plan is the same for all employee groups (certified staff positions and support staff positions).
- D.) **Life Insurance** – The Board of School Trustees will provide a term life insurance plan in the amount of \$50,000.00. The Board will provide an annual contribution of \$71.00 for staff members with no dependents and \$85.40 for staff members with dependents. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).
- E.) **Long Term Disability** - The Board of School Trustees will provide an annual contribution of 0.511% of the base salary toward a long-term disability insurance plan. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).

- F.) **403(b) Voluntary Retirement Savings** – The Board of School Trustees will provide up to a 3% match to the 403(b) Voluntary Retirement Savings Plan for plan participants. The Board provides the same contribution level to all employee groups (certified staff positions and support staff positions).
- G.) **Indiana Public Retirement System (formerly known as TRF/PERF)** – The Board of School Trustees will provide an annual contribution to INPRS per State of Indiana guidelines and will contribute the mandatory employee contribution on the employee's behalf. The Board provides the same contribution level for all INPRS qualified positions.
- H.) **Paid Leave Time** – The Board of School Trustees will provide paid leave time (sick, family illness, personal, bereavement, jury duty, military, adoptive, maternity, and paternity) as provided for all certified staff positions.
- I.) **Vacation Time (applicable to 12-month administrators only)** – The Board of School Trustees will provide 4 weeks per year of paid vacation to all 12-month administrators.

All employee groups (certified staff positions and support staff positions) have the opportunity to elect supplemental insurance plans through American Fidelity or Madison National Life at the cost of the employee. There is no Board contribution for any supplemental plans elected.

Director of Human Resources Employment Agreement

This employment agreement (Agreement) is entered into by and between the Board of School Trustees of the Brownsburg Community School Corporation (Board) and **Jodi Gordon (Director of Human Resources)** under the powers granted to the Board pursuant to Indiana Code 20-5-2-2(7). The Board agrees to employ **Jodi Gordon** and **Jodi Gordon** agrees to be employed as the **Director of Human Resources** by the Board according to the terms and conditions that follow:

1. Duties of the Director of Human Resources

The **Director of Human Resources** will be expected to carry out the duties listed in the job description of this position and other duties as assigned by the Superintendent of Schools and/ or the Assistant Superintendent of Schools. The **Director of Human Resources** will report directly to the Superintendent of Schools and will be evaluated by him/her in writing, on an annual basis prior to June 30 of each year in which he is employed under the terms of this agreement.

2. Salary and Benefits

A. Salary

The **Director of Human Resources** shall be paid an annual salary of \$141,000.00 for the 2023-24 school year. For purposes of this agreement, the school year is defined as beginning on July 1 of the calendar year and ending on June 30 of the subsequent calendar year. Based upon the results of the written evaluation which shall be delivered to the **Director of Human Resources** in June of each school year and on the report of the Superintendent of Schools, the Board shall annually consider an increase in the base salary. The **Director of Human Resources** shall be paid in twenty-six (26) equal bi-weekly installments.

B. Leave

The **Director of Human Resources** shall be entitled to paid or unpaid leave in any circumstance in which paid or unpaid leave is required by State or Federal law or permitted by the Board Policy then in force for leaves for other 12 month certified administrators. Sick leave shall accrue and be credited in the same manner as for other certified employees.

C. Insurance

The **Director of Human Resources** shall be eligible for any and all insurance coverage for which other administrators are eligible. The types and terms of such coverage will be those established by the Board. The **Director of Human Resources** will be eligible for the administrative benefit package which includes Board contributions toward family medical as determined by the Board. The administrative benefit package also includes family dental and vision coverage at the cost of \$1.00 annually.

D. INPRS Employee Contributions

In addition to other consideration provided to the **Director of Human Resources** the Board shall make any required contribution to the Indiana Public Employee Retirement System in the same manner as it does for other 12 month administrators covered by INPRS and according to the regulations established by the INPRS Board.

E. Vacation and Holidays

The **Director of Human Resources** shall have four (4) weeks vacation as well as eleven (11) paid holidays in each school year of employment by the Board. Scheduling of vacation will be done with the knowledge and consent of the Superintendent of Schools.

F. Other Benefits

The **Director of Human Resources** shall be entitled to any other benefits not mentioned in this agreement but provided by the Board to its other 12 month administrators. This includes eligibility of the annuity match set forth for certified staff and/or administrators, whichever is greater, if the **Director of Human Resources** chooses to participate in the plan.

3. Term, Extension and Non-Renewal

The term of this agreement shall be July 1, 2023 through June 30, 2025 (with compensation reviewed annually) following which date this agreement is subject to automatic extensions of one school year (July 1 thru June 30) unless either party provides written notice of intent not to continue the employment relationship on or before July 1 prior to the year in which the agreement is due to expire. Should neither party provide such notice, the agreement will automatically extend for one year.

4. Cancellation of Agreement

The Board may cancel this agreement during its term for cause. Prior to cancellation of the agreement for cause, the Board shall afford the **Director of Human Resources** the opportunity to present evidence to the Board which would tend to disprove the cause(s) for which the Board is considering cancellation.

5. Limitation of Agreement

This agreement contains all of the terms agreed to by the parties subject only to policies of the Board specifically referred to in this agreement. This agreement replaces any previous agreement signed by all parties.

AGREED TO THIS 9th DAY OF October, 2023.

For the Board



Jessica Heffernan, President
Board of School Trustees



Jim Snapp
Superintendent of Schools



Jodi Gordon
Director of Human Resources

BROWNSBURG COMMUNITY SCHOOL CORPORATION

ADMINISTRATIVE BENEFIT PACKAGE

Effective July 1, 2023

- A.) **Medical Insurance** – For Plan year 2023, the Board of School Trustees will provide an annual contribution of up to \$10,512.00 for a single medical plan, if elected, or up to \$22,576.00 for a family medical plan, if elected and for plan year 2024 up to \$10,992.00 for a single medical plan, if elected, or up to \$23,776.20 for a family medical plan, if elected. If no medical plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plans are the same for all employee groups (certified staff positions and support staff positions).
- B.) **Dental Insurance** – For plan year 2023, the Board of School Trustees will provide an annual contribution up to \$384.92 for a single dental plan, if elected, or \$1,180.52 for a family dental plan, if elected and for plan year 2024, will provide an annual contribution up to \$415.76 for a single dental plan, if elected, or \$1,275.08 for a family dental plan, if elected. If no dental plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plan is the same for all employee groups (certified staff positions and support staff positions).
- C.) **Vision Insurance** – For plan year 2023, the Board of School Trustees will provide an annual contribution of \$145.40 for a single vision plan, if elected, or \$314.12 for a family vision plan, if elected, and for plan year 2024, will provide an annual contribution up to \$157.16 for a single vision plan, if elected, or up to \$339.32 for a family vision plan, if elected. If no vision plan is selected, there will be no contribution or adjustment to salary made by the Board. The Board contribution for a single vision plan is the same for all employee groups (certified staff positions and support staff positions). The available plan is the same for all employee groups (certified staff positions and support staff positions).
- D.) **Life Insurance** – The Board of School Trustees will provide a term life insurance plan in the amount of \$50,000.00. The Board will provide an annual contribution of \$71.00 for staff members with no dependents and \$85.40 for staff members with dependents. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).
- E.) **Long Term Disability** - The Board of School Trustees will provide an annual contribution of 0.511% of the base salary toward a long-term disability insurance plan. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).

- F.) **403(b) Voluntary Retirement Savings** – The Board of School Trustees will provide up to a 3% match to the 403(b) Voluntary Retirement Savings Plan for plan participants. The Board provides the same contribution level to all employee groups (certified staff positions and support staff positions).
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- I.) **Vacation Time (applicable to 12-month administrators only)** – The Board of School Trustees will provide 4 weeks per year of paid vacation to all 12-month administrators.

All employee groups (certified staff positions and support staff positions) have the opportunity to elect supplemental insurance plans through American Fidelity or Madison National Life at the cost of the employee. There is no Board contribution for any supplemental plans elected.

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)*

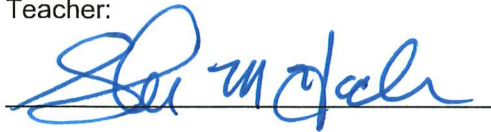
This regular teacher contract ("Contract") is by and between the governing body of the BROWNSBURG COMM SCHOOL CORP ("Corporation") and SHANE M HACKER ("Teacher"). SHANE M HACKER is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning July 01, 2023 and ending on June 30, 2025. Ind. Code 20-28-6-2(a) (3) (A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of 260.00 days. Ind. Code 20-28-6-2(a) (3) (B)
3. The number of hours per day the Teacher is expected to work under this Contract is 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 \$160,000.00 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(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 9th day of October, 2023.

Teacher:



School Corporation by:



President

Attested:



Superintendent



Secretary

BROWNSBURG COMMUNITY SCHOOL CORPORATION

ADMINISTRATIVE BENEFIT PACKAGE

Effective July 1, 2023

- A.) **Medical Insurance** – For Plan year 2023, the Board of School Trustees will provide an annual contribution of up to \$10,512.00 for a single medical plan, if elected, or up to \$22,576.00 for a family medical plan, if elected and for plan year 2024 up to \$10,992.00 for a single medical plan, if elected, or up to \$23,776.20 for a family medical plan, if elected. If no medical plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plans are the same for all employee groups (certified staff positions and support staff positions).
- B.) **Dental Insurance** – For plan year 2023, the Board of School Trustees will provide an annual contribution up to \$384.92 for a single dental plan, if elected, or \$1,180.52 for a family dental plan, if elected and for plan year 2024, will provide an annual contribution up to \$415.76 for a single dental plan, if elected, or \$1,275.08 for a family dental plan, if elected. If no dental plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plan is the same for all employee groups (certified staff positions and support staff positions).
- C.) **Vision Insurance** – For plan year 2023, the Board of School Trustees will provide an annual contribution of \$145.40 for a single vision plan, if elected, or \$314.12 for a family vision plan, if elected, and for plan year 2024, will provide an annual contribution up to \$157.16 for a single vision plan, if elected, or up to \$339.32 for a family vision plan, if elected. If no vision plan is selected, there will be no contribution or adjustment to salary made by the Board. The Board contribution for a single vision plan is the same for all employee groups (certified staff positions and support staff positions). The available plan is the same for all employee groups (certified staff positions and support staff positions).
- D.) **Life Insurance** – The Board of School Trustees will provide a term life insurance plan in the amount of \$50,000.00. The Board will provide an annual contribution of \$71.00 for staff members with no dependents and \$85.40 for staff members with dependents. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).
- E.) **Long Term Disability** - The Board of School Trustees will provide an annual contribution of 0.511% of the base salary toward a long-term disability insurance plan. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).

- F.) **403(b) Voluntary Retirement Savings** – The Board of School Trustees will provide up to a 3% match to the 403(b) Voluntary Retirement Savings Plan for plan participants. The Board provides the same contribution level to all employee groups (certified staff positions and support staff positions).
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- I.) **Vacation Time (applicable to 12-month administrators only)** – The Board of School Trustees will provide 4 weeks per year of paid vacation to all 12-month administrators.

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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 BROWNSBURG COMM SCHOOL CORP ("Corporation") and Jessica L Heckman ("Teacher"). Jessica L Heckman is a teacher as defined in Ind. Code 20-18-2-22.

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


1. The Teacher shall teach in the schools of the Corporation for the school term beginning July 01, 2023 and ending on June 30, 2025. Ind. Code 20-28-6-2(a) (3) (A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of 220.00 days. Ind. Code 20-28-6-2(a) (3) (B)
3. The number of hours per day the Teacher is expected to work under this Contract is Ind. Code 20-28-6-2(a) (3) (E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of \$108,600.00 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(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
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Agreed this 9th day of October, 2023.

Teacher:




School Corporation by:



President

Attested:



Superintendent



Secretary

BROWNSBURG COMMUNITY SCHOOL CORPORATION

ADMINISTRATIVE BENEFIT PACKAGE

Effective July 1, 2023

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- D.) **Life Insurance** – The Board of School Trustees will provide a term life insurance plan in the amount of \$50,000.00. The Board will provide an annual contribution of \$71.00 for staff members with no dependents and \$85.40 for staff members with dependents. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).
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- H.) **Paid Leave Time** – The Board of School Trustees will provide paid leave time (sick, family illness, personal, bereavement, jury duty, military, adoptive, maternity, and paternity) as provided for all certified staff positions.
- I.) **Vacation Time (applicable to 12-month administrators only)** – The Board of School Trustees will provide 4 weeks per year of paid vacation to all 12-month administrators.

All employee groups (certified staff positions and support staff positions) have the opportunity to elect supplemental insurance plans through American Fidelity or Madison National Life at the cost of the employee. There is no Board contribution for any supplemental plans elected.

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 BROWNSBURG COMM SCHOOL CORP ("Corporation") and BRANDON C HUBBELL ("Teacher"). BRANDON C HUBBELL is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning July 01, 2023 and ending on June 30, 2025. Ind. Code 20-28-6-2(a) (3) (A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of 220.00 days. Ind. Code 20-28-6-2(a) (3) (B)
3. The number of hours per day the Teacher is expected to work under this Contract is Ind. Code 20-28-6-2(a) (3) (E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of \$108,600.00 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(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 9th day of October, 2023.

Teacher:

_____

School Corporation by:

_____

President

Attested:

_____

Superintendent

_____

Secretary

BROWNSBURG COMMUNITY SCHOOL CORPORATION

ADMINISTRATIVE BENEFIT PACKAGE

Effective July 1, 2023

- A.) **Medical Insurance** – For Plan year 2023, the Board of School Trustees will provide an annual contribution of up to \$10,512.00 for a single medical plan, if elected, or up to \$22,576.00 for a family medical plan, if elected and for plan year 2024 up to \$10,992.00 for a single medical plan, if elected, or up to \$23,776.20 for a family medical plan, if elected. If no medical plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plans are the same for all employee groups (certified staff positions and support staff positions).
- B.) **Dental Insurance** – For plan year 2023, the Board of School Trustees will provide an annual contribution up to \$384.92 for a single dental plan, if elected, or \$1,180.52 for a family dental plan, if elected and for plan year 2024, will provide an annual contribution up to \$415.76 for a single dental plan, if elected, or \$1,275.08 for a family dental plan, if elected. If no dental plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plan is the same for all employee groups (certified staff positions and support staff positions).
- C.) **Vision Insurance** – For plan year 2023, the Board of School Trustees will provide an annual contribution of \$145.40 for a single vision plan, if elected, or \$314.12 for a family vision plan, if elected, and for plan year 2024, will provide an annual contribution up to \$157.16 for a single vision plan, if elected, or up to \$339.32 for a family vision plan, if elected. If no vision plan is selected, there will be no contribution or adjustment to salary made by the Board. The Board contribution for a single vision plan is the same for all employee groups (certified staff positions and support staff positions). The available plan is the same for all employee groups (certified staff positions and support staff positions).
- D.) **Life Insurance** – The Board of School Trustees will provide a term life insurance plan in the amount of \$50,000.00. The Board will provide an annual contribution of \$71.00 for staff members with no dependents and \$85.40 for staff members with dependents. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).
- E.) **Long Term Disability** - The Board of School Trustees will provide an annual contribution of 0.511% of the base salary toward a long-term disability insurance plan. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).

- F.) **403(b) Voluntary Retirement Savings** – The Board of School Trustees will provide up to a 3% match to the 403(b) Voluntary Retirement Savings Plan for plan participants. The Board provides the same contribution level to all employee groups (certified staff positions and support staff positions).
- G.) **Indiana Public Retirement System (formerly known as TRF/PERF)** – The Board of School Trustees will provide an annual contribution to INPRS per State of Indiana guidelines and will contribute the mandatory employee contribution on the employee's behalf. The Board provides the same contribution level for all INPRS qualified positions.
- H.) **Paid Leave Time** – The Board of School Trustees will provide paid leave time (sick, family illness, personal, bereavement, jury duty, military, adoptive, maternity, and paternity) as provided for all certified staff positions.
- I.) **Vacation Time (applicable to 12-month administrators only)** – The Board of School Trustees will provide 4 weeks per year of paid vacation to all 12-month administrators.

All employee groups (certified staff positions and support staff positions) have the opportunity to elect supplemental insurance plans through American Fidelity or Madison National Life at the cost of the employee. There is no Board contribution for any supplemental plans elected.

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 BROWNSBURG COMM SCHOOL CORP ("Corporation") and AUSTIN J INGE ("Teacher"). AUSTIN J INGE is a teacher as defined in Ind. Code 20-18-2-22.

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

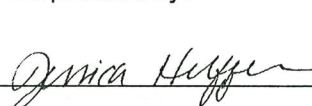
1. The Teacher shall teach in the schools of the Corporation for the school term beginning July 01, 2023 and ending on June 30, 2025. Ind. Code 20-28-6-2(a) (3) (A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of 220.00 days. Ind. Code 20-28-6-2(a) (3) (B)
3. The number of hours per day the Teacher is expected to work under this Contract is Ind. Code 20-28-6-2(a) (3) (E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of \$118,900.00 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(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 9th day of October, 2023.

