

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)

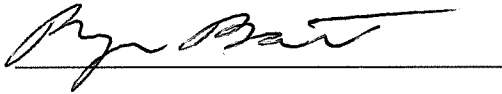
This regular teacher contract ("Contract") is by and between the governing body of the **CRAWFORDSVILLE COMM SCH CORP** ("Corporation") and **BRYCE W. BARTON** ("Teacher"). **BRYCE W. BARTON** is a teacher as defined in Ind. Code 20-18-2-22.

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

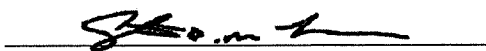
1. The Teacher shall teach in the schools of the Corporation for the school term beginning **August 01, 2024** and ending on **July 31, 2026**. Ind. Code 20-28-6-2(a) (3) (A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **260.00** days. Ind. 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 **7.50**. 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 **\$100,264.32** 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 **14th** day of **November, 2024**.

Teacher:




School Corporation by:

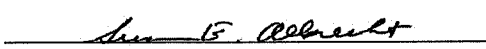


President

Attested:



Superintendent



Secretary

REGULAR TEACHER CONTRACT

Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract

for the employment of teachers pursuant to Ind. Code 20-28-6-4(b)

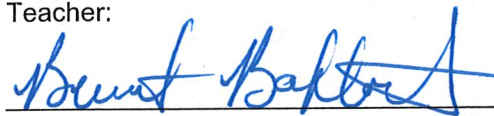
This regular teacher contract ("Contract") is by and between the governing body of the **CRAWFORDSVILLE COMM SCH CORP** ("Corporation") and **BRENT P. BOKHART** ("Teacher"). **BRENT P. BOKHART** is a teacher as defined in Ind. Code 20-18-2-22.

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

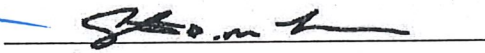
1. The Teacher shall teach in the schools of the Corporation for the school term beginning **July 01, 2024** and ending on **June 30, 2028**. Ind. Code 20-28-6-2(a) (3) (A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **260.00** days. Ind. Code 20-28-6-2(a) (3) (B)
3. The number of hours per day the Teacher is expected to work under this Contract is **8.00**. Ind. Code 20-28-6-2(a) (3) (E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **\$133,900.00** 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 **14th** day of **November, 2024**.

Teacher:



School Corporation by:

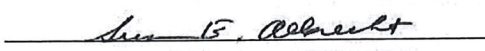


President

Attested:



Superintendent



Secretary

REGULAR TEACHER CONTRACT

*Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract
for the employment of teachers pursuant to Ind. Code 20-28-6-4(b)*

This regular teacher contract ("Contract") is by and between the governing body of the **CRAWFORDSVILLE COMM SCH CORP** ("Corporation") and **MARCI R. GALINOWSKI** ("Teacher"). **MARCI R. GALINOWSKI** 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, 2024** and ending on **June 30, 2026**. Ind. Code 20-28-6-2(a) (3) (A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **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 **8.00**. Ind. Code 20-28-6-2(a) (3) (E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **\$104,740.65** 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 **14th** day of **November, 2024**.

Teacher:

Marci Galinowski

School Corporation by:

[Signature]

President

Attested:

[Signature]

Superintendent

[Signature]

Secretary

REGULAR TEACHER CONTRACT

*Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract
for the employment of teachers pursuant to Ind. Code 20-28-6-4(b)*

This regular teacher contract ("Contract") is by and between the governing body of the **CRAWFORDSVILLE COMM SCH CORP** ("Corporation") and **TAMARI A. HAAS** ("Teacher"). **TAMARI A. HAAS** 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:

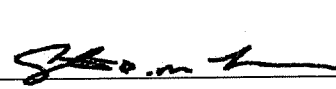
1. The Teacher shall teach in the schools of the Corporation for the school term beginning **July 01, 2024** and ending on **June 30, 2026**. Ind. Code 20-28-6-2(a) (3) (A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **260.00** days. Ind. Code 20-28-6-2(a) (3) (B)
3. The number of hours per day the Teacher is expected to work under this Contract is **8.00**. Ind. Code 20-28-6-2(a) (3) (E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **\$108,150.00** 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 **14th** day of **November, 2024**.