Teacher:




School Corporation by:

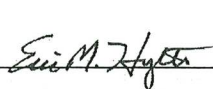


President

Attested:



Superintendent



Secretary

BROWNSBURG COMMUNITY SCHOOL CORPORATION

ADMINISTRATIVE BENEFIT PACKAGE

Effective July 1, 2023

- A.) **Medical Insurance** – For Plan year 2023, the Board of School Trustees will provide an annual contribution of up to \$10,512.00 for a single medical plan, if elected, or up to \$22,576.00 for a family medical plan, if elected and for plan year 2024 up to \$10,992.00 for a single medical plan, if elected, or up to \$23,776.20 for a family medical plan, if elected. If no medical plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plans are the same for all employee groups (certified staff positions and support staff positions).
- B.) **Dental Insurance** – For plan year 2023, the Board of School Trustees will provide an annual contribution up to \$384.92 for a single dental plan, if elected, or \$1,180.52 for a family dental plan, if elected and for plan year 2024, will provide an annual contribution up to \$415.76 for a single dental plan, if elected, or \$1,275.08 for a family dental plan, if elected. If no dental plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plan is the same for all employee groups (certified staff positions and support staff positions).
- C.) **Vision Insurance** – For plan year 2023, the Board of School Trustees will provide an annual contribution of \$145.40 for a single vision plan, if elected, or \$314.12 for a family vision plan, if elected, and for plan year 2024, will provide an annual contribution up to \$157.16 for a single vision plan, if elected, or up to \$339.32 for a family vision plan, if elected. If no vision plan is selected, there will be no contribution or adjustment to salary made by the Board. The Board contribution for a single vision plan is the same for all employee groups (certified staff positions and support staff positions). The available plan is the same for all employee groups (certified staff positions and support staff positions).
- D.) **Life Insurance** – The Board of School Trustees will provide a term life insurance plan in the amount of \$50,000.00. The Board will provide an annual contribution of \$71.00 for staff members with no dependents and \$85.40 for staff members with dependents. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).
- E.) **Long Term Disability** - The Board of School Trustees will provide an annual contribution of 0.511% of the base salary toward a long-term disability insurance plan. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).

- F.) **403(b) Voluntary Retirement Savings** – The Board of School Trustees will provide up to a 3% match to the 403(b) Voluntary Retirement Savings Plan for plan participants. The Board provides the same contribution level to all employee groups (certified staff positions and support staff positions).
- G.) **Indiana Public Retirement System (formerly known as TRF/PERF)** – The Board of School Trustees will provide an annual contribution to INPRS per State of Indiana guidelines and will contribute the mandatory employee contribution on the employee's behalf. The Board provides the same contribution level for all INPRS qualified positions.
- H.) **Paid Leave Time** – The Board of School Trustees will provide paid leave time (sick, family illness, personal, bereavement, jury duty, military, adoptive, maternity, and paternity) as provided for all certified staff positions.
- I.) **Vacation Time (applicable to 12-month administrators only)** – The Board of School Trustees will provide 4 weeks per year of paid vacation to all 12-month administrators.

All employee groups (certified staff positions and support staff positions) have the opportunity to elect supplemental insurance plans through American Fidelity or Madison National Life at the cost of the employee. There is no Board contribution for any supplemental plans elected.

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 **BROWNSBURG COMM SCHOOL CORP** ("Corporation") and **KATHRYN L JESSUP** ("Teacher"). **KATHRYN L JESSUP** is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning **July 01, 2023** and ending on **June 30, 2025**. Ind. Code 20-28-6-2(a) (3) (A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **260.00** days. Ind. Code 20-28-6-2(a) (3) (B)
3. The number of hours per day the Teacher is expected to work under this Contract is 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 **\$166,500.00** 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 **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(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 **9th** day of **October, 2023**.

Teacher:

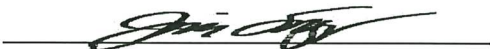


School Corporation by:



President

Attested:



Superintendent



Secretary

BROWNSBURG COMMUNITY SCHOOL CORPORATION

ADMINISTRATIVE BENEFIT PACKAGE

Effective July 1, 2023

- A.) **Medical Insurance** – For Plan year 2023, the Board of School Trustees will provide an annual contribution of up to \$10,512.00 for a single medical plan, if elected, or up to \$22,576.00 for a family medical plan, if elected and for plan year 2024 up to \$10,992.00 for a single medical plan, if elected, or up to \$23,776.20 for a family medical plan, if elected. If no medical plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plans are the same for all employee groups (certified staff positions and support staff positions).
- B.) **Dental Insurance** – For plan year 2023, the Board of School Trustees will provide an annual contribution up to \$384.92 for a single dental plan, if elected, or \$1,180.52 for a family dental plan, if elected and for plan year 2024, will provide an annual contribution up to \$415.76 for a single dental plan, if elected, or \$1,275.08 for a family dental plan, if elected. If no dental plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plan is the same for all employee groups (certified staff positions and support staff positions).
- C.) **Vision Insurance** – For plan year 2023, the Board of School Trustees will provide an annual contribution of \$145.40 for a single vision plan, if elected, or \$314.12 for a family vision plan, if elected, and for plan year 2024, will provide an annual contribution up to \$157.16 for a single vision plan, if elected, or up to \$339.32 for a family vision plan, if elected. If no vision plan is selected, there will be no contribution or adjustment to salary made by the Board. The Board contribution for a single vision plan is the same for all employee groups (certified staff positions and support staff positions). The available plan is the same for all employee groups (certified staff positions and support staff positions).
- D.) **Life Insurance** – The Board of School Trustees will provide a term life insurance plan in the amount of \$50,000.00. The Board will provide an annual contribution of \$71.00 for staff members with no dependents and \$85.40 for staff members with dependents. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).
- E.) **Long Term Disability** - The Board of School Trustees will provide an annual contribution of 0.511% of the base salary toward a long-term disability insurance plan. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).

- F.) **403(b) Voluntary Retirement Savings** – The Board of School Trustees will provide up to a 3% match to the 403(b) Voluntary Retirement Savings Plan for plan participants. The Board provides the same contribution level to all employee groups (certified staff positions and support staff positions).
- G.) **Indiana Public Retirement System (formerly known as TRF/PERF)** – The Board of School Trustees will provide an annual contribution to INPRS per State of Indiana guidelines and will contribute the mandatory employee contribution on the employee's behalf. The Board provides the same contribution level for all INPRS qualified positions.
- H.) **Paid Leave Time** – The Board of School Trustees will provide paid leave time (sick, family illness, personal, bereavement, jury duty, military, adoptive, maternity, and paternity) as provided for all certified staff positions.
- I.) **Vacation Time (applicable to 12-month administrators only)** – The Board of School Trustees will provide 4 weeks per year of paid vacation to all 12-month administrators.

All employee groups (certified staff positions and support staff positions) have the opportunity to elect supplemental insurance plans through American Fidelity or Madison National Life at the cost of the employee. There is no Board contribution for any supplemental plans elected.

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 BROWNSBURG COMM SCHOOL CORP ("Corporation") and LAURA E JOHNSON ("Teacher"). LAURA E JOHNSON is a teacher as defined in Ind. Code 20-18-2-22.

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

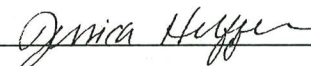
1. The Teacher shall teach in the schools of the Corporation for the school term beginning July 01, 2023 and ending on June 30, 2025. Ind. Code 20-28-6-2(a) (3) (A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of 260.00 days. Ind. Code 20-28-6-2(a) (3) (B)
3. The number of hours per day the Teacher is expected to work under this Contract is 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 \$141,000.00 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(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 9th day of October, 2023.

Teacher:



School Corporation by:




President

Attested:



Superintendent



Secretary

BROWNSBURG COMMUNITY SCHOOL CORPORATION

ADMINISTRATIVE BENEFIT PACKAGE

Effective July 1, 2023

- A.) **Medical Insurance** – For Plan year 2023, the Board of School Trustees will provide an annual contribution of up to \$10,512.00 for a single medical plan, if elected, or up to \$22,576.00 for a family medical plan, if elected and for plan year 2024 up to \$10,992.00 for a single medical plan, if elected, or up to \$23,776.20 for a family medical plan, if elected. If no medical plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plans are the same for all employee groups (certified staff positions and support staff positions).
- B.) **Dental Insurance** – For plan year 2023, the Board of School Trustees will provide an annual contribution up to \$384.92 for a single dental plan, if elected, or \$1,180.52 for a family dental plan, if elected and for plan year 2024, will provide an annual contribution up to \$415.76 for a single dental plan, if elected, or \$1,275.08 for a family dental plan, if elected. If no dental plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plan is the same for all employee groups (certified staff positions and support staff positions).
- C.) **Vision Insurance** – For plan year 2023, the Board of School Trustees will provide an annual contribution of \$145.40 for a single vision plan, if elected, or \$314.12 for a family vision plan, if elected, and for plan year 2024, will provide an annual contribution up to \$157.16 for a single vision plan, if elected, or up to \$339.32 for a family vision plan, if elected. If no vision plan is selected, there will be no contribution or adjustment to salary made by the Board. The Board contribution for a single vision plan is the same for all employee groups (certified staff positions and support staff positions). The available plan is the same for all employee groups (certified staff positions and support staff positions).
- D.) **Life Insurance** – The Board of School Trustees will provide a term life insurance plan in the amount of \$50,000.00. The Board will provide an annual contribution of \$71.00 for staff members with no dependents and \$85.40 for staff members with dependents. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).
- E.) **Long Term Disability** - The Board of School Trustees will provide an annual contribution of 0.511% of the base salary toward a long-term disability insurance plan. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).

- F.) **403(b) Voluntary Retirement Savings** – The Board of School Trustees will provide up to a 3% match to the 403(b) Voluntary Retirement Savings Plan for plan participants. The Board provides the same contribution level to all employee groups (certified staff positions and support staff positions).
- G.) **Indiana Public Retirement System (formerly known as TRF/PERF)** – The Board of School Trustees will provide an annual contribution to INPRS per State of Indiana guidelines and will contribute the mandatory employee contribution on the employee's behalf. The Board provides the same contribution level for all INPRS qualified positions.
- H.) **Paid Leave Time** – The Board of School Trustees will provide paid leave time (sick, family illness, personal, bereavement, jury duty, military, adoptive, maternity, and paternity) as provided for all certified staff positions.
- I.) **Vacation Time (applicable to 12-month administrators only)** – The Board of School Trustees will provide 4 weeks per year of paid vacation to all 12-month administrators.

All employee groups (certified staff positions and support staff positions) have the opportunity to elect supplemental insurance plans through American Fidelity or Madison National Life at the cost of the employee. There is no Board contribution for any supplemental plans elected.

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 BROWNSBURG COMM SCHOOL CORP ("Corporation") and KAMARIA A LAKES ("Teacher"). KAMARIA A LAKES is a teacher as defined in Ind. Code 20-18-2-22.

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

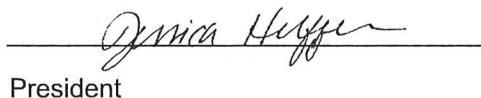
1. The Teacher shall teach in the schools of the Corporation for the school term beginning July 01, 2023 and ending on June 30, 2025. Ind. Code 20-28-6-2(a) (3) (A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of 220.00 days. Ind. Code 20-28-6-2(a) (3) (B)
3. The number of hours per day the Teacher is expected to work under this Contract is Ind. Code 20-28-6-2(a) (3) (E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of \$103,000.00 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(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 9th day of October, 2023.



Teacher:



School Corporation by:


President

Attested:


Superintendent
Secretary

BROWNSBURG COMMUNITY SCHOOL CORPORATION

ADMINISTRATIVE BENEFIT PACKAGE

Effective July 1, 2023

- A.) **Medical Insurance** – For Plan year 2023, the Board of School Trustees will provide an annual contribution of up to \$10,512.00 for a single medical plan, if elected, or up to \$22,576.00 for a family medical plan, if elected and for plan year 2024 up to \$10,992.00 for a single medical plan, if elected, or up to \$23,776.20 for a family medical plan, if elected. If no medical plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plans are the same for all employee groups (certified staff positions and support staff positions).
- B.) **Dental Insurance** – For plan year 2023, the Board of School Trustees will provide an annual contribution up to \$384.92 for a single dental plan, if elected, or \$1,180.52 for a family dental plan, if elected and for plan year 2024, will provide an annual contribution up to \$415.76 for a single dental plan, if elected, or \$1,275.08 for a family dental plan, if elected. If no dental plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plan is the same for all employee groups (certified staff positions and support staff positions).
- C.) **Vision Insurance** – For plan year 2023, the Board of School Trustees will provide an annual contribution of \$145.40 for a single vision plan, if elected, or \$314.12 for a family vision plan, if elected, and for plan year 2024, will provide an annual contribution up to \$157.16 for a single vision plan, if elected, or up to \$339.32 for a family vision plan, if elected. If no vision plan is selected, there will be no contribution or adjustment to salary made by the Board. The Board contribution for a single vision plan is the same for all employee groups (certified staff positions and support staff positions). The available plan is the same for all employee groups (certified staff positions and support staff positions).
- D.) **Life Insurance** – The Board of School Trustees will provide a term life insurance plan in the amount of \$50,000.00. The Board will provide an annual contribution of \$71.00 for staff members with no dependents and \$85.40 for staff members with dependents. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).
- E.) **Long Term Disability** - The Board of School Trustees will provide an annual contribution of 0.511% of the base salary toward a long-term disability insurance plan. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).

- F.) **403(b) Voluntary Retirement Savings** – The Board of School Trustees will provide up to a 3% match to the 403(b) Voluntary Retirement Savings Plan for plan participants. The Board provides the same contribution level to all employee groups (certified staff positions and support staff positions).
- G.) **Indiana Public Retirement System (formerly known as TRF/PERF)** – The Board of School Trustees will provide an annual contribution to INPRS per State of Indiana guidelines and will contribute the mandatory employee contribution on the employee's behalf. The Board provides the same contribution level for all INPRS qualified positions.
- H.) **Paid Leave Time** – The Board of School Trustees will provide paid leave time (sick, family illness, personal, bereavement, jury duty, military, adoptive, maternity, and paternity) as provided for all certified staff positions.
- I.) **Vacation Time (applicable to 12-month administrators only)** – The Board of School Trustees will provide 4 weeks per year of paid vacation to all 12-month administrators.

All employee groups (certified staff positions and support staff positions) have the opportunity to elect supplemental insurance plans through American Fidelity or Madison National Life at the cost of the employee. There is no Board contribution for any supplemental plans elected.

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 BROWNSBURG COMM SCHOOL CORP ("Corporation") and KATHLEEN R LINGERICH ("Teacher"). KATHLEEN R LINGERICH is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning July 01, 2023 and ending on June 30, 2025. Ind. Code 20-28-6-2(a) (3) (A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of 220.00 days. Ind. Code 20-28-6-2(a) (3) (B)
3. The number of hours per day the Teacher is expected to work under this Contract is 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 \$127,900.00 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(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 9th day of October, 2023.

Teacher:



School Corporation by:



President

Attested:



Superintendent



Secretary

BROWNSBURG COMMUNITY SCHOOL CORPORATION

ADMINISTRATIVE BENEFIT PACKAGE

Effective July 1, 2023

- A.) **Medical Insurance** – For Plan year 2023, the Board of School Trustees will provide an annual contribution of up to \$10,512.00 for a single medical plan, if elected, or up to \$22,576.00 for a family medical plan, if elected and for plan year 2024 up to \$10,992.00 for a single medical plan, if elected, or up to \$23,776.20 for a family medical plan, if elected. If no medical plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plans are the same for all employee groups (certified staff positions and support staff positions).
- B.) **Dental Insurance** – For plan year 2023, the Board of School Trustees will provide an annual contribution up to \$384.92 for a single dental plan, if elected, or \$1,180.52 for a family dental plan, if elected and for plan year 2024, will provide an annual contribution up to \$415.76 for a single dental plan, if elected, or \$1,275.08 for a family dental plan, if elected. If no dental plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plan is the same for all employee groups (certified staff positions and support staff positions).
- C.) **Vision Insurance** – For plan year 2023, the Board of School Trustees will provide an annual contribution of \$145.40 for a single vision plan, if elected, or \$314.12 for a family vision plan, if elected, and for plan year 2024, will provide an annual contribution up to \$157.16 for a single vision plan, if elected, or up to \$339.32 for a family vision plan, if elected. If no vision plan is selected, there will be no contribution or adjustment to salary made by the Board. The Board contribution for a single vision plan is the same for all employee groups (certified staff positions and support staff positions). The available plan is the same for all employee groups (certified staff positions and support staff positions).
- D.) **Life Insurance** – The Board of School Trustees will provide a term life insurance plan in the amount of \$50,000.00. The Board will provide an annual contribution of \$71.00 for staff members with no dependents and \$85.40 for staff members with dependents. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).
- E.) **Long Term Disability** - The Board of School Trustees will provide an annual contribution of 0.511% of the base salary toward a long-term disability insurance plan. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).

- F.) **403(b) Voluntary Retirement Savings** – The Board of School Trustees will provide up to a 3% match to the 403(b) Voluntary Retirement Savings Plan for plan participants. The Board provides the same contribution level to all employee groups (certified staff positions and support staff positions).
- G.) **Indiana Public Retirement System (formerly known as TRF/PERF)** – The Board of School Trustees will provide an annual contribution to INPRS per State of Indiana guidelines and will contribute the mandatory employee contribution on the employee's behalf. The Board provides the same contribution level for all INPRS qualified positions.
- H.) **Paid Leave Time** – The Board of School Trustees will provide paid leave time (sick, family illness, personal, bereavement, jury duty, military, adoptive, maternity, and paternity) as provided for all certified staff positions.
- I.) **Vacation Time (applicable to 12-month administrators only)** – The Board of School Trustees will provide 4 weeks per year of paid vacation to all 12-month administrators.

All employee groups (certified staff positions and support staff positions) have the opportunity to elect supplemental insurance plans through American Fidelity or Madison National Life at the cost of the employee. There is no Board contribution for any supplemental plans elected.

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 BROWNSBURG COMM SCHOOL CORP ("Corporation") and ANNE E LESKO ("Teacher"). ANNE E LESKO is a teacher as defined in Ind. Code 20-18-2-22.

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

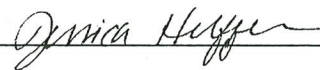
1. The Teacher shall teach in the schools of the Corporation for the school term beginning July 01, 2023 and ending on June 30, 2025. Ind. Code 20-28-6-2(a) (3) (A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of 220.00 days. Ind. Code 20-28-6-2(a) (3) (B)
3. The number of hours per day the Teacher is expected to work under this Contract is Ind. Code 20-28-6-2(a) (3) (E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of \$135,500.00 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 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(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 9th day of October, 2023.

Teacher:



School Corporation by:



President

Attested:



Superintendent



Secretary

BROWNSBURG COMMUNITY SCHOOL CORPORATION

ADMINISTRATIVE BENEFIT PACKAGE

Effective July 1, 2023

- A.) **Medical Insurance** – For Plan year 2023, the Board of School Trustees will provide an annual contribution of up to \$10,512.00 for a single medical plan, if elected, or up to \$22,576.00 for a family medical plan, if elected and for plan year 2024 up to \$10,992.00 for a single medical plan, if elected, or up to \$23,776.20 for a family medical plan, if elected. If no medical plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plans are the same for all employee groups (certified staff positions and support staff positions).
- B.) **Dental Insurance** – For plan year 2023, the Board of School Trustees will provide an annual contribution up to \$384.92 for a single dental plan, if elected, or \$1,180.52 for a family dental plan, if elected and for plan year 2024, will provide an annual contribution up to \$415.76 for a single dental plan, if elected, or \$1,275.08 for a family dental plan, if elected. If no dental plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plan is the same for all employee groups (certified staff positions and support staff positions).
- C.) **Vision Insurance** – For plan year 2023, the Board of School Trustees will provide an annual contribution of \$145.40 for a single vision plan, if elected, or \$314.12 for a family vision plan, if elected, and for plan year 2024, will provide an annual contribution up to \$157.16 for a single vision plan, if elected, or up to \$339.32 for a family vision plan, if elected. If no vision plan is selected, there will be no contribution or adjustment to salary made by the Board. The Board contribution for a single vision plan is the same for all employee groups (certified staff positions and support staff positions). The available plan is the same for all employee groups (certified staff positions and support staff positions).
- D.) **Life Insurance** – The Board of School Trustees will provide a term life insurance plan in the amount of \$50,000.00. The Board will provide an annual contribution of \$71.00 for staff members with no dependents and \$85.40 for staff members with dependents. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).
- E.) **Long Term Disability** - The Board of School Trustees will provide an annual contribution of 0.511% of the base salary toward a long-term disability insurance plan. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).

- F.) **403(b) Voluntary Retirement Savings** – The Board of School Trustees will provide up to a 3% match to the 403(b) Voluntary Retirement Savings Plan for plan participants. The Board provides the same contribution level to all employee groups (certified staff positions and support staff positions).
- G.) **Indiana Public Retirement System (formerly known as TRF/PERF)** – The Board of School Trustees will provide an annual contribution to INPRS per State of Indiana guidelines and will contribute the mandatory employee contribution on the employee's behalf. The Board provides the same contribution level for all INPRS qualified positions.
- H.) **Paid Leave Time** – The Board of School Trustees will provide paid leave time (sick, family illness, personal, bereavement, jury duty, military, adoptive, maternity, and paternity) as provided for all certified staff positions.
- I.) **Vacation Time (applicable to 12-month administrators only)** – The Board of School Trustees will provide 4 weeks per year of paid vacation to all 12-month administrators.

All employee groups (certified staff positions and support staff positions) have the opportunity to elect supplemental insurance plans through American Fidelity or Madison National Life at the cost of the employee. There is no Board contribution for any supplemental plans elected.

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)*

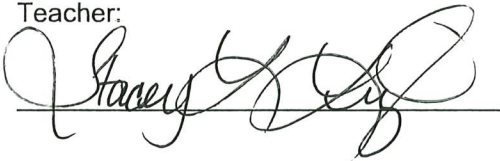
This regular teacher contract ("Contract") is by and between the governing body of the BROWNSBURG COMM SCHOOL CORP ("Corporation") and Stacey L Lingelbaugh ("Teacher"). Stacey L Lingelbaugh is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning July 01, 2023 and ending on June 30, 2025. Ind. Code 20-28-6-2(a) (3) (A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of 220.00 days. Ind. Code 20-28-6-2(a) (3) (B)
3. The number of hours per day the Teacher is expected to work under this Contract is 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 \$125,000.00 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(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 9th day of October, 2023.

Teacher:



School Corporation by:



President

Attested:



Superintendent



Secretary

BROWNSBURG COMMUNITY SCHOOL CORPORATION

ADMINISTRATIVE BENEFIT PACKAGE

Effective July 1, 2023

- A.) **Medical Insurance** – For Plan year 2023, the Board of School Trustees will provide an annual contribution of up to \$10,512.00 for a single medical plan, if elected, or up to \$22,576.00 for a family medical plan, if elected and for plan year 2024 up to \$10,992.00 for a single medical plan, if elected, or up to \$23,776.20 for a family medical plan, if elected. If no medical plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plans are the same for all employee groups (certified staff positions and support staff positions).
- B.) **Dental Insurance** – For plan year 2023, the Board of School Trustees will provide an annual contribution up to \$384.92 for a single dental plan, if elected, or \$1,180.52 for a family dental plan, if elected and for plan year 2024, will provide an annual contribution up to \$415.76 for a single dental plan, if elected, or \$1,275.08 for a family dental plan, if elected. If no dental plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plan is the same for all employee groups (certified staff positions and support staff positions).
- C.) **Vision Insurance** – For plan year 2023, the Board of School Trustees will provide an annual contribution of \$145.40 for a single vision plan, if elected, or \$314.12 for a family vision plan, if elected, and for plan year 2024, will provide an annual contribution up to \$157.16 for a single vision plan, if elected, or up to \$339.32 for a family vision plan, if elected. If no vision plan is selected, there will be no contribution or adjustment to salary made by the Board. The Board contribution for a single vision plan is the same for all employee groups (certified staff positions and support staff positions). The available plan is the same for all employee groups (certified staff positions and support staff positions).
- D.) **Life Insurance** – The Board of School Trustees will provide a term life insurance plan in the amount of \$50,000.00. The Board will provide an annual contribution of \$71.00 for staff members with no dependents and \$85.40 for staff members with dependents. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).
- E.) **Long Term Disability** - The Board of School Trustees will provide an annual contribution of 0.511% of the base salary toward a long-term disability insurance plan. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).

- F.) **403(b) Voluntary Retirement Savings** – The Board of School Trustees will provide up to a 3% match to the 403(b) Voluntary Retirement Savings Plan for plan participants. The Board provides the same contribution level to all employee groups (certified staff positions and support staff positions).
- G.) **Indiana Public Retirement System (formerly known as TRF/PERF)** – The Board of School Trustees will provide an annual contribution to INPRS per State of Indiana guidelines and will contribute the mandatory employee contribution on the employee's behalf. The Board provides the same contribution level for all INPRS qualified positions.
- H.) **Paid Leave Time** – The Board of School Trustees will provide paid leave time (sick, family illness, personal, bereavement, jury duty, military, adoptive, maternity, and paternity) as provided for all certified staff positions.
- I.) **Vacation Time (applicable to 12-month administrators only)** – The Board of School Trustees will provide 4 weeks per year of paid vacation to all 12-month administrators.

All employee groups (certified staff positions and support staff positions) have the opportunity to elect supplemental insurance plans through American Fidelity or Madison National Life at the cost of the employee. There is no Board contribution for any supplemental plans elected.

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 BROWNSBURG COMM SCHOOL CORP ("Corporation") and KIMBERLY K LIPPE ("Teacher"). KIMBERLY K LIPPE is a teacher as defined in Ind. Code 20-18-2-22.

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


1. The Teacher shall teach in the schools of the Corporation for the school term beginning July 01, 2023 and ending on June 30, 2025. Ind. Code 20-28-6-2(a) (3) (A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of 217.00 days. Ind. Code 20-28-6-2(a) (3) (B)
3. The number of hours per day the Teacher is expected to work under this Contract is 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 \$131,869.33 during the school year. Ind. Code 20-28-6-2(a) (3) (C)
5. The Corporation shall pay this amount in 22 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(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 9th day of October, 2023.

Teacher:



School Corporation by:




President

Attested:



Superintendent



Secretary

BROWNSBURG COMMUNITY SCHOOL CORPORATION

ADMINISTRATIVE BENEFIT PACKAGE

Effective July 1, 2023

- A.) **Medical Insurance** – For Plan year 2023, the Board of School Trustees will provide an annual contribution of up to \$10,512.00 for a single medical plan, if elected, or up to \$22,576.00 for a family medical plan, if elected and for plan year 2024 up to \$10,992.00 for a single medical plan, if elected, or up to \$23,776.20 for a family medical plan, if elected. If no medical plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plans are the same for all employee groups (certified staff positions and support staff positions).
- B.) **Dental Insurance** – For plan year 2023, the Board of School Trustees will provide an annual contribution up to \$384.92 for a single dental plan, if elected, or \$1,180.52 for a family dental plan, if elected and for plan year 2024, will provide an annual contribution up to \$415.76 for a single dental plan, if elected, or \$1,275.08 for a family dental plan, if elected. If no dental plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plan is the same for all employee groups (certified staff positions and support staff positions).
- C.) **Vision Insurance** – For plan year 2023, the Board of School Trustees will provide an annual contribution of \$145.40 for a single vision plan, if elected, or \$314.12 for a family vision plan, if elected, and for plan year 2024, will provide an annual contribution up to \$157.16 for a single vision plan, if elected, or up to \$339.32 for a family vision plan, if elected. If no vision plan is selected, there will be no contribution or adjustment to salary made by the Board. The Board contribution for a single vision plan is the same for all employee groups (certified staff positions and support staff positions). The available plan is the same for all employee groups (certified staff positions and support staff positions).
- D.) **Life Insurance** – The Board of School Trustees will provide a term life insurance plan in the amount of \$50,000.00. The Board will provide an annual contribution of \$71.00 for staff members with no dependents and \$85.40 for staff members with dependents. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).
- E.) **Long Term Disability** - The Board of School Trustees will provide an annual contribution of 0.511% of the base salary toward a long-term disability insurance plan. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).

- F.) **403(b) Voluntary Retirement Savings** – The Board of School Trustees will provide up to a 3% match to the 403(b) Voluntary Retirement Savings Plan for plan participants. The Board provides the same contribution level to all employee groups (certified staff positions and support staff positions).
- G.) **Indiana Public Retirement System (formerly known as TRF/PERF)** – The Board of School Trustees will provide an annual contribution to INPRS per State of Indiana guidelines and will contribute the mandatory employee contribution on the employee's behalf. The Board provides the same contribution level for all INPRS qualified positions.
- H.) **Paid Leave Time** – The Board of School Trustees will provide paid leave time (sick, family illness, personal, bereavement, jury duty, military, adoptive, maternity, and paternity) as provided for all certified staff positions.
- I.) **Vacation Time (applicable to 12-month administrators only)** – The Board of School Trustees will provide 4 weeks per year of paid vacation to all 12-month administrators.

All employee groups (certified staff positions and support staff positions) have the opportunity to elect supplemental insurance plans through American Fidelity or Madison National Life at the cost of the employee. There is no Board contribution for any supplemental plans elected.

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)*

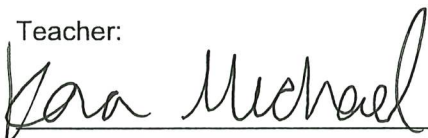
This regular teacher contract ("Contract") is by and between the governing body of the BROWNSBURG COMM SCHOOL CORP ("Corporation") and Kara S Michael ("Teacher"). Kara S Michael is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning July 01, 2023 and ending on June 30, 2025. Ind. Code 20-28-6-2(a) (3) (A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of 213.00 days. Ind. Code 20-28-6-2(a) (3) (B)
3. The number of hours per day the Teacher is expected to work under this Contract is Ind. Code 20-28-6-2(a) (3) (E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of \$105,241.37 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(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 9th day of October, 2023.

Teacher:




School Corporation by:



President

Attested:



Superintendent



Secretary

BROWNSBURG COMMUNITY SCHOOL CORPORATION

ADMINISTRATIVE BENEFIT PACKAGE

Effective July 1, 2023

- A.) **Medical Insurance** – For Plan year 2023, the Board of School Trustees will provide an annual contribution of up to \$10,512.00 for a single medical plan, if elected, or up to \$22,576.00 for a family medical plan, if elected and for plan year 2024 up to \$10,992.00 for a single medical plan, if elected, or up to \$23,776.20 for a family medical plan, if elected. If no medical plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plans are the same for all employee groups (certified staff positions and support staff positions).
- B.) **Dental Insurance** – For plan year 2023, the Board of School Trustees will provide an annual contribution up to \$384.92 for a single dental plan, if elected, or \$1,180.52 for a family dental plan, if elected and for plan year 2024, will provide an annual contribution up to \$415.76 for a single dental plan, if elected, or \$1,275.08 for a family dental plan, if elected. If no dental plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plan is the same for all employee groups (certified staff positions and support staff positions).
- C.) **Vision Insurance** – For plan year 2023, the Board of School Trustees will provide an annual contribution of \$145.40 for a single vision plan, if elected, or \$314.12 for a family vision plan, if elected, and for plan year 2024, will provide an annual contribution up to \$157.16 for a single vision plan, if elected, or up to \$339.32 for a family vision plan, if elected. If no vision plan is selected, there will be no contribution or adjustment to salary made by the Board. The Board contribution for a single vision plan is the same for all employee groups (certified staff positions and support staff positions). The available plan is the same for all employee groups (certified staff positions and support staff positions).
- D.) **Life Insurance** – The Board of School Trustees will provide a term life insurance plan in the amount of \$50,000.00. The Board will provide an annual contribution of \$71.00 for staff members with no dependents and \$85.40 for staff members with dependents. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).
- E.) **Long Term Disability** - The Board of School Trustees will provide an annual contribution of 0.511% of the base salary toward a long-term disability insurance plan. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).

- F.) **403(b) Voluntary Retirement Savings** – The Board of School Trustees will provide up to a 3% match to the 403(b) Voluntary Retirement Savings Plan for plan participants. The Board provides the same contribution level to all employee groups (certified staff positions and support staff positions).
- G.) **Indiana Public Retirement System (formerly known as TRF/PERF)** – The Board of School Trustees will provide an annual contribution to INPRS per State of Indiana guidelines and will contribute the mandatory employee contribution on the employee's behalf. The Board provides the same contribution level for all INPRS qualified positions.
- H.) **Paid Leave Time** – The Board of School Trustees will provide paid leave time (sick, family illness, personal, bereavement, jury duty, military, adoptive, maternity, and paternity) as provided for all certified staff positions.
- I.) **Vacation Time (applicable to 12-month administrators only)** – The Board of School Trustees will provide 4 weeks per year of paid vacation to all 12-month administrators.

All employee groups (certified staff positions and support staff positions) have the opportunity to elect supplemental insurance plans through American Fidelity or Madison National Life at the cost of the employee. There is no Board contribution for any supplemental plans elected.