Teacher:

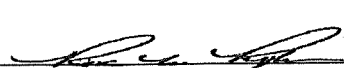


School Corporation by:

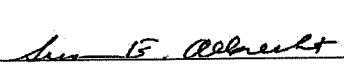


President

Attested:



Superintendent



Secretary

REGULAR TEACHER CONTRACT

*Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract
for the employment of teachers pursuant to Ind. Code 20-28-6-4(b)*


This regular teacher contract ("Contract") is by and between the governing body of the **CRAWFORDSVILLE COMM SCH CORP** ("Corporation") and **JENNIFER HALL** ("Teacher"). **JENNIFER HALL** 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:

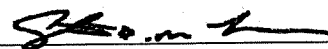
1. The Teacher shall teach in the schools of the Corporation for the school term beginning **July 01, 2024** and ending on **June 30, 2026**. Ind. Code 20-28-6-2(a) (3) (A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **205.00** days. Ind. 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 **8.00**. Ind. Code 20-28-6-2(a) (3) (E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **\$97,500.00** 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 **14th** day of **November, 2024**.

Teacher:



School Corporation by:

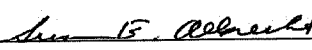


President

Attested:



Superintendent



Secretary

REGULAR TEACHER CONTRACT

*Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract
for the employment of teachers pursuant to Ind. Code 20-28-6-4(b)*

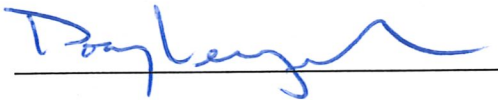
This regular teacher contract ("Contract") is by and between the governing body of the **CRAWFORDSVILLE COMM SCH CORP** ("Corporation") and **DOUGLAS G. LINGERICH** ("Teacher"). **DOUGLAS G. LINGERICH** is a teacher as defined in Ind. Code 20-18-2-22.

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, 2024** and ending on **June 30, 2026**. Ind. Code 20-28-6-2(a) (3) (A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **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 **7.50**. Ind. Code 20-28-6-2(a) (3) (E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **\$99,649.93** 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 **14th** day of **November, 2024**.

Teacher:



School Corporation by:

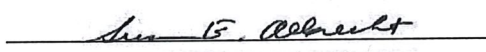


President

Attested:



Superintendent



Secretary

REGULAR TEACHER CONTRACT

*Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract
for the employment of teachers pursuant to Ind. Code 20-28-6-4(b)*

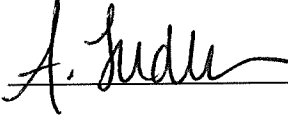
This regular teacher contract ("Contract") is by and between the governing body of the **CRAWFORDSVILLE COMM SCH CORP** ("Corporation") and **ANGELA N. LUDLUM** ("Teacher"). **ANGELA N. LUDLUM** is a teacher as defined in Ind. Code 20-18-2-22.

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

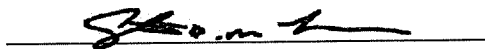
1. The Teacher shall teach in the schools of the Corporation for the school term beginning **July 01, 2024** and ending on **June 30, 2026**. Ind. Code 20-28-6-2(a) (3) (A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **260.00** days. Ind. Code 20-28-6-2(a) (3) (B)
3. The number of hours per day the Teacher is expected to work under this Contract is **8.00**. Ind. Code 20-28-6-2(a) (3) (E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **\$108,150.00** 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 **14th** day of **November, 2024**.