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 BROWNSBURG COMM SCHOOL CORP ("Corporation") and KATHRYN L MITCHELL ("Teacher"). KATHRYN L MITCHELL is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning July 01, 2023 and ending on June 30, 2025. Ind. Code 20-28-6-2(a) (3) (A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of 260.00 days. Ind. Code 20-28-6-2(a) (3) (B)
3. The number of hours per day the Teacher is expected to work under this Contract is 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 \$122,100.00 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(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 9th day of October, 2023.

Teacher:



School Corporation by:



President

Attested:



Superintendent



Secretary

BROWNSBURG COMMUNITY SCHOOL CORPORATION

ADMINISTRATIVE BENEFIT PACKAGE

Effective July 1, 2023

- A.) **Medical Insurance** – For Plan year 2023, the Board of School Trustees will provide an annual contribution of up to \$10,512.00 for a single medical plan, if elected, or up to \$22,576.00 for a family medical plan, if elected and for plan year 2024 up to \$10,992.00 for a single medical plan, if elected, or up to \$23,776.20 for a family medical plan, if elected. If no medical plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plans are the same for all employee groups (certified staff positions and support staff positions).
- B.) **Dental Insurance** – For plan year 2023, the Board of School Trustees will provide an annual contribution up to \$384.92 for a single dental plan, if elected, or \$1,180.52 for a family dental plan, if elected and for plan year 2024, will provide an annual contribution up to \$415.76 for a single dental plan, if elected, or \$1,275.08 for a family dental plan, if elected. If no dental plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plan is the same for all employee groups (certified staff positions and support staff positions).
- C.) **Vision Insurance** – For plan year 2023, the Board of School Trustees will provide an annual contribution of \$145.40 for a single vision plan, if elected, or \$314.12 for a family vision plan, if elected, and for plan year 2024, will provide an annual contribution up to \$157.16 for a single vision plan, if elected, or up to \$339.32 for a family vision plan, if elected. If no vision plan is selected, there will be no contribution or adjustment to salary made by the Board. The Board contribution for a single vision plan is the same for all employee groups (certified staff positions and support staff positions). The available plan is the same for all employee groups (certified staff positions and support staff positions).
- D.) **Life Insurance** – The Board of School Trustees will provide a term life insurance plan in the amount of \$50,000.00. The Board will provide an annual contribution of \$71.00 for staff members with no dependents and \$85.40 for staff members with dependents. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).
- E.) **Long Term Disability** - The Board of School Trustees will provide an annual contribution of 0.511% of the base salary toward a long-term disability insurance plan. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).

- F.) **403(b) Voluntary Retirement Savings** – The Board of School Trustees will provide up to a 3% match to the 403(b) Voluntary Retirement Savings Plan for plan participants. The Board provides the same contribution level to all employee groups (certified staff positions and support staff positions).
- G.) **Indiana Public Retirement System (formerly known as TRF/PERF)** – The Board of School Trustees will provide an annual contribution to INPRS per State of Indiana guidelines and will contribute the mandatory employee contribution on the employee's behalf. The Board provides the same contribution level for all INPRS qualified positions.
- H.) **Paid Leave Time** – The Board of School Trustees will provide paid leave time (sick, family illness, personal, bereavement, jury duty, military, adoptive, maternity, and paternity) as provided for all certified staff positions.
- I.) **Vacation Time (applicable to 12-month administrators only)** – The Board of School Trustees will provide 4 weeks per year of paid vacation to all 12-month administrators.

All employee groups (certified staff positions and support staff positions) have the opportunity to elect supplemental insurance plans through American Fidelity or Madison National Life at the cost of the employee. There is no Board contribution for any supplemental plans elected.

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 BROWNSBURG COMM SCHOOL CORP ("Corporation") and Matthew P Mybeck ("Teacher"). Matthew P Mybeck is a teacher as defined in Ind. Code 20-18-2-22.

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


1. The Teacher shall teach in the schools of the Corporation for the school term beginning July 01, 2023 and ending on June 30, 2025. Ind. Code 20-28-6-2(a) (3) (A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of 220.00 days. Ind. Code 20-28-6-2(a) (3) (B)
3. The number of hours per day the Teacher is expected to work under this Contract is Ind. Code 20-28-6-2(a) (3) (E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of \$108,600.00 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(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 9th day of October, 2023.

Teacher:



School Corporation by:



President

Attested:



Superintendent



Secretary

BROWNSBURG COMMUNITY SCHOOL CORPORATION

ADMINISTRATIVE BENEFIT PACKAGE

Effective July 1, 2023

- A.) **Medical Insurance** – For Plan year 2023, the Board of School Trustees will provide an annual contribution of up to \$10,512.00 for a single medical plan, if elected, or up to \$22,576.00 for a family medical plan, if elected and for plan year 2024 up to \$10,992.00 for a single medical plan, if elected, or up to \$23,776.20 for a family medical plan, if elected. If no medical plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plans are the same for all employee groups (certified staff positions and support staff positions).
- B.) **Dental Insurance** – For plan year 2023, the Board of School Trustees will provide an annual contribution up to \$384.92 for a single dental plan, if elected, or \$1,180.52 for a family dental plan, if elected and for plan year 2024, will provide an annual contribution up to \$415.76 for a single dental plan, if elected, or \$1,275.08 for a family dental plan, if elected. If no dental plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plan is the same for all employee groups (certified staff positions and support staff positions).
- C.) **Vision Insurance** – For plan year 2023, the Board of School Trustees will provide an annual contribution of \$145.40 for a single vision plan, if elected, or \$314.12 for a family vision plan, if elected, and for plan year 2024, will provide an annual contribution up to \$157.16 for a single vision plan, if elected, or up to \$339.32 for a family vision plan, if elected. If no vision plan is selected, there will be no contribution or adjustment to salary made by the Board. The Board contribution for a single vision plan is the same for all employee groups (certified staff positions and support staff positions). The available plan is the same for all employee groups (certified staff positions and support staff positions).
- D.) **Life Insurance** – The Board of School Trustees will provide a term life insurance plan in the amount of \$50,000.00. The Board will provide an annual contribution of \$71.00 for staff members with no dependents and \$85.40 for staff members with dependents. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).
- E.) **Long Term Disability** - The Board of School Trustees will provide an annual contribution of 0.511% of the base salary toward a long-term disability insurance plan. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).

- F.) **403(b) Voluntary Retirement Savings** – The Board of School Trustees will provide up to a 3% match to the 403(b) Voluntary Retirement Savings Plan for plan participants. The Board provides the same contribution level to all employee groups (certified staff positions and support staff positions).
- G.) **Indiana Public Retirement System (formerly known as TRF/PERF)** – The Board of School Trustees will provide an annual contribution to INPRS per State of Indiana guidelines and will contribute the mandatory employee contribution on the employee's behalf. The Board provides the same contribution level for all INPRS qualified positions.
- H.) **Paid Leave Time** – The Board of School Trustees will provide paid leave time (sick, family illness, personal, bereavement, jury duty, military, adoptive, maternity, and paternity) as provided for all certified staff positions.
- I.) **Vacation Time (applicable to 12-month administrators only)** – The Board of School Trustees will provide 4 weeks per year of paid vacation to all 12-month administrators.

All employee groups (certified staff positions and support staff positions) have the opportunity to elect supplemental insurance plans through American Fidelity or Madison National Life at the cost of the employee. There is no Board contribution for any supplemental plans elected.

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 BROWNSBURG COMM SCHOOL CORP ("Corporation") and Amanda K Pond ("Teacher"). Amanda K Pond is a teacher as defined in Ind. Code 20-18-2-22.

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

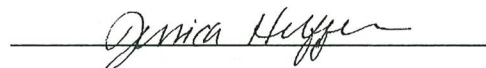
1. The Teacher shall teach in the schools of the Corporation for the school term beginning July 01, 2023 and ending on June 30, 2025. Ind. Code 20-28-6-2(a) (3) (A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of 220.00 days. Ind. Code 20-28-6-2(a) (3) (B)
3. The number of hours per day the Teacher is expected to work under this Contract is 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 \$110,000.00 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(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 9th day of October, 2023.

Teacher:



School Corporation by:



President

Attested:



Superintendent



Secretary

BROWNSBURG COMMUNITY SCHOOL CORPORATION

ADMINISTRATIVE BENEFIT PACKAGE

Effective July 1, 2023

- A.) **Medical Insurance** – For Plan year 2023, the Board of School Trustees will provide an annual contribution of up to \$10,512.00 for a single medical plan, if elected, or up to \$22,576.00 for a family medical plan, if elected and for plan year 2024 up to \$10,992.00 for a single medical plan, if elected, or up to \$23,776.20 for a family medical plan, if elected. If no medical plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plans are the same for all employee groups (certified staff positions and support staff positions).
- B.) **Dental Insurance** – For plan year 2023, the Board of School Trustees will provide an annual contribution up to \$384.92 for a single dental plan, if elected, or \$1,180.52 for a family dental plan, if elected and for plan year 2024, will provide an annual contribution up to \$415.76 for a single dental plan, if elected, or \$1,275.08 for a family dental plan, if elected. If no dental plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plan is the same for all employee groups (certified staff positions and support staff positions).
- C.) **Vision Insurance** – For plan year 2023, the Board of School Trustees will provide an annual contribution of \$145.40 for a single vision plan, if elected, or \$314.12 for a family vision plan, if elected, and for plan year 2024, will provide an annual contribution up to \$157.16 for a single vision plan, if elected, or up to \$339.32 for a family vision plan, if elected. If no vision plan is selected, there will be no contribution or adjustment to salary made by the Board. The Board contribution for a single vision plan is the same for all employee groups (certified staff positions and support staff positions). The available plan is the same for all employee groups (certified staff positions and support staff positions).
- D.) **Life Insurance** – The Board of School Trustees will provide a term life insurance plan in the amount of \$50,000.00. The Board will provide an annual contribution of \$71.00 for staff members with no dependents and \$85.40 for staff members with dependents. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).
- E.) **Long Term Disability** - The Board of School Trustees will provide an annual contribution of 0.511% of the base salary toward a long-term disability insurance plan. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).

- F.) **403(b) Voluntary Retirement Savings** – The Board of School Trustees will provide up to a 3% match to the 403(b) Voluntary Retirement Savings Plan for plan participants. The Board provides the same contribution level to all employee groups (certified staff positions and support staff positions).
- G.) **Indiana Public Retirement System (formerly known as TRF/PERF)** – The Board of School Trustees will provide an annual contribution to INPRS per State of Indiana guidelines and will contribute the mandatory employee contribution on the employee's behalf. The Board provides the same contribution level for all INPRS qualified positions.
- H.) **Paid Leave Time** – The Board of School Trustees will provide paid leave time (sick, family illness, personal, bereavement, jury duty, military, adoptive, maternity, and paternity) as provided for all certified staff positions.
- I.) **Vacation Time (applicable to 12-month administrators only)** – The Board of School Trustees will provide 4 weeks per year of paid vacation to all 12-month administrators.

All employee groups (certified staff positions and support staff positions) have the opportunity to elect supplemental insurance plans through American Fidelity or Madison National Life at the cost of the employee. There is no Board contribution for any supplemental plans elected.

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 BROWNSBURG COMM SCHOOL CORP ("Corporation") and GRACE A PONIST ("Teacher"). GRACE A PONIST is a teacher as defined in Ind. Code 20-18-2-22.

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

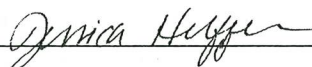
1. The Teacher shall teach in the schools of the Corporation for the school term beginning July 01, 2023 and ending on June 30, 2025. Ind. Code 20-28-6-2(a) (3) (A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of 220.00 days. Ind. Code 20-28-6-2(a) (3) (B)
3. The number of hours per day the Teacher is expected to work under this Contract is Ind. Code 20-28-6-2(a) (3) (E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of \$106,000.00 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(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 9th day of October, 2023.

Teacher:



School Corporation by:




President

Attested:



Superintendent



Secretary

BROWNSBURG COMMUNITY SCHOOL CORPORATION

ADMINISTRATIVE BENEFIT PACKAGE

Effective July 1, 2023

- A.) **Medical Insurance** – For Plan year 2023, the Board of School Trustees will provide an annual contribution of up to \$10,512.00 for a single medical plan, if elected, or up to \$22,576.00 for a family medical plan, if elected and for plan year 2024 up to \$10,992.00 for a single medical plan, if elected, or up to \$23,776.20 for a family medical plan, if elected. If no medical plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plans are the same for all employee groups (certified staff positions and support staff positions).
- B.) **Dental Insurance** – For plan year 2023, the Board of School Trustees will provide an annual contribution up to \$384.92 for a single dental plan, if elected, or \$1,180.52 for a family dental plan, if elected and for plan year 2024, will provide an annual contribution up to \$415.76 for a single dental plan, if elected, or \$1,275.08 for a family dental plan, if elected. If no dental plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plan is the same for all employee groups (certified staff positions and support staff positions).
- C.) **Vision Insurance** – For plan year 2023, the Board of School Trustees will provide an annual contribution of \$145.40 for a single vision plan, if elected, or \$314.12 for a family vision plan, if elected, and for plan year 2024, will provide an annual contribution up to \$157.16 for a single vision plan, if elected, or up to \$339.32 for a family vision plan, if elected. If no vision plan is selected, there will be no contribution or adjustment to salary made by the Board. The Board contribution for a single vision plan is the same for all employee groups (certified staff positions and support staff positions). The available plan is the same for all employee groups (certified staff positions and support staff positions).
- D.) **Life Insurance** – The Board of School Trustees will provide a term life insurance plan in the amount of \$50,000.00. The Board will provide an annual contribution of \$71.00 for staff members with no dependents and \$85.40 for staff members with dependents. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).
- E.) **Long Term Disability** - The Board of School Trustees will provide an annual contribution of 0.511% of the base salary toward a long-term disability insurance plan. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).

- F.) **403(b) Voluntary Retirement Savings** – The Board of School Trustees will provide up to a 3% match to the 403(b) Voluntary Retirement Savings Plan for plan participants. The Board provides the same contribution level to all employee groups (certified staff positions and support staff positions).
- G.) **Indiana Public Retirement System (formerly known as TRF/PERF)** – The Board of School Trustees will provide an annual contribution to INPRS per State of Indiana guidelines and will contribute the mandatory employee contribution on the employee's behalf. The Board provides the same contribution level for all INPRS qualified positions.
- H.) **Paid Leave Time** – The Board of School Trustees will provide paid leave time (sick, family illness, personal, bereavement, jury duty, military, adoptive, maternity, and paternity) as provided for all certified staff positions.
- I.) **Vacation Time (applicable to 12-month administrators only)** – The Board of School Trustees will provide 4 weeks per year of paid vacation to all 12-month administrators.

All employee groups (certified staff positions and support staff positions) have the opportunity to elect supplemental insurance plans through American Fidelity or Madison National Life at the cost of the employee. There is no Board contribution for any supplemental plans elected.

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 BROWNSBURG COMM SCHOOL CORP ("Corporation") and CHRISTOPHER R RENNER ("Teacher"). CHRISTOPHER R RENNER is a teacher as defined in Ind. Code 20-18-2-22.

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


1. The Teacher shall teach in the schools of the Corporation for the school term beginning July 01, 2023 and ending on June 30, 2025. Ind. Code 20-28-6-2(a) (3) (A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of 220.00 days. Ind. Code 20-28-6-2(a) (3) (B)
3. The number of hours per day the Teacher is expected to work under this Contract is 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 \$110,000.00 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(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 9th day of October, 2023.

Teacher:



School Corporation by:




President

Attested:



Superintendent



Secretary

BROWNSBURG COMMUNITY SCHOOL CORPORATION

ADMINISTRATIVE BENEFIT PACKAGE

Effective July 1, 2023

- A.) **Medical Insurance** – For Plan year 2023, the Board of School Trustees will provide an annual contribution of up to \$10,512.00 for a single medical plan, if elected, or up to \$22,576.00 for a family medical plan, if elected and for plan year 2024 up to \$10,992.00 for a single medical plan, if elected, or up to \$23,776.20 for a family medical plan, if elected. If no medical plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plans are the same for all employee groups (certified staff positions and support staff positions).
- B.) **Dental Insurance** – For plan year 2023, the Board of School Trustees will provide an annual contribution up to \$384.92 for a single dental plan, if elected, or \$1,180.52 for a family dental plan, if elected and for plan year 2024, will provide an annual contribution up to \$415.76 for a single dental plan, if elected, or \$1,275.08 for a family dental plan, if elected. If no dental plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plan is the same for all employee groups (certified staff positions and support staff positions).
- C.) **Vision Insurance** – For plan year 2023, the Board of School Trustees will provide an annual contribution of \$145.40 for a single vision plan, if elected, or \$314.12 for a family vision plan, if elected, and for plan year 2024, will provide an annual contribution up to \$157.16 for a single vision plan, if elected, or up to \$339.32 for a family vision plan, if elected. If no vision plan is selected, there will be no contribution or adjustment to salary made by the Board. The Board contribution for a single vision plan is the same for all employee groups (certified staff positions and support staff positions). The available plan is the same for all employee groups (certified staff positions and support staff positions).
- D.) **Life Insurance** – The Board of School Trustees will provide a term life insurance plan in the amount of \$50,000.00. The Board will provide an annual contribution of \$71.00 for staff members with no dependents and \$85.40 for staff members with dependents. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).
- E.) **Long Term Disability** - The Board of School Trustees will provide an annual contribution of 0.511% of the base salary toward a long-term disability insurance plan. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).

- F.) **403(b) Voluntary Retirement Savings** – The Board of School Trustees will provide up to a 3% match to the 403(b) Voluntary Retirement Savings Plan for plan participants. The Board provides the same contribution level to all employee groups (certified staff positions and support staff positions).
- G.) **Indiana Public Retirement System (formerly known as TRF/PERF)** – The Board of School Trustees will provide an annual contribution to INPRS per State of Indiana guidelines and will contribute the mandatory employee contribution on the employee's behalf. The Board provides the same contribution level for all INPRS qualified positions.
- H.) **Paid Leave Time** – The Board of School Trustees will provide paid leave time (sick, family illness, personal, bereavement, jury duty, military, adoptive, maternity, and paternity) as provided for all certified staff positions.
- I.) **Vacation Time (applicable to 12-month administrators only)** – The Board of School Trustees will provide 4 weeks per year of paid vacation to all 12-month administrators.

All employee groups (certified staff positions and support staff positions) have the opportunity to elect supplemental insurance plans through American Fidelity or Madison National Life at the cost of the employee. There is no Board contribution for any supplemental plans elected.

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 BROWNSBURG COMM SCHOOL CORP ("Corporation") and ANDREW J REPAY ("Teacher"). ANDREW J REPAY is a teacher as defined in Ind. Code 20-18-2-22.

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


1. The Teacher shall teach in the schools of the Corporation for the school term beginning July 01, 2023 and ending on June 30, 2025. Ind. Code 20-28-6-2(a) (3) (A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of 220.00 days. Ind. Code 20-28-6-2(a) (3) (B)
3. The number of hours per day the Teacher is expected to work under this Contract is Ind. Code 20-28-6-2(a) (3) (E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of \$130,000.00 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(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 9th day of October, 2023.

Teacher:



School Corporation by:


President

Attested:


Superintendent


Secretary

BROWNSBURG COMMUNITY SCHOOL CORPORATION

ADMINISTRATIVE BENEFIT PACKAGE

Effective July 1, 2023

- A.) **Medical Insurance** – For Plan year 2023, the Board of School Trustees will provide an annual contribution of up to \$10,512.00 for a single medical plan, if elected, or up to \$22,576.00 for a family medical plan, if elected and for plan year 2024 up to \$10,992.00 for a single medical plan, if elected, or up to \$23,776.20 for a family medical plan, if elected. If no medical plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plans are the same for all employee groups (certified staff positions and support staff positions).
- B.) **Dental Insurance** – For plan year 2023, the Board of School Trustees will provide an annual contribution up to \$384.92 for a single dental plan, if elected, or \$1,180.52 for a family dental plan, if elected and for plan year 2024, will provide an annual contribution up to \$415.76 for a single dental plan, if elected, or \$1,275.08 for a family dental plan, if elected. If no dental plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plan is the same for all employee groups (certified staff positions and support staff positions).
- C.) **Vision Insurance** – For plan year 2023, the Board of School Trustees will provide an annual contribution of \$145.40 for a single vision plan, if elected, or \$314.12 for a family vision plan, if elected, and for plan year 2024, will provide an annual contribution up to \$157.16 for a single vision plan, if elected, or up to \$339.32 for a family vision plan, if elected. If no vision plan is selected, there will be no contribution or adjustment to salary made by the Board. The Board contribution for a single vision plan is the same for all employee groups (certified staff positions and support staff positions). The available plan is the same for all employee groups (certified staff positions and support staff positions).
- D.) **Life Insurance** – The Board of School Trustees will provide a term life insurance plan in the amount of \$50,000.00. The Board will provide an annual contribution of \$71.00 for staff members with no dependents and \$85.40 for staff members with dependents. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).
- E.) **Long Term Disability** - The Board of School Trustees will provide an annual contribution of 0.511% of the base salary toward a long-term disability insurance plan. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).

- F.) **403(b) Voluntary Retirement Savings** – The Board of School Trustees will provide up to a 3% match to the 403(b) Voluntary Retirement Savings Plan for plan participants. The Board provides the same contribution level to all employee groups (certified staff positions and support staff positions).
- G.) **Indiana Public Retirement System (formerly known as TRF/PERF)** – The Board of School Trustees will provide an annual contribution to INPRS per State of Indiana guidelines and will contribute the mandatory employee contribution on the employee's behalf. The Board provides the same contribution level for all INPRS qualified positions.
- H.) **Paid Leave Time** – The Board of School Trustees will provide paid leave time (sick, family illness, personal, bereavement, jury duty, military, adoptive, maternity, and paternity) as provided for all certified staff positions.
- I.) **Vacation Time (applicable to 12-month administrators only)** – The Board of School Trustees will provide 4 weeks per year of paid vacation to all 12-month administrators.

All employee groups (certified staff positions and support staff positions) have the opportunity to elect supplemental insurance plans through American Fidelity or Madison National Life at the cost of the employee. There is no Board contribution for any supplemental plans elected.

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)*

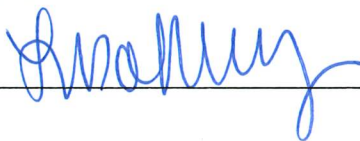
This regular teacher contract ("Contract") is by and between the governing body of the BROWNSBURG COMM SCHOOL CORP ("Corporation") and LISA BECERRA RILEY ("Teacher"). LISA BECERRA RILEY is a teacher as defined in Ind. Code 20-18-2-22.

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


1. The Teacher shall teach in the schools of the Corporation for the school term beginning July 01, 2023 and ending on June 30, 2025. Ind. Code 20-28-6-2(a) (3) (A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of 220.00 days. Ind. Code 20-28-6-2(a) (3) (B)
3. The number of hours per day the Teacher is expected to work under this Contract is 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 \$126,000.00 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(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 9th day of October, 2023.

Teacher:



School Corporation by:




President

Attested:



Superintendent



Secretary

BROWNSBURG COMMUNITY SCHOOL CORPORATION

ADMINISTRATIVE BENEFIT PACKAGE

Effective July 1, 2023

- A.) **Medical Insurance** – For Plan year 2023, the Board of School Trustees will provide an annual contribution of up to \$10,512.00 for a single medical plan, if elected, or up to \$22,576.00 for a family medical plan, if elected and for plan year 2024 up to \$10,992.00 for a single medical plan, if elected, or up to \$23,776.20 for a family medical plan, if elected. If no medical plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plans are the same for all employee groups (certified staff positions and support staff positions).
- B.) **Dental Insurance** – For plan year 2023, the Board of School Trustees will provide an annual contribution up to \$384.92 for a single dental plan, if elected, or \$1,180.52 for a family dental plan, if elected and for plan year 2024, will provide an annual contribution up to \$415.76 for a single dental plan, if elected, or \$1,275.08 for a family dental plan, if elected. If no dental plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plan is the same for all employee groups (certified staff positions and support staff positions).
- C.) **Vision Insurance** – For plan year 2023, the Board of School Trustees will provide an annual contribution of \$145.40 for a single vision plan, if elected, or \$314.12 for a family vision plan, if elected, and for plan year 2024, will provide an annual contribution up to \$157.16 for a single vision plan, if elected, or up to \$339.32 for a family vision plan, if elected. If no vision plan is selected, there will be no contribution or adjustment to salary made by the Board. The Board contribution for a single vision plan is the same for all employee groups (certified staff positions and support staff positions). The available plan is the same for all employee groups (certified staff positions and support staff positions).
- D.) **Life Insurance** – The Board of School Trustees will provide a term life insurance plan in the amount of \$50,000.00. The Board will provide an annual contribution of \$71.00 for staff members with no dependents and \$85.40 for staff members with dependents. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).
- E.) **Long Term Disability** - The Board of School Trustees will provide an annual contribution of 0.511% of the base salary toward a long-term disability insurance plan. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).

- F.) **403(b) Voluntary Retirement Savings** – The Board of School Trustees will provide up to a 3% match to the 403(b) Voluntary Retirement Savings Plan for plan participants. The Board provides the same contribution level to all employee groups (certified staff positions and support staff positions).
- G.) **Indiana Public Retirement System (formerly known as TRF/PERF)** – The Board of School Trustees will provide an annual contribution to INPRS per State of Indiana guidelines and will contribute the mandatory employee contribution on the employee's behalf. The Board provides the same contribution level for all INPRS qualified positions.
- H.) **Paid Leave Time** – The Board of School Trustees will provide paid leave time (sick, family illness, personal, bereavement, jury duty, military, adoptive, maternity, and paternity) as provided for all certified staff positions.
- I.) **Vacation Time (applicable to 12-month administrators only)** – The Board of School Trustees will provide 4 weeks per year of paid vacation to all 12-month administrators.

All employee groups (certified staff positions and support staff positions) have the opportunity to elect supplemental insurance plans through American Fidelity or Madison National Life at the cost of the employee. There is no Board contribution for any supplemental plans elected.

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)*

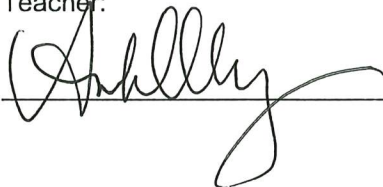
This regular teacher contract ("Contract") is by and between the governing body of the BROWNSBURG COMM SCHOOL CORP ("Corporation") and Amber D Schroering ("Teacher"). Amber D Schroering is a teacher as defined in Ind. Code 20-18-2-22.

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


1. The Teacher shall teach in the schools of the Corporation for the school term beginning July 01, 2023 and ending on June 30, 2025. Ind. Code 20-28-6-2(a) (3) (A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of 220.00 days. Ind. Code 20-28-6-2(a) (3) (B)
3. The number of hours per day the Teacher is expected to work under this Contract is 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 \$115,500.00 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 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(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 9th day of October, 2023.

Teacher:



School Corporation by:




President

Attested:



Superintendent



Secretary

BROWNSBURG COMMUNITY SCHOOL CORPORATION

ADMINISTRATIVE BENEFIT PACKAGE

Effective July 1, 2023

- A.) **Medical Insurance** – For Plan year 2023, the Board of School Trustees will provide an annual contribution of up to \$10,512.00 for a single medical plan, if elected, or up to \$22,576.00 for a family medical plan, if elected and for plan year 2024 up to \$10,992.00 for a single medical plan, if elected, or up to \$23,776.20 for a family medical plan, if elected. If no medical plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plans are the same for all employee groups (certified staff positions and support staff positions).
- B.) **Dental Insurance** – For plan year 2023, the Board of School Trustees will provide an annual contribution up to \$384.92 for a single dental plan, if elected, or \$1,180.52 for a family dental plan, if elected and for plan year 2024, will provide an annual contribution up to \$415.76 for a single dental plan, if elected, or \$1,275.08 for a family dental plan, if elected. If no dental plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plan is the same for all employee groups (certified staff positions and support staff positions).
- C.) **Vision Insurance** – For plan year 2023, the Board of School Trustees will provide an annual contribution of \$145.40 for a single vision plan, if elected, or \$314.12 for a family vision plan, if elected, and for plan year 2024, will provide an annual contribution up to \$157.16 for a single vision plan, if elected, or up to \$339.32 for a family vision plan, if elected. If no vision plan is selected, there will be no contribution or adjustment to salary made by the Board. The Board contribution for a single vision plan is the same for all employee groups (certified staff positions and support staff positions). The available plan is the same for all employee groups (certified staff positions and support staff positions).
- D.) **Life Insurance** – The Board of School Trustees will provide a term life insurance plan in the amount of \$50,000.00. The Board will provide an annual contribution of \$71.00 for staff members with no dependents and \$85.40 for staff members with dependents. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).
- E.) **Long Term Disability** - The Board of School Trustees will provide an annual contribution of 0.511% of the base salary toward a long-term disability insurance plan. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).

- F.) **403(b) Voluntary Retirement Savings** – The Board of School Trustees will provide up to a 3% match to the 403(b) Voluntary Retirement Savings Plan for plan participants. The Board provides the same contribution level to all employee groups (certified staff positions and support staff positions).
- G.) **Indiana Public Retirement System (formerly known as TRF/PERF)** – The Board of School Trustees will provide an annual contribution to INPRS per State of Indiana guidelines and will contribute the mandatory employee contribution on the employee's behalf. The Board provides the same contribution level for all INPRS qualified positions.
- H.) **Paid Leave Time** – The Board of School Trustees will provide paid leave time (sick, family illness, personal, bereavement, jury duty, military, adoptive, maternity, and paternity) as provided for all certified staff positions.
- I.) **Vacation Time (applicable to 12-month administrators only)** – The Board of School Trustees will provide 4 weeks per year of paid vacation to all 12-month administrators.

All employee groups (certified staff positions and support staff positions) have the opportunity to elect supplemental insurance plans through American Fidelity or Madison National Life at the cost of the employee. There is no Board contribution for any supplemental plans elected.

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 BROWNSBURG COMM SCHOOL CORP ("Corporation") and DALE D SHARPE III ("Teacher"). DALE D SHARPE III is a teacher as defined in Ind. Code 20-18-2-22.

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


1. The Teacher shall teach in the schools of the Corporation for the school term beginning July 01, 2023 and ending on June 30, 2025. Ind. Code 20-28-6-2(a) (3) (A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of 220.00 days. Ind. Code 20-28-6-2(a) (3) (B)
3. The number of hours per day the Teacher is expected to work under this Contract is 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 \$125,000.00 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(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 9th day of October, 2023.

Teacher:



School Corporation by:



President

Attested:



Superintendent



Secretary

BROWNSBURG COMMUNITY SCHOOL CORPORATION

ADMINISTRATIVE BENEFIT PACKAGE

Effective July 1, 2023

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- B.) **Dental Insurance** – For plan year 2023, the Board of School Trustees will provide an annual contribution up to \$384.92 for a single dental plan, if elected, or \$1,180.52 for a family dental plan, if elected and for plan year 2024, will provide an annual contribution up to \$415.76 for a single dental plan, if elected, or \$1,275.08 for a family dental plan, if elected. If no dental plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plan is the same for all employee groups (certified staff positions and support staff positions).
- C.) **Vision Insurance** – For plan year 2023, the Board of School Trustees will provide an annual contribution of \$145.40 for a single vision plan, if elected, or \$314.12 for a family vision plan, if elected, and for plan year 2024, will provide an annual contribution up to \$157.16 for a single vision plan, if elected, or up to \$339.32 for a family vision plan, if elected. If no vision plan is selected, there will be no contribution or adjustment to salary made by the Board. The Board contribution for a single vision plan is the same for all employee groups (certified staff positions and support staff positions). The available plan is the same for all employee groups (certified staff positions and support staff positions).
- D.) **Life Insurance** – The Board of School Trustees will provide a term life insurance plan in the amount of \$50,000.00. The Board will provide an annual contribution of \$71.00 for staff members with no dependents and \$85.40 for staff members with dependents. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).
- E.) **Long Term Disability** - The Board of School Trustees will provide an annual contribution of 0.511% of the base salary toward a long-term disability insurance plan. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).

- F.) **403(b) Voluntary Retirement Savings** – The Board of School Trustees will provide up to a 3% match to the 403(b) Voluntary Retirement Savings Plan for plan participants. The Board provides the same contribution level to all employee groups (certified staff positions and support staff positions).
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- H.) **Paid Leave Time** – The Board of School Trustees will provide paid leave time (sick, family illness, personal, bereavement, jury duty, military, adoptive, maternity, and paternity) as provided for all certified staff positions.
- I.) **Vacation Time (applicable to 12-month administrators only)** – The Board of School Trustees will provide 4 weeks per year of paid vacation to all 12-month administrators.

All employee groups (certified staff positions and support staff positions) have the opportunity to elect supplemental insurance plans through American Fidelity or Madison National Life at the cost of the employee. There is no Board contribution for any supplemental plans elected.

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)

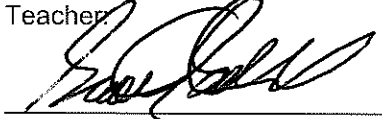
This regular teacher contract ("Contract") is by and between the governing body of the **BROWNSBURG COMM SCHOOL CORP** ("Corporation") and **SCOTT D SMITH** ("Teacher"). **SCOTT D SMITH** is a teacher as defined in Ind. Code 20-18-2-22.