Teacher:

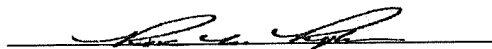


School Corporation by:

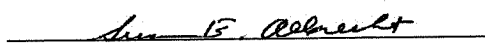


President

Attested:



Superintendent



Secretary

REGULAR TEACHER CONTRACT

Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract
for the employment of teachers pursuant to Ind. Code 20-28-6-4(b)

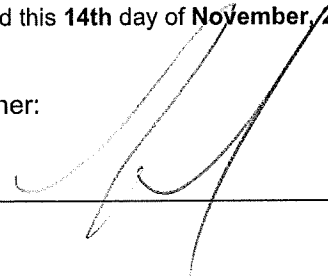
This regular teacher contract ("Contract") is by and between the governing body of the **CRAWFORDSVILLE COMM SCH CORP** ("Corporation") and **MARK A. MELTON** ("Teacher"). **MARK A. MELTON** is a teacher as defined in Ind. Code 20-18-2-22.

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

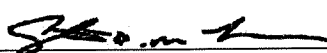
1. The Teacher shall teach in the schools of the Corporation for the school term beginning **July 01, 2024** and ending on **June 30, 2026**. Ind. Code 20-28-6-2(a) (3) (A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **260.00** days. Ind. Code 20-28-6-2(a) (3) (B)
3. The number of hours per day the Teacher is expected to work under this Contract is **8.00**. Ind. Code 20-28-6-2(a) (3) (E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **\$105,834.56** 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 **14th** day of **November, 2024**.

Teacher:



School Corporation by:

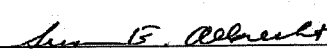


President

Attested:



Superintendent



Secretary

REGULAR TEACHER CONTRACT

Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract

for the employment of teachers pursuant to Ind. Code 20-28-6-4(b)

This regular teacher contract ("Contract") is by and between the governing body of the **CRAWFORDSVILLE COMM SCH CORP** ("Corporation") and **SARA A. NICODEMUS** ("Teacher"). **SARA A. NICODEMUS** 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, 2024** and ending on **June 30, 2026**. Ind. Code 20-28-6-2(a) (3) (A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **260.00** days. Ind. Code 20-28-6-2(a) (3) (B)
3. The number of hours per day the Teacher is expected to work under this Contract is **8.00**. Ind. Code 20-28-6-2(a) (3) (E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **\$92,700.00** 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 **14th** day of **November, 2024**.

Teacher:

Sara Nicodemus

School Corporation by:

[Signature]

President

Attested:

[Signature]

Superintendent

[Signature]

Secretary

REGULAR TEACHER CONTRACT

*Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract
for the employment of teachers pursuant to Ind. Code 20-28-6-4(b)*

This regular teacher contract ("Contract") is by and between the governing body of the **CRAWFORDSVILLE COMM SCH CORP** ("Corporation") and **HEIDI N. PLUNKETT** ("Teacher"). **HEIDI N. PLUNKETT** 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, 2024** and ending on **June 30, 2026**. Ind. Code 20-28-6-2(a) (3) (A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **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 **8.00**. Ind. Code 20-28-6-2(a) (3) (E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **\$71,917.69** 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 **14th** day of **November, 2024**.

Teacher:

Heidi Plunkett

School Corporation by:

[Signature]

President

Attested:

[Signature]

Superintendent

[Signature]

Secretary

REGULAR TEACHER CONTRACT

*Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract
for the employment of teachers pursuant to Ind. Code 20-28-6-4(b)*

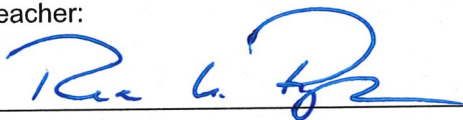
This regular teacher contract ("Contract") is by and between the governing body of the **CRAWFORDSVILLE COMM SCH CORP** ("Corporation") and **REX M. RYKER** ("Teacher"). **REX M. RYKER** is a teacher as defined in Ind. Code 20-18-2-22.