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

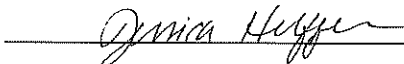
1. The Teacher shall teach in the schools of the Corporation for the school term beginning **July 01, 2023** and ending on **June 30, 2025**. Ind. Code 20-28-6-2(a) (3) (A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **260.00** days. Ind. Code 20-28-6-2(a) (3) (B)
3. The number of hours per day the Teacher is expected to work under this Contract is 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 **\$120,000.00** 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(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 **9th** day of **October, 2023**.

Teacher:

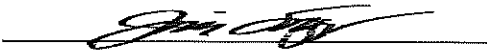


School Corporation by:

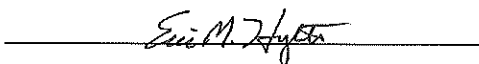


President

Attested:



Superintendent



Secretary

BROWNSBURG COMMUNITY SCHOOL CORPORATION

ADMINISTRATIVE BENEFIT PACKAGE

Effective July 1, 2023

- A.) **Medical Insurance** – For Plan year 2023, the Board of School Trustees will provide an annual contribution of up to \$10,512.00 for a single medical plan, if elected, or up to \$22,576.00 for a family medical plan, if elected and for plan year 2024 up to \$10,992.00 for a single medical plan, if elected, or up to \$23,776.20 for a family medical plan, if elected. If no medical plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plans are the same for all employee groups (certified staff positions and support staff positions).
- B.) **Dental Insurance** – For plan year 2023, the Board of School Trustees will provide an annual contribution up to \$384.92 for a single dental plan, if elected, or \$1,180.52 for a family dental plan, if elected and for plan year 2024, will provide an annual contribution up to \$415.76 for a single dental plan, if elected, or \$1,275.08 for a family dental plan, if elected. If no dental plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plan is the same for all employee groups (certified staff positions and support staff positions).
- C.) **Vision Insurance** – For plan year 2023, the Board of School Trustees will provide an annual contribution of \$145.40 for a single vision plan, if elected, or \$314.12 for a family vision plan, if elected, and for plan year 2024, will provide an annual contribution up to \$157.16 for a single vision plan, if elected, or up to \$339.32 for a family vision plan, if elected. If no vision plan is selected, there will be no contribution or adjustment to salary made by the Board. The Board contribution for a single vision plan is the same for all employee groups (certified staff positions and support staff positions). The available plan is the same for all employee groups (certified staff positions and support staff positions).
- D.) **Life Insurance** – The Board of School Trustees will provide a term life insurance plan in the amount of \$50,000.00. The Board will provide an annual contribution of \$71.00 for staff members with no dependents and \$85.40 for staff members with dependents. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).
- E.) **Long Term Disability** - The Board of School Trustees will provide an annual contribution of 0.511% of the base salary toward a long-term disability insurance plan. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).

- F.) **403(b) Voluntary Retirement Savings** – The Board of School Trustees will provide up to a 3% match to the 403(b) Voluntary Retirement Savings Plan for plan participants. The Board provides the same contribution level to all employee groups (certified staff positions and support staff positions).
- G.) **Indiana Public Retirement System (formerly known as TRF/PERF)** – The Board of School Trustees will provide an annual contribution to INPRS per State of Indiana guidelines and will contribute the mandatory employee contribution on the employee's behalf. The Board provides the same contribution level for all INPRS qualified positions.
- H.) **Paid Leave Time** – The Board of School Trustees will provide paid leave time (sick, family illness, personal, bereavement, jury duty, military, adoptive, maternity, and paternity) as provided for all certified staff positions.
- I.) **Vacation Time (applicable to 12-month administrators only)** – The Board of School Trustees will provide 4 weeks per year of paid vacation to all 12-month administrators.

All employee groups (certified staff positions and support staff positions) have the opportunity to elect supplemental insurance plans through American Fidelity or Madison National Life at the cost of the employee. There is no Board contribution for any supplemental plans elected.

Director of Technology Employment Agreement

This employment agreement (Agreement) is entered into by and between the Board of School Trustees of the Brownsburg Community School Corporation (Board) and **Jason Starkweather (Director of Technology)** under the powers granted to the Board pursuant to Indiana Code 20-5-2-2(7). The Board agrees to employ **Jason Starkweather** and **Jason Starkweather** agrees to be employed as the **Director of Technology** by the Board according to the terms and conditions that follow:

1. Duties of the Director of Technology

The **Director of Technology** will be expected to carry out the duties listed in the job description of this position and other duties as assigned by the Assistant Superintendent for Operations and/or the Superintendent of Schools. The **Director of Technology** will report directly to the Assistant Superintendent for Operations and will be evaluated by him/her in writing, on an annual basis prior to June 30 of each year in which s/he is employed under the terms of this agreement.

2. Salary and Benefits

A. Salary

The **Director of Technology** shall be paid an annual salary of \$141,000.00 for the 2023-24 school year. For purposes of this agreement, the school year is defined as beginning on July 1 of the calendar year and ending on June 30 of the subsequent calendar year. The **Director of Technology** is an exempt position. This agreement is for a 260 day contract. Based upon the results of the written evaluation which shall be delivered to the **Director of Technology** in June of each school year and on the report of the Superintendent of Schools, the Board shall annually consider an increase in the base salary. The **Director of Technology** shall be paid in twenty-six (26) equal bi-weekly installments.

B. Leave

The **Director of Technology** shall be entitled to paid or unpaid leave in any circumstance in which paid or unpaid leave is required by State or Federal law or permitted by the Board Policy for other 12 month support staff. Sick leave shall accrue and be credited in the same manner as for other 12 month support staff.

C. Insurance

The **Director of Technology** shall be eligible for any and all insurance coverage for which other administrators are eligible. The types and terms of such coverage will be those established by the Board. The **Director of Technology** be eligible for the administrative benefit package which includes Board contributions toward family medical as determined by the Board. The administrative benefit package also includes family dental and vision coverage at the cost of \$1.00 annually.

D. INPRS Employee Contributions

In addition to other consideration provided to the **Director of Technology** the Board shall make any required contribution to the Indiana Public Employee Retirement System in the same manner as it does for other 12 month support staff covered by INPRS and according to the regulations established by the INPRS Board.

E. Other Benefits

The **Director of Technology** shall be entitled to any other benefits not mentioned in this agreement but provided by the Board to its other 12 month support staff. This includes eligibility of the annuity match set forth for support staff if the **Director of Technology** chooses to participate in the plan.

3. Term, Extension and Non-Renewal

The term of this agreement shall be July 1, 2023 through June 30, 2025 (with compensation determined annually) following which date this agreement is subject to automatic extensions of one contract year unless either party provides written notice of intent not to continue the employment relationship on or before June 1 of the year in which the agreement is due to expire. Should neither party provide such notice, the agreement will automatically extend for one year.

4. Cancellation of Agreement

The Board may cancel this agreement during its term for cause. Prior to cancellation of the agreement for cause, the Board shall afford the **Director of Technology** the opportunity to present evidence to the Board which would tend to disprove the cause(s) for which the Board is considering cancellation.

5. Limitation of Agreement

This agreement contains all of the terms agreed to by the parties subject only to policies of the Board specifically referred to in this agreement.

AGREED TO THIS 9th DAY OF October, 2023.


For the Board



Jessica Heffernan, President
Board of School Trustees



Jason Starkweather
Director of Technology



Jim Snapp
Superintendent of Schools

BROWNSBURG COMMUNITY SCHOOL CORPORATION

ADMINISTRATIVE BENEFIT PACKAGE

Effective July 1, 2023

- A.) **Medical Insurance** – For Plan year 2023, the Board of School Trustees will provide an annual contribution of up to \$10,512.00 for a single medical plan, if elected, or up to \$22,576.00 for a family medical plan, if elected and for plan year 2024 up to \$10,992.00 for a single medical plan, if elected, or up to \$23,776.20 for a family medical plan, if elected. If no medical plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plans are the same for all employee groups (certified staff positions and support staff positions).
- B.) **Dental Insurance** – For plan year 2023, the Board of School Trustees will provide an annual contribution up to \$384.92 for a single dental plan, if elected, or \$1,180.52 for a family dental plan, if elected and for plan year 2024, will provide an annual contribution up to \$415.76 for a single dental plan, if elected, or \$1,275.08 for a family dental plan, if elected. If no dental plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plan is the same for all employee groups (certified staff positions and support staff positions).
- C.) **Vision Insurance** – For plan year 2023, the Board of School Trustees will provide an annual contribution of \$145.40 for a single vision plan, if elected, or \$314.12 for a family vision plan, if elected, and for plan year 2024, will provide an annual contribution up to \$157.16 for a single vision plan, if elected, or up to \$339.32 for a family vision plan, if elected. If no vision plan is selected, there will be no contribution or adjustment to salary made by the Board. The Board contribution for a single vision plan is the same for all employee groups (certified staff positions and support staff positions). The available plan is the same for all employee groups (certified staff positions and support staff positions).
- D.) **Life Insurance** – The Board of School Trustees will provide a term life insurance plan in the amount of \$50,000.00. The Board will provide an annual contribution of \$71.00 for staff members with no dependents and \$85.40 for staff members with dependents. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).
- E.) **Long Term Disability** - The Board of School Trustees will provide an annual contribution of 0.511% of the base salary toward a long-term disability insurance plan. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).

- F.) **403(b) Voluntary Retirement Savings** – The Board of School Trustees will provide up to a 3% match to the 403(b) Voluntary Retirement Savings Plan for plan participants. The Board provides the same contribution level to all employee groups (certified staff positions and support staff positions).
- G.) **Indiana Public Retirement System (formerly known as TRF/PERF)** – The Board of School Trustees will provide an annual contribution to INPRS per State of Indiana guidelines and will contribute the mandatory employee contribution on the employee's behalf. The Board provides the same contribution level for all INPRS qualified positions.
- H.) **Paid Leave Time** – The Board of School Trustees will provide paid leave time (sick, family illness, personal, bereavement, jury duty, military, adoptive, maternity, and paternity) as provided for all certified staff positions.
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All employee groups (certified staff positions and support staff positions) have the opportunity to elect supplemental insurance plans through American Fidelity or Madison National Life at the cost of the employee. There is no Board contribution for any supplemental plans elected.

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 BROWNSBURG COMM SCHOOL CORP ("Corporation") and SOPHIA L STEVENS ("Teacher"). SOPHIA L STEVENS is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning July 01, 2023 and ending on June 30, 2025. Ind. Code 20-28-6-2(a) (3) (A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of 220.00 days. Ind. Code 20-28-6-2(a) (3) (B)
3. The number of hours per day the Teacher is expected to work under this Contract is 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 \$110,000.00 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(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 9th day of October, 2023.

Teacher:




School Corporation by:


President

Attested:


Superintendent


Secretary

BROWNSBURG COMMUNITY SCHOOL CORPORATION

ADMINISTRATIVE BENEFIT PACKAGE

Effective July 1, 2023

- A.) **Medical Insurance** – For Plan year 2023, the Board of School Trustees will provide an annual contribution of up to \$10,512.00 for a single medical plan, if elected, or up to \$22,576.00 for a family medical plan, if elected and for plan year 2024 up to \$10,992.00 for a single medical plan, if elected, or up to \$23,776.20 for a family medical plan, if elected. If no medical plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plans are the same for all employee groups (certified staff positions and support staff positions).
- B.) **Dental Insurance** – For plan year 2023, the Board of School Trustees will provide an annual contribution up to \$384.92 for a single dental plan, if elected, or \$1,180.52 for a family dental plan, if elected and for plan year 2024, will provide an annual contribution up to \$415.76 for a single dental plan, if elected, or \$1,275.08 for a family dental plan, if elected. If no dental plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plan is the same for all employee groups (certified staff positions and support staff positions).
- C.) **Vision Insurance** – For plan year 2023, the Board of School Trustees will provide an annual contribution of \$145.40 for a single vision plan, if elected, or \$314.12 for a family vision plan, if elected, and for plan year 2024, will provide an annual contribution up to \$157.16 for a single vision plan, if elected, or up to \$339.32 for a family vision plan, if elected. If no vision plan is selected, there will be no contribution or adjustment to salary made by the Board. The Board contribution for a single vision plan is the same for all employee groups (certified staff positions and support staff positions). The available plan is the same for all employee groups (certified staff positions and support staff positions).
- D.) **Life Insurance** – The Board of School Trustees will provide a term life insurance plan in the amount of \$50,000.00. The Board will provide an annual contribution of \$71.00 for staff members with no dependents and \$85.40 for staff members with dependents. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).
- E.) **Long Term Disability** - The Board of School Trustees will provide an annual contribution of 0.511% of the base salary toward a long-term disability insurance plan. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).

- F.) **403(b) Voluntary Retirement Savings** – The Board of School Trustees will provide up to a 3% match to the 403(b) Voluntary Retirement Savings Plan for plan participants. The Board provides the same contribution level to all employee groups (certified staff positions and support staff positions).
- G.) **Indiana Public Retirement System (formerly known as TRF/PERF)** – The Board of School Trustees will provide an annual contribution to INPRS per State of Indiana guidelines and will contribute the mandatory employee contribution on the employee's behalf. The Board provides the same contribution level for all INPRS qualified positions.
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- I.) **Vacation Time (applicable to 12-month administrators only)** – The Board of School Trustees will provide 4 weeks per year of paid vacation to all 12-month administrators.

All employee groups (certified staff positions and support staff positions) have the opportunity to elect supplemental insurance plans through American Fidelity or Madison National Life at the cost of the employee. There is no Board contribution for any supplemental plans elected.

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)*

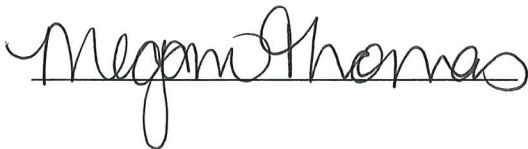
This regular teacher contract ("Contract") is by and between the governing body of the BROWNSBURG COMM SCHOOL CORP ("Corporation") and MEGAN C THOMAS ("Teacher"). MEGAN C THOMAS is a teacher as defined in Ind. Code 20-18-2-22.

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


1. The Teacher shall teach in the schools of the Corporation for the school term beginning July 01, 2023 and ending on June 30, 2025. Ind. Code 20-28-6-2(a) (3) (A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of 220.00 days. Ind. Code 20-28-6-2(a) (3) (B)
3. The number of hours per day the Teacher is expected to work under this Contract is Ind. Code 20-28-6-2(a) (3) (E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of \$135,500.00 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 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(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 9th day of October, 2023.

Teacher:



School Corporation by:

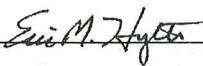


President

Attested:



Superintendent



Secretary

BROWNSBURG COMMUNITY SCHOOL CORPORATION

ADMINISTRATIVE BENEFIT PACKAGE

Effective July 1, 2023

- A.) **Medical Insurance** – For Plan year 2023, the Board of School Trustees will provide an annual contribution of up to \$10,512.00 for a single medical plan, if elected, or up to \$22,576.00 for a family medical plan, if elected and for plan year 2024 up to \$10,992.00 for a single medical plan, if elected, or up to \$23,776.20 for a family medical plan, if elected. If no medical plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plans are the same for all employee groups (certified staff positions and support staff positions).
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- C.) **Vision Insurance** – For plan year 2023, the Board of School Trustees will provide an annual contribution of \$145.40 for a single vision plan, if elected, or \$314.12 for a family vision plan, if elected, and for plan year 2024, will provide an annual contribution up to \$157.16 for a single vision plan, if elected, or up to \$339.32 for a family vision plan, if elected. If no vision plan is selected, there will be no contribution or adjustment to salary made by the Board. The Board contribution for a single vision plan is the same for all employee groups (certified staff positions and support staff positions). The available plan is the same for all employee groups (certified staff positions and support staff positions).
- D.) **Life Insurance** – The Board of School Trustees will provide a term life insurance plan in the amount of \$50,000.00. The Board will provide an annual contribution of \$71.00 for staff members with no dependents and \$85.40 for staff members with dependents. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).
- E.) **Long Term Disability** - The Board of School Trustees will provide an annual contribution of 0.511% of the base salary toward a long-term disability insurance plan. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).

- F.) **403(b) Voluntary Retirement Savings** – The Board of School Trustees will provide up to a 3% match to the 403(b) Voluntary Retirement Savings Plan for plan participants. The Board provides the same contribution level to all employee groups (certified staff positions and support staff positions).
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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 BROWNSBURG COMM SCHOOL CORP ("Corporation") and Christine A Thompson ("Teacher"). Christine A Thompson is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning July 01, 2023 and ending on June 30, 2025. Ind. Code 20-28-6-2(a) (3) (A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of 220.00 days. Ind. Code 20-28-6-2(a) (3) (B)
3. The number of hours per day the Teacher is expected to work under this Contract is Ind. Code 20-28-6-2(a) (3) (E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of \$106,000.00 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(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 9th day of October, 2023.

Teacher:



School Corporation by:




President

Attested:



Superintendent



Secretary

BROWNSBURG COMMUNITY SCHOOL CORPORATION

ADMINISTRATIVE BENEFIT PACKAGE

Effective July 1, 2023

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- C.) **Vision Insurance** – For plan year 2023, the Board of School Trustees will provide an annual contribution of \$145.40 for a single vision plan, if elected, or \$314.12 for a family vision plan, if elected, and for plan year 2024, will provide an annual contribution up to \$157.16 for a single vision plan, if elected, or up to \$339.32 for a family vision plan, if elected. If no vision plan is selected, there will be no contribution or adjustment to salary made by the Board. The Board contribution for a single vision plan is the same for all employee groups (certified staff positions and support staff positions). The available plan is the same for all employee groups (certified staff positions and support staff positions).
- D.) **Life Insurance** – The Board of School Trustees will provide a term life insurance plan in the amount of \$50,000.00. The Board will provide an annual contribution of \$71.00 for staff members with no dependents and \$85.40 for staff members with dependents. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).
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- I.) **Vacation Time (applicable to 12-month administrators only)** – The Board of School Trustees will provide 4 weeks per year of paid vacation to all 12-month administrators.

All employee groups (certified staff positions and support staff positions) have the opportunity to elect supplemental insurance plans through American Fidelity or Madison National Life at the cost of the employee. There is no Board contribution for any supplemental plans elected.

Corporation Athletic Director Employment Agreement

This employment agreement (Agreement) is entered into by and between the Board of School Trustees of the Brownsburg Community School Corporation (Board) and **Drew Tower (Corporation Athletic Director)** under the powers granted to the Board pursuant to Indiana Code 20-5-2-2(7). The Board agrees to employ **Drew Tower** and **Drew Tower** agrees to be employed as the **Corporation Athletic Director** by the Board according to the terms and conditions that follow:

1. Duties of the Corporation Athletic Director

The **Corporation Athletic Director** will be expected to carry out the duties listed in the job description of this position and other duties as assigned by the High School Principal and/or the Superintendent of Schools. The **Corporation Athletic Director** will report directly to the High School Principal and will be evaluated by him/her in writing, on an annual basis prior to June 30 of each year in which she is employed under the terms of this agreement.

2. Salary and Benefits

A. Salary

The **Corporation Athletic Director** shall be paid an annual salary of \$123,400.00 for 220 days for the 2023-24 school year. For purposes of this agreement, the school year is defined as beginning on July 1 of the calendar year and ending on June 30 of the subsequent calendar year. Based upon the results of the written evaluation which shall be delivered to the **Corporation Athletic Director** in June of each year and on the report of the High School Principal and Superintendent of Schools, the Board shall annually consider an increase in the base salary. The **Corporation Athletic Director** shall be paid in twenty-six (26) equal bi-weekly installments.

B. Leave

The **Corporation Athletic Director** shall be entitled to paid or unpaid leave in any circumstance in which paid or unpaid leave is required by State or Federal law or permitted by the Board Policy then in force for leaves for other 220 day certified administrators. Sick leave shall accrue and be credited in the same manner as for other certified employees.

C. Insurance

The **Corporation Athletic Director** shall be eligible for any and all insurance coverage for which other administrators are eligible. The types and terms of such coverage will be those established by the Board. The **Corporation Athletic Director** will be eligible for the administrative benefit package which includes Board contributions toward family medical as determined by the Board. The administrative benefit package also includes family dental and vision coverage at the cost of \$1.00 annually.

D. INPRS Employee Contributions

In addition to other consideration provided to the **Corporation Athletic Director** the Board shall make any required contribution to the Indiana Public Employees Retirement System in the same manner as it does for other 220 day administrators covered by INPRS and according to the regulations established by the INPRS Board.

E. Other Benefits

The **Corporation Athletic Director** shall be entitled to any other benefits not mentioned in this agreement but provided by the Board to its other 220 day administrators. This includes eligibility of the annuity match set forth for certified staff and/or administrators, whichever is greater, if the **Corporation Athletic Director** chooses to participate in the plan.

3. Term, Extension and Non-Renewal

The term of this agreement shall be July 1, 2023 through June 30, 2025 (with compensation reviewed annually) following which date this agreement is subject to automatic extensions of one school year (July 1 thru June 30) unless either party provides written notice of intent not to continue the employment relationship on or before July 1 prior to the year in which the agreement is due to expire. Should neither party provide such notice, the agreement will automatically extend for one year.

4. Cancellation of Agreement

The Board may cancel this agreement during its term for cause. Prior to cancellation of the agreement for cause, the Board shall afford the **Corporation Athletic Director** the opportunity to present evidence to the Board which would tend to disprove the cause(s) for which the Board is considering cancellation.

5. Limitation of Agreement


This agreement contains all of the terms agreed to by the parties subject only to policies of the Board specifically referred to in this agreement. This agreement replaces any previous agreement signed by all parties.

AGREED TO THIS 9th DAY OF October, 2023.

For the Board



Jessica Heffernan, President
Board of School Trustees



Jim Snapp
Superintendent of Schools



Drew Tower
Corporation Athletic Director

BROWNSBURG COMMUNITY SCHOOL CORPORATION

ADMINISTRATIVE BENEFIT PACKAGE

Effective July 1, 2023

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REGULAR TEACHER CONTRACT

*Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract
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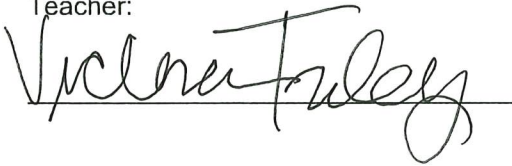
This regular teacher contract ("Contract") is by and between the governing body of the BROWNSBURG COMM SCHOOL CORP ("Corporation") and VICTORIA D TRIBBY ("Teacher"). VICTORIA D TRIBBY is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning July 01, 2023 and ending on June 30, 2025. Ind. Code 20-28-6-2(a) (3) (A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of 220.00 days. Ind. Code 20-28-6-2(a) (3) (B)
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7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this 9th day of October, 2023.

Teacher:



School Corporation by:




President

Attested:



Superintendent



Secretary

BROWNSBURG COMMUNITY SCHOOL CORPORATION

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Effective July 1, 2023

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- B.) **Dental Insurance** – For plan year 2023, the Board of School Trustees will provide an annual contribution up to \$384.92 for a single dental plan, if elected, or \$1,180.52 for a family dental plan, if elected and for plan year 2024, will provide an annual contribution up to \$415.76 for a single dental plan, if elected, or \$1,275.08 for a family dental plan, if elected. If no dental plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plan is the same for all employee groups (certified staff positions and support staff positions).
- C.) **Vision Insurance** – For plan year 2023, the Board of School Trustees will provide an annual contribution of \$145.40 for a single vision plan, if elected, or \$314.12 for a family vision plan, if elected, and for plan year 2024, will provide an annual contribution up to \$157.16 for a single vision plan, if elected, or up to \$339.32 for a family vision plan, if elected. If no vision plan is selected, there will be no contribution or adjustment to salary made by the Board. The Board contribution for a single vision plan is the same for all employee groups (certified staff positions and support staff positions). The available plan is the same for all employee groups (certified staff positions and support staff positions).
- D.) **Life Insurance** – The Board of School Trustees will provide a term life insurance plan in the amount of \$50,000.00. The Board will provide an annual contribution of \$71.00 for staff members with no dependents and \$85.40 for staff members with dependents. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).
- E.) **Long Term Disability** - The Board of School Trustees will provide an annual contribution of 0.511% of the base salary toward a long-term disability insurance plan. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).

- F.) **403(b) Voluntary Retirement Savings** – The Board of School Trustees will provide up to a 3% match to the 403(b) Voluntary Retirement Savings Plan for plan participants. The Board provides the same contribution level to all employee groups (certified staff positions and support staff positions).
- G.) **Indiana Public Retirement System (formerly known as TRF/PERF)** – The Board of School Trustees will provide an annual contribution to INPRS per State of Indiana guidelines and will contribute the mandatory employee contribution on the employee's behalf. The Board provides the same contribution level for all INPRS qualified positions.
- H.) **Paid Leave Time** – The Board of School Trustees will provide paid leave time (sick, family illness, personal, bereavement, jury duty, military, adoptive, maternity, and paternity) as provided for all certified staff positions.
- I.) **Vacation Time (applicable to 12-month administrators only)** – The Board of School Trustees will provide 4 weeks per year of paid vacation to all 12-month administrators.

All employee groups (certified staff positions and support staff positions) have the opportunity to elect supplemental insurance plans through American Fidelity or Madison National Life at the cost of the employee. There is no Board contribution for any supplemental plans elected.

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 BROWNSBURG COMM SCHOOL CORP ("Corporation") and TARYN R WALDEN ("Teacher"). TARYN R WALDEN is a teacher as defined in Ind. Code 20-18-2-22.

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


1. The Teacher shall teach in the schools of the Corporation for the school term beginning July 01, 2023 and ending on June 30, 2025. Ind. Code 20-28-6-2(a) (3) (A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of 220.00 days. Ind. Code 20-28-6-2(a) (3) (B)
3. The number of hours per day the Teacher is expected to work under this Contract is Ind. Code 20-28-6-2(a) (3) (E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of \$112,100.00 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(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 9th day of October, 2023.

Teacher:

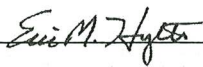


School Corporation by:


President

Attested:


Superintendent


Secretary

BROWNSBURG COMMUNITY SCHOOL CORPORATION

ADMINISTRATIVE BENEFIT PACKAGE

Effective July 1, 2023

- A.) **Medical Insurance** – For Plan year 2023, the Board of School Trustees will provide an annual contribution of up to \$10,512.00 for a single medical plan, if elected, or up to \$22,576.00 for a family medical plan, if elected and for plan year 2024 up to \$10,992.00 for a single medical plan, if elected, or up to \$23,776.20 for a family medical plan, if elected. If no medical plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plans are the same for all employee groups (certified staff positions and support staff positions).
- B.) **Dental Insurance** – For plan year 2023, the Board of School Trustees will provide an annual contribution up to \$384.92 for a single dental plan, if elected, or \$1,180.52 for a family dental plan, if elected and for plan year 2024, will provide an annual contribution up to \$415.76 for a single dental plan, if elected, or \$1,275.08 for a family dental plan, if elected. If no dental plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plan is the same for all employee groups (certified staff positions and support staff positions).
- C.) **Vision Insurance** – For plan year 2023, the Board of School Trustees will provide an annual contribution of \$145.40 for a single vision plan, if elected, or \$314.12 for a family vision plan, if elected, and for plan year 2024, will provide an annual contribution up to \$157.16 for a single vision plan, if elected, or up to \$339.32 for a family vision plan, if elected. If no vision plan is selected, there will be no contribution or adjustment to salary made by the Board. The Board contribution for a single vision plan is the same for all employee groups (certified staff positions and support staff positions). The available plan is the same for all employee groups (certified staff positions and support staff positions).
- D.) **Life Insurance** – The Board of School Trustees will provide a term life insurance plan in the amount of \$50,000.00. The Board will provide an annual contribution of \$71.00 for staff members with no dependents and \$85.40 for staff members with dependents. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).
- E.) **Long Term Disability** - The Board of School Trustees will provide an annual contribution of 0.511% of the base salary toward a long-term disability insurance plan. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).

- F.) **403(b) Voluntary Retirement Savings** – The Board of School Trustees will provide up to a 3% match to the 403(b) Voluntary Retirement Savings Plan for plan participants. The Board provides the same contribution level to all employee groups (certified staff positions and support staff positions).
- G.) **Indiana Public Retirement System (formerly known as TRF/PERF)** – The Board of School Trustees will provide an annual contribution to INPRS per State of Indiana guidelines and will contribute the mandatory employee contribution on the employee's behalf. The Board provides the same contribution level for all INPRS qualified positions.
- H.) **Paid Leave Time** – The Board of School Trustees will provide paid leave time (sick, family illness, personal, bereavement, jury duty, military, adoptive, maternity, and paternity) as provided for all certified staff positions.
- I.) **Vacation Time (applicable to 12-month administrators only)** – The Board of School Trustees will provide 4 weeks per year of paid vacation to all 12-month administrators.

All employee groups (certified staff positions and support staff positions) have the opportunity to elect supplemental insurance plans through American Fidelity or Madison National Life at the cost of the employee. There is no Board contribution for any supplemental plans elected.

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 BROWNSBURG COMM SCHOOL CORP ("Corporation") and NICOLE M WALKER ("Teacher"). NICOLE M WALKER is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning July 01, 2023 and ending on June 30, 2025. Ind. Code 20-28-6-2(a) (3) (A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of 220.00 days. Ind. Code 20-28-6-2(a) (3) (B)
3. The number of hours per day the Teacher is expected to work under this Contract is 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 \$141,000.00 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(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 9th day of October, 2023.

Teacher:

Nicole Walker

School Corporation by:

Denise Huffer

President

Attested:

[Signature]

Superintendent

Eric M. Hyatt

Secretary

BROWNSBURG COMMUNITY SCHOOL CORPORATION

ADMINISTRATIVE BENEFIT PACKAGE

Effective July 1, 2023

- A.) **Medical Insurance** – For Plan year 2023, the Board of School Trustees will provide an annual contribution of up to \$10,512.00 for a single medical plan, if elected, or up to \$22,576.00 for a family medical plan, if elected and for plan year 2024 up to \$10,992.00 for a single medical plan, if elected, or up to \$23,776.20 for a family medical plan, if elected. If no medical plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plans are the same for all employee groups (certified staff positions and support staff positions).
- B.) **Dental Insurance** – For plan year 2023, the Board of School Trustees will provide an annual contribution up to \$384.92 for a single dental plan, if elected, or \$1,180.52 for a family dental plan, if elected and for plan year 2024, will provide an annual contribution up to \$415.76 for a single dental plan, if elected, or \$1,275.08 for a family dental plan, if elected. If no dental plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plan is the same for all employee groups (certified staff positions and support staff positions).
- C.) **Vision Insurance** – For plan year 2023, the Board of School Trustees will provide an annual contribution of \$145.40 for a single vision plan, if elected, or \$314.12 for a family vision plan, if elected, and for plan year 2024, will provide an annual contribution up to \$157.16 for a single vision plan, if elected, or up to \$339.32 for a family vision plan, if elected. If no vision plan is selected, there will be no contribution or adjustment to salary made by the Board. The Board contribution for a single vision plan is the same for all employee groups (certified staff positions and support staff positions). The available plan is the same for all employee groups (certified staff positions and support staff positions).
- D.) **Life Insurance** – The Board of School Trustees will provide a term life insurance plan in the amount of \$50,000.00. The Board will provide an annual contribution of \$71.00 for staff members with no dependents and \$85.40 for staff members with dependents. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).
- E.) **Long Term Disability** - The Board of School Trustees will provide an annual contribution of 0.511% of the base salary toward a long-term disability insurance plan. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).

- F.) **403(b) Voluntary Retirement Savings** – The Board of School Trustees will provide up to a 3% match to the 403(b) Voluntary Retirement Savings Plan for plan participants. The Board provides the same contribution level to all employee groups (certified staff positions and support staff positions).
- G.) **Indiana Public Retirement System (formerly known as TRF/PERF)** – The Board of School Trustees will provide an annual contribution to INPRS per State of Indiana guidelines and will contribute the mandatory employee contribution on the employee's behalf. The Board provides the same contribution level for all INPRS qualified positions.
- H.) **Paid Leave Time** – The Board of School Trustees will provide paid leave time (sick, family illness, personal, bereavement, jury duty, military, adoptive, maternity, and paternity) as provided for all certified staff positions.
- I.) **Vacation Time (applicable to 12-month administrators only)** – The Board of School Trustees will provide 4 weeks per year of paid vacation to all 12-month administrators.

All employee groups (certified staff positions and support staff positions) have the opportunity to elect supplemental insurance plans through American Fidelity or Madison National Life at the cost of the employee. There is no Board contribution for any supplemental plans elected.

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 BROWNSBURG COMM SCHOOL CORP ("Corporation") and Shelly C Waugh ("Teacher"). Shelly C Waugh is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning July 01, 2023 and ending on June 30, 2025. Ind. Code 20-28-6-2(a) (3) (A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of 260.00 days. Ind. Code 20-28-6-2(a) (3) (B)
3. The number of hours per day the Teacher is expected to work under this Contract is Ind. Code 20-28-6-2(a) (3) (E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of \$123,400.00 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(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 9th day of October, 2023.