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, 2024** and ending on **June 30, 2028**. Ind. Code 20-28-6-2(a) (3) (A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **260.00** days. Ind. Code 20-28-6-2(a) (3) (B)
3. The number of hours per day the Teacher is expected to work under this Contract is **8.00**. Ind. Code 20-28-6-2(a) (3) (E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **\$154,500.00** 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 **14th** day of **November, 2024**.

Teacher:



School Corporation by:

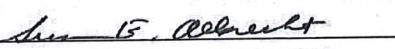


President

Attested:



Superintendent



Secretary

ADDENDUM TO EMPLOYMENT CONTRACT REX RYKER

This addendum to the employment contract, made and entered into this day by and between the Crawfordsville Community School Corporation (hereinafter called "Corporation") and Rex M Ryker (hereinafter called "Superintendent") WITNESSETH that this addendum shall supplement and constitute a part of that certain form of regular teacher's contract entered into this date by and between Corporation and Superintendent, and the parties agree that the following terms and conditions of employment of Superintendent by Corporation shall apply:

PROFESSIONAL CERTIFICATION AND DUTIES:

1. Superintendent shall at all times hold a valid Administration and Supervisor-Superintendent certification issued by the State of Indiana.
2. Superintendent shall, under the direction of the Board of School Trustees of Corporation, perform all duties and responsibilities as set forth by school board policy of Corporation (Sec. 1210-through 1241) including but not limited to:
 - a. Managing the administration of the schools comprising the Corporation and delegating authority to administrative staff;
 - b. Serving as the Chief Executive Officer and educational leader of the Corporation; including representing the Corporation in all dealings with the public, individuals, and other organizations;
 - c. Directing and assigning tasks of teachers and other employees of the Corporation as well as recommending employment for and evaluating those positions;
 - d. Maintaining efficient organization of the administrative, business, instructional, and supervisory staff of Corporation;
 - e. Suggesting appropriate policies, rules, regulations, and procedures for the operation of the Corporation;
 - f. Direct the preparation of an annual budget for Corporation's operation and submission of taxing authorities as required;
 - g. Negotiating and discussing matters with certificated employees pursuant to laws, rules, and regulations;
 - h. Attending all meetings of the Board of School Trustees of Corporation, including, but not limited to, all executive board meetings. Superintendent shall have a right to attend all such meetings except such meetings as may involve the discussion at executive board meetings of the employment relationship between Corporation and Superintendent;
 - i. Performing such other orders, directions, and tasks as assigned by the Board of School Trustees of the Corporation;
 - j. Assisting the board in the development of Corporation goals;
 - k. Direct the application process for grants as may be beneficial to the financial and educational goals of the Corporation;
 - l. Supervise and implement evaluations of staff pursuant to IC 20-28 and the requirements of the school's model evaluation plan;
 - m. Performance of the superintendent's responsibilities at a level of competence required by school policy rules and regulations of IDE, and Indiana law

TERM

Corporation employs the Superintendent and the Superintendent agrees to be employed by the Corporation as the Superintendent of Crawfordsville Community School Corporation for a period beginning July 1, 2024 and concluding on June 30, 2028. ("Contract Term"). This agreement will automatically renew at the end of each school year for a further term of 4 years unless either party notifies the other party in writing by May 31 of the relevant school year of its notice to terminate. Superintendent is obligated to advise the School Board in writing of this automatic extension provision by May 1 of each calendar year.

CONTINUING EDUCATION

Corporation encourages the continuing professional growth of Superintendent through participation in activities conducted or sponsored by local, state, and national administrator associations and school board associations; seminars offered by instructors; informational meetings with skilled persons having expertise in the operations of Corporation; advisory committees of the Indiana State Department of Education; and other continuing educational opportunities. Corporation shall permit a reasonable amount of time, as the Superintendent deems appropriate to attend to such matters and shall pay for necessary registration/travel fees and expenses. The Superintendent's first duty being the operation of the Corporation, activities involving continuing education set forth above shall be scheduled and attended at times that minimize Superintendent's absence from supervision and directing of the Corporation's operations. Superintendent shall not devote more than 40 hours during any contract year conducting consulting, or other related projects without first obtaining approval from the board to be absent from the district for such activities.

SALARY

An annual salary of **One Hundred Fifty-Four Thousand Five Hundred Dollars (\$154,500.00)** through June 30, 2025. If Superintendent receives a rating of effective or highly effective on the Board's evaluation, Superintendent's salary will automatically increase effective each July 1, 2025 and annually thereafter by an amount equal to the percentage or flat amount increase, if any, granted by the Board to certified staff under their collective bargaining agreement. This annual salary shall be paid to the Superintendent on an equal installment basis during each year of such employment, the installment payment dates to be commensurate with the installment payment dates applicable to other administrative employees. It is mutually agreed that the salary provisions of this Addendum and the additional provisions may be adjusted by mutual consent of the parties at any time.

BENEFITS

Superintendent shall be entitled to the following benefits:

1. Vacation: Superintendent shall accrue 20 days of vacation each contract year. Unused vacation days may be used through the month of July of each contract year. Unused vacation days shall not accumulate from year to year.
2. Life insurance: A term insurance policy having a death benefit of \$150,000.00 will be provided to Superintendent. In addition, a group term life insurance policy having a death benefit of \$25,000 will be provided to the Superintendent.
3. Health insurance: Medical and hospitalization insurance will be provided to Superintendent in accordance with the group medical and hospitalization insurance provided to other administrators within the Corporation.
4. Other benefits: Superintendent shall be entitled to all the benefits applicable to certified teachers and administrators as are incident to their employment relationship with Corporation including, but not limited to, benefits and leaves, any other forms of insurance protection, retirement program, choice of tax-sheltered annuities, and other certified employee benefits.
5. Dues: The school corporation will pay the professional dues to the Indiana Association of Public School Superintendents and the Indiana Association of School Business Officials in full.
6. Teacher's Retirement: Corporation shall pay the Superintendent's entire contributions to the Teacher's Retirement Fund.
7. Corporation agrees to contribute the maximum amount allowable into an Internal Revenue Code Section 403(b) plan for the Superintendent for each year. These contribution amounts will be made into a qualifying IRS Section 401(a) plan in the Superintendent's name. These contributions will be considered vested after 5 years of employment with the Corporation.
8. The school corporation shall provide a cell phone and related cell service to Superintendent for the performance of his duties.

INDEMNITY

Corporation agrees that it will, to the extent permitted by state law and with the exception of claims brought by Corporation against Superintendent, defend and indemnify Superintendent from all claims brought against Superintendent in his individual capacity arising from Superintendent acting within the scope of his employment as Superintendent for Corporation. This duty to indemnify is a liability of the Corporation, not the personal liability of any or all of the school trustees.

TERMINATION

This contract may be terminated as follows:

1. By written mutual agreement between the parties.
2. Upon the death of Superintendent.
3. Upon Superintendent's inability to perform his duties arising from a continuing disability. In the event of disability by illness or injury or other incapacity of Superintendent after Superintendent's sick leave has been exhausted, the compensation shall be reinstated after Superintendent has returned to employment and undertaken the full discharge of his duties. The Corporation may terminate this contract by written notice to Superintendent at any time after Superintendent has exhausted any accumulated sick leave and such other

leave as may be available and has been absent from employment for whatever cause for an additional continuous period of one hundred eighty (180) days or the waiting period necessary to cause payment of disability payments under the Corporation's disability insurance program, whichever period is less, All obligations of Corporation under this contract shall cease upon such termination.

If a question exists concerning the capacity of Superintendent to return to regular duties, Corporation may require Superintendent to submit to a medical examination to be performed by a doctor licensed to practice medicine. Corporation and Superintendent shall endeavor to mutually agree upon the physician who shall conduct the examination within (10) days after request of Corporation for such examination and Superintendent agrees to submit to such examination and to consent to the release of all medical records to such examining physician. In the event Corporation and Superintendent cannot mutually agree upon an examining physician, Superintendent agrees to submit to medical examination by a physician chosen by Corporation and execute such consents as are necessary to permit such physician to understand Superintendent's medical history and to release the results of such examination to Corporation. The examination shall be done at the expense of the Corporation. The physician shall limit his/her report to the issue of whether Superintendent has a continuing disability that prohibits performing required duties.