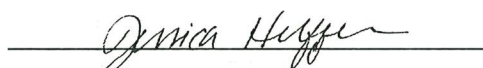
Teacher:


Attested:



Superintendent

School Corporation by:



President



Secretary

BROWNSBURG COMMUNITY SCHOOL CORPORATION

ADMINISTRATIVE BENEFIT PACKAGE

Effective July 1, 2023

- A.) **Medical Insurance** – For Plan year 2023, the Board of School Trustees will provide an annual contribution of up to \$10,512.00 for a single medical plan, if elected, or up to \$22,576.00 for a family medical plan, if elected and for plan year 2024 up to \$10,992.00 for a single medical plan, if elected, or up to \$23,776.20 for a family medical plan, if elected. If no medical plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plans are the same for all employee groups (certified staff positions and support staff positions).
- B.) **Dental Insurance** – For plan year 2023, the Board of School Trustees will provide an annual contribution up to \$384.92 for a single dental plan, if elected, or \$1,180.52 for a family dental plan, if elected and for plan year 2024, will provide an annual contribution up to \$415.76 for a single dental plan, if elected, or \$1,275.08 for a family dental plan, if elected. If no dental plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plan is the same for all employee groups (certified staff positions and support staff positions).
- C.) **Vision Insurance** – For plan year 2023, the Board of School Trustees will provide an annual contribution of \$145.40 for a single vision plan, if elected, or \$314.12 for a family vision plan, if elected, and for plan year 2024, will provide an annual contribution up to \$157.16 for a single vision plan, if elected, or up to \$339.32 for a family vision plan, if elected. If no vision plan is selected, there will be no contribution or adjustment to salary made by the Board. The Board contribution for a single vision plan is the same for all employee groups (certified staff positions and support staff positions). The available plan is the same for all employee groups (certified staff positions and support staff positions).
- D.) **Life Insurance** – The Board of School Trustees will provide a term life insurance plan in the amount of \$50,000.00. The Board will provide an annual contribution of \$71.00 for staff members with no dependents and \$85.40 for staff members with dependents. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).
- E.) **Long Term Disability** - The Board of School Trustees will provide an annual contribution of 0.511% of the base salary toward a long-term disability insurance plan. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).

- F.) **403(b) Voluntary Retirement Savings** – The Board of School Trustees will provide up to a 3% match to the 403(b) Voluntary Retirement Savings Plan for plan participants. The Board provides the same contribution level to all employee groups (certified staff positions and support staff positions).
- G.) **Indiana Public Retirement System (formerly known as TRF/PERF)** – The Board of School Trustees will provide an annual contribution to INPRS per State of Indiana guidelines and will contribute the mandatory employee contribution on the employee's behalf. The Board provides the same contribution level for all INPRS qualified positions.
- H.) **Paid Leave Time** – The Board of School Trustees will provide paid leave time (sick, family illness, personal, bereavement, jury duty, military, adoptive, maternity, and paternity) as provided for all certified staff positions.
- I.) **Vacation Time (applicable to 12-month administrators only)** – The Board of School Trustees will provide 4 weeks per year of paid vacation to all 12-month administrators.

All employee groups (certified staff positions and support staff positions) have the opportunity to elect supplemental insurance plans through American Fidelity or Madison National Life at the cost of the employee. There is no Board contribution for any supplemental plans elected.

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)*

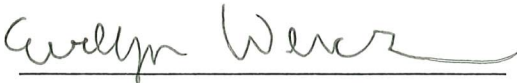
This regular teacher contract ("Contract") is by and between the governing body of the BROWNSBURG COMM SCHOOL CORP ("Corporation") and EVELYN J WERCKENTHIEN ("Teacher"). EVELYN J WERCKENTHIEN is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning July 01, 2023 and ending on June 30, 2025. Ind. Code 20-28-6-2(a) (3) (A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of 220.00 days. Ind. Code 20-28-6-2(a) (3) (B)
3. The number of hours per day the Teacher is expected to work under this Contract is Ind. Code 20-28-6-2(a) (3) (E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of \$105,000.00 during the school year. Ind. Code 20-28-6-2(a) (3) (C)
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(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 9th day of October, 2023.

Teacher:




School Corporation by:


President

Attested:


Superintendent


Secretary

BROWNSBURG COMMUNITY SCHOOL CORPORATION

ADMINISTRATIVE BENEFIT PACKAGE

Effective July 1, 2023

- A.) **Medical Insurance** – For Plan year 2023, the Board of School Trustees will provide an annual contribution of up to \$10,512.00 for a single medical plan, if elected, or up to \$22,576.00 for a family medical plan, if elected and for plan year 2024 up to \$10,992.00 for a single medical plan, if elected, or up to \$23,776.20 for a family medical plan, if elected. If no medical plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plans are the same for all employee groups (certified staff positions and support staff positions).
- B.) **Dental Insurance** – For plan year 2023, the Board of School Trustees will provide an annual contribution up to \$384.92 for a single dental plan, if elected, or \$1,180.52 for a family dental plan, if elected and for plan year 2024, will provide an annual contribution up to \$415.76 for a single dental plan, if elected, or \$1,275.08 for a family dental plan, if elected. If no dental plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plan is the same for all employee groups (certified staff positions and support staff positions).
- C.) **Vision Insurance** – For plan year 2023, the Board of School Trustees will provide an annual contribution of \$145.40 for a single vision plan, if elected, or \$314.12 for a family vision plan, if elected, and for plan year 2024, will provide an annual contribution up to \$157.16 for a single vision plan, if elected, or up to \$339.32 for a family vision plan, if elected. If no vision plan is selected, there will be no contribution or adjustment to salary made by the Board. The Board contribution for a single vision plan is the same for all employee groups (certified staff positions and support staff positions). The available plan is the same for all employee groups (certified staff positions and support staff positions).
- D.) **Life Insurance** – The Board of School Trustees will provide a term life insurance plan in the amount of \$50,000.00. The Board will provide an annual contribution of \$71.00 for staff members with no dependents and \$85.40 for staff members with dependents. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).
- E.) **Long Term Disability** - The Board of School Trustees will provide an annual contribution of 0.511% of the base salary toward a long-term disability insurance plan. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).

- F.) **403(b) Voluntary Retirement Savings** – The Board of School Trustees will provide up to a 3% match to the 403(b) Voluntary Retirement Savings Plan for plan participants. The Board provides the same contribution level to all employee groups (certified staff positions and support staff positions).
- G.) **Indiana Public Retirement System (formerly known as TRF/PERF)** – The Board of School Trustees will provide an annual contribution to INPRS per State of Indiana guidelines and will contribute the mandatory employee contribution on the employee's behalf. The Board provides the same contribution level for all INPRS qualified positions.
- H.) **Paid Leave Time** – The Board of School Trustees will provide paid leave time (sick, family illness, personal, bereavement, jury duty, military, adoptive, maternity, and paternity) as provided for all certified staff positions.
- I.) **Vacation Time (applicable to 12-month administrators only)** – The Board of School Trustees will provide 4 weeks per year of paid vacation to all 12-month administrators.

All employee groups (certified staff positions and support staff positions) have the opportunity to elect supplemental insurance plans through American Fidelity or Madison National Life at the cost of the employee. There is no Board contribution for any supplemental plans elected.

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 BROWNSBURG COMM SCHOOL CORP ("Corporation") and DONAVAN S WHITE ("Teacher"). DONAVAN S WHITE is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning July 01, 2023 and ending on June 30, 2025. Ind. Code 20-28-6-2(a) (3) (A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of 220.00 days. Ind. Code 20-28-6-2(a) (3) (B)
3. The number of hours per day the Teacher is expected to work under this Contract is 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 \$110,400.00 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(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 9th day of October, 2023.

Teacher:



School Corporation by:




President

Attested:



Superintendent



Secretary

BROWNSBURG COMMUNITY SCHOOL CORPORATION

ADMINISTRATIVE BENEFIT PACKAGE

Effective July 1, 2023

- A.) **Medical Insurance** – For Plan year 2023, the Board of School Trustees will provide an annual contribution of up to \$10,512.00 for a single medical plan, if elected, or up to \$22,576.00 for a family medical plan, if elected and for plan year 2024 up to \$10,992.00 for a single medical plan, if elected, or up to \$23,776.20 for a family medical plan, if elected. If no medical plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plans are the same for all employee groups (certified staff positions and support staff positions).
- B.) **Dental Insurance** – For plan year 2023, the Board of School Trustees will provide an annual contribution up to \$384.92 for a single dental plan, if elected, or \$1,180.52 for a family dental plan, if elected and for plan year 2024, will provide an annual contribution up to \$415.76 for a single dental plan, if elected, or \$1,275.08 for a family dental plan, if elected. If no dental plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plan is the same for all employee groups (certified staff positions and support staff positions).
- C.) **Vision Insurance** – For plan year 2023, the Board of School Trustees will provide an annual contribution of \$145.40 for a single vision plan, if elected, or \$314.12 for a family vision plan, if elected, and for plan year 2024, will provide an annual contribution up to \$157.16 for a single vision plan, if elected, or up to \$339.32 for a family vision plan, if elected. If no vision plan is selected, there will be no contribution or adjustment to salary made by the Board. The Board contribution for a single vision plan is the same for all employee groups (certified staff positions and support staff positions). The available plan is the same for all employee groups (certified staff positions and support staff positions).
- D.) **Life Insurance** – The Board of School Trustees will provide a term life insurance plan in the amount of \$50,000.00. The Board will provide an annual contribution of \$71.00 for staff members with no dependents and \$85.40 for staff members with dependents. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).
- E.) **Long Term Disability** - The Board of School Trustees will provide an annual contribution of 0.511% of the base salary toward a long-term disability insurance plan. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).

- F.) **403(b) Voluntary Retirement Savings** – The Board of School Trustees will provide up to a 3% match to the 403(b) Voluntary Retirement Savings Plan for plan participants. The Board provides the same contribution level to all employee groups (certified staff positions and support staff positions).
- G.) **Indiana Public Retirement System (formerly known as TRF/PERF)** – The Board of School Trustees will provide an annual contribution to INPRS per State of Indiana guidelines and will contribute the mandatory employee contribution on the employee's behalf. The Board provides the same contribution level for all INPRS qualified positions.
- H.) **Paid Leave Time** – The Board of School Trustees will provide paid leave time (sick, family illness, personal, bereavement, jury duty, military, adoptive, maternity, and paternity) as provided for all certified staff positions.
- I.) **Vacation Time (applicable to 12-month administrators only)** – The Board of School Trustees will provide 4 weeks per year of paid vacation to all 12-month administrators.

All employee groups (certified staff positions and support staff positions) have the opportunity to elect supplemental insurance plans through American Fidelity or Madison National Life at the cost of the employee. There is no Board contribution for any supplemental plans elected.

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 BROWNSBURG COMM SCHOOL CORP ("Corporation") and SUSAN R WISE ("Teacher"). SUSAN R WISE is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning July 01, 2023 and ending on June 30, 2025. Ind. Code 20-28-6-2(a) (3) (A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of 220.00 days. Ind. Code 20-28-6-2(a) (3) (B)
3. The number of hours per day the Teacher is expected to work under this Contract is Ind. Code 20-28-6-2(a) (3) (E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of \$133,500.00 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 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(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 9th day of October, 2023.

Teacher:

Susan Wise

School Corporation by:

Dynica Huffer

President

Attested:

[Signature]

Superintendent

Eric M. Hyatt

Secretary

BROWNSBURG COMMUNITY SCHOOL CORPORATION

ADMINISTRATIVE BENEFIT PACKAGE

Effective July 1, 2023

- A.) **Medical Insurance** – For Plan year 2023, the Board of School Trustees will provide an annual contribution of up to \$10,512.00 for a single medical plan, if elected, or up to \$22,576.00 for a family medical plan, if elected and for plan year 2024 up to \$10,992.00 for a single medical plan, if elected, or up to \$23,776.20 for a family medical plan, if elected. If no medical plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plans are the same for all employee groups (certified staff positions and support staff positions).
- B.) **Dental Insurance** – For plan year 2023, the Board of School Trustees will provide an annual contribution up to \$384.92 for a single dental plan, if elected, or \$1,180.52 for a family dental plan, if elected and for plan year 2024, will provide an annual contribution up to \$415.76 for a single dental plan, if elected, or \$1,275.08 for a family dental plan, if elected. If no dental plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plan is the same for all employee groups (certified staff positions and support staff positions).
- C.) **Vision Insurance** – For plan year 2023, the Board of School Trustees will provide an annual contribution of \$145.40 for a single vision plan, if elected, or \$314.12 for a family vision plan, if elected, and for plan year 2024, will provide an annual contribution up to \$157.16 for a single vision plan, if elected, or up to \$339.32 for a family vision plan, if elected. If no vision plan is selected, there will be no contribution or adjustment to salary made by the Board. The Board contribution for a single vision plan is the same for all employee groups (certified staff positions and support staff positions). The available plan is the same for all employee groups (certified staff positions and support staff positions).
- D.) **Life Insurance** – The Board of School Trustees will provide a term life insurance plan in the amount of \$50,000.00. The Board will provide an annual contribution of \$71.00 for staff members with no dependents and \$85.40 for staff members with dependents. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).
- E.) **Long Term Disability** - The Board of School Trustees will provide an annual contribution of 0.511% of the base salary toward a long-term disability insurance plan. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).

- F.) **403(b) Voluntary Retirement Savings** – The Board of School Trustees will provide up to a 3% match to the 403(b) Voluntary Retirement Savings Plan for plan participants. The Board provides the same contribution level to all employee groups (certified staff positions and support staff positions).
- G.) **Indiana Public Retirement System (formerly known as TRF/PERF)** – The Board of School Trustees will provide an annual contribution to INPRS per State of Indiana guidelines and will contribute the mandatory employee contribution on the employee's behalf. The Board provides the same contribution level for all INPRS qualified positions.
- H.) **Paid Leave Time** – The Board of School Trustees will provide paid leave time (sick, family illness, personal, bereavement, jury duty, military, adoptive, maternity, and paternity) as provided for all certified staff positions.
- I.) **Vacation Time (applicable to 12-month administrators only)** – The Board of School Trustees will provide 4 weeks per year of paid vacation to all 12-month administrators.

All employee groups (certified staff positions and support staff positions) have the opportunity to elect supplemental insurance plans through American Fidelity or Madison National Life at the cost of the employee. There is no Board contribution for any supplemental plans elected.

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 BROWNSBURG COMM SCHOOL CORP ("Corporation") and EMILY N ZETO ("Teacher"). EMILY N ZETO is a teacher as defined in Ind. Code 20-18-2-22.

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


1. The Teacher shall teach in the schools of the Corporation for the school term beginning July 01, 2023 and ending on June 30, 2024. Ind. Code 20-28-6-2(a) (3) (A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of 205.00 days. Ind. Code 20-28-6-2(a) (3) (B)
3. The number of hours per day the Teacher is expected to work under this Contract is 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 \$107,763.60 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(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 9th day of October, 2023.

Teacher:



School Corporation by:




President

Attested:



Superintendent



Secretary

BROWNSBURG COMMUNITY SCHOOL CORPORATION

ADMINISTRATIVE BENEFIT PACKAGE

Effective July 1, 2023

- A.) **Medical Insurance** – For Plan year 2023, the Board of School Trustees will provide an annual contribution of up to \$10,512.00 for a single medical plan, if elected, or up to \$22,576.00 for a family medical plan, if elected and for plan year 2024 up to \$10,992.00 for a single medical plan, if elected, or up to \$23,776.20 for a family medical plan, if elected. If no medical plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plans are the same for all employee groups (certified staff positions and support staff positions).
- B.) **Dental Insurance** – For plan year 2023, the Board of School Trustees will provide an annual contribution up to \$384.92 for a single dental plan, if elected, or \$1,180.52 for a family dental plan, if elected and for plan year 2024, will provide an annual contribution up to \$415.76 for a single dental plan, if elected, or \$1,275.08 for a family dental plan, if elected. If no dental plan is selected, there will be no contribution or adjustment to salary made by the Board. The available plan is the same for all employee groups (certified staff positions and support staff positions).
- C.) **Vision Insurance** – For plan year 2023, the Board of School Trustees will provide an annual contribution of \$145.40 for a single vision plan, if elected, or \$314.12 for a family vision plan, if elected, and for plan year 2024, will provide an annual contribution up to \$157.16 for a single vision plan, if elected, or up to \$339.32 for a family vision plan, if elected. If no vision plan is selected, there will be no contribution or adjustment to salary made by the Board. The Board contribution for a single vision plan is the same for all employee groups (certified staff positions and support staff positions). The available plan is the same for all employee groups (certified staff positions and support staff positions).
- D.) **Life Insurance** – The Board of School Trustees will provide a term life insurance plan in the amount of \$50,000.00. The Board will provide an annual contribution of \$71.00 for staff members with no dependents and \$85.40 for staff members with dependents. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).
- E.) **Long Term Disability** - The Board of School Trustees will provide an annual contribution of 0.511% of the base salary toward a long-term disability insurance plan. The Board provides the same amount of coverage and contribution level to all employee groups (certified staff positions and support staff positions).

- F.) **403(b) Voluntary Retirement Savings** – The Board of School Trustees will provide up to a 3% match to the 403(b) Voluntary Retirement Savings Plan for plan participants. The Board provides the same contribution level to all employee groups (certified staff positions and support staff positions).
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- I.) **Vacation Time (applicable to 12-month administrators only)** – The Board of School Trustees will provide 4 weeks per year of paid vacation to all 12-month administrators.

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