4. This contract may be terminated and Superintendent discharged for any cause under the provisions of IC 20-28-8-6 and 20-28-8-7.
5. This contract may be terminated and Superintendent discharged upon Superintendent's failure to hold a valid Indiana Supervisor-Superintendent's certificate.
6. Superintendent waives all rights under IC 20-28-7.5-1 et seq. relating to dismissal of his teacher contractual rights.
7. In the event of termination of this contract by either party for any reason, total damages for any alleged breach shall not exceed \$154,500.00. The parties agree that this amount is a reasonable cap on potential damages that either party may pursue in the event of any alleged breach by a party.

EVALUATIONS

The entire board shall evaluate Superintendent's performance of duties at least once each year, prior to June 30, with a summary of the evaluation session being reduced to writing and placed into the Superintendent's personnel files, along with the goals for improvement for the ensuing year.

TRANSPORTATION

As an additional basic salary, and in lieu of providing an automobile, a monthly payment of \$550.00 shall be paid to Superintendent by Corporation. This amount shall increase annually by the same percentage increase of the teacher Collective Bargaining Agreement (if the teacher raise is a flat amount, the percentage will be based on the percentage of the flat amount for the average teacher salary). The Superintendent agrees to drive a late-model vehicle. The automobile shall be maintained, licensed, and insured by the Superintendent, who will pay all operating expenses.

Corporation will reimburse Superintendent for business trips outside of a 75-mile radius of the school district in accordance with the Corporation's standard mileage rate.

SAVINGS CLAUSE

If any provision of this contract is found to be illegal or void, it shall not affect or impair the enforceability or validity of other provisions of the contract.

ENTIRE AGREEMENT

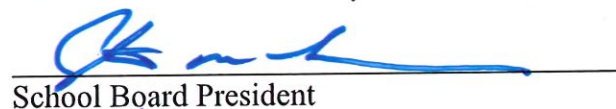
The terms of this agreement shall be construed pursuant to the laws of the State of Indiana. This contract contains and supersedes all previous agreements between the parties and no verbal agreements exist between the parties and its provisions cannot be modified except by a written modification thereto executed by both.

IN WITNESS WHEREOF, the parties have hereunto set their respective hands this 13 day of Dec 2024.

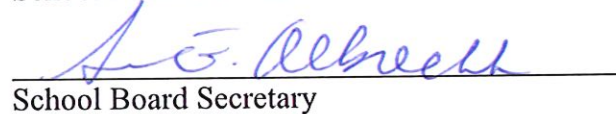


Rex M Ryker

Crawfordsville Community School Corporation



School Board President



School Board Secretary

REGULAR TEACHER CONTRACT

*Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract
for the employment of teachers pursuant to Ind. Code 20-28-6-4(b)*

This regular teacher contract ("Contract") is by and between the governing body of the **CRAWFORDSVILLE COMM SCH CORP** ("Corporation") and **KRISTOPHER M SIMS** ("Teacher"). **KRISTOPHER M SIMS** 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:

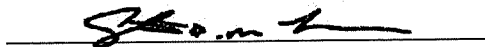
1. The Teacher shall teach in the schools of the Corporation for the school term beginning **July 01, 2024** and ending on **June 30, 2026**. Ind. Code 20-28-6-2(a) (3) (A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **205.00** days. Ind. 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 **\$85,000.00** 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 **14th** day of **November, 2024**.

Teacher:

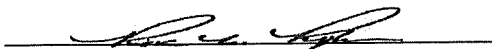


School Corporation by:

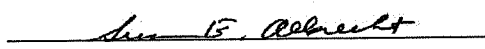


President

Attested:



Superintendent



Secretary

REGULAR TEACHER CONTRACT

Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract

for the employment of teachers pursuant to Ind. Code 20-28-6-4(b)

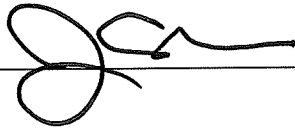
This regular teacher contract ("Contract") is by and between the governing body of the **CRAWFORDSVILLE COMM SCH CORP** ("Corporation") and **JOHN W. STRICKLAND III** ("Teacher"). **JOHN W. STRICKLAND III** is a teacher as defined in Ind. Code 20-18-2-22.

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

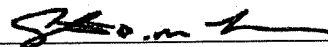
1. The Teacher shall teach in the schools of the Corporation for the school term beginning **July 01, 2024** and ending on **June 30, 2026**. Ind. Code 20-28-6-2(a) (3) (A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **260.00** days. Ind. Code 20-28-6-2(a) (3) (B)
3. The number of hours per day the Teacher is expected to work under this Contract is **8.00**. Ind. Code 20-28-6-2(a) (3) (E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **\$122,545.28** 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 **14th** day of **November, 2024**.

Teacher:



School Corporation by:

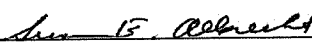


President

Attested:



Superintendent



Secretary

REGULAR TEACHER CONTRACT

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for the employment of teachers pursuant to Ind. Code 20-28-6-4(b)*

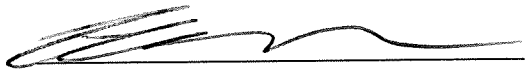
This regular teacher contract ("Contract") is by and between the governing body of the **CRAWFORDSVILLE COMM SCH CORP** ("Corporation") and **BLAKE R. SURBER** ("Teacher"). **BLAKE R. SURBER** is a teacher as defined in Ind. Code 20-18-2-22.

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

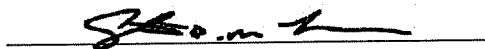
1. The Teacher shall teach in the schools of the Corporation for the school term beginning **July 01, 2024** and ending on **June 20, 2026**. Ind. Code 20-28-6-2(a) (3) (A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **215.00** days. Ind. Code 20-28-6-2(a) (3) (B)
3. The number of hours per day the Teacher is expected to work under this Contract is **8.00**. Ind. Code 20-28-6-2(a) (3) (E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **\$82,400.00** 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 **14th** day of **November, 2024**.

Teacher:



School Corporation by:

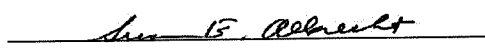


President

Attested:



Superintendent



Secretary

REGULAR TEACHER CONTRACT

*Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract
for the employment of teachers pursuant to Ind. Code 20-28-6-4(b)*

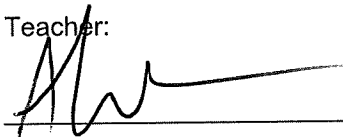
This regular teacher contract ("Contract") is by and between the governing body of the **CRAWFORDSVILLE COMM SCH CORP** ("Corporation") and **ADAM S. WELCHER** ("Teacher"). **ADAM S. WELCHER** is a teacher as defined in Ind. Code 20-18-2-22.

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

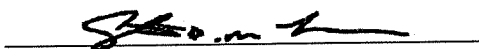
1. The Teacher shall teach in the schools of the Corporation for the school term beginning **July 01, 2024** and ending on **June 30, 2026**. Ind. Code 20-28-6-2(a) (3) (A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **205.00** days. Ind. 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 **8.00**. Ind. Code 20-28-6-2(a) (3) (E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **\$90,000.00** 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 **14th** day of **November, 2024**.

Teacher:

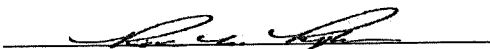


School Corporation by:

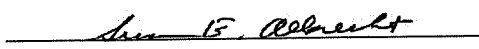


President

Attested:



Superintendent



Secretary