

Board Minutes  
July 28, 2025

The regular meeting of the Greater Jasper Consolidated Schools Board of Trustees was held at the Jasper High School Community Room on July 28, 7:00 p.m. President Greg Eckerle called the meeting to order.

Live Stream Link

<https://youtube.com/live/kAqwj5qEbws?feature=share>

Board Members and School Corporation personnel in attendance:

Greg Eckerle-Present

Arlet Jackle-Absent

Dr. Judy Englert-Secretary-Present

Steve Lukemeyer-Member-Absent

Sara Schmidt-Member-Present

Tim DeMotte-School Attorney-Absent

Dr. Tracy Lorey-Superintendent-Present

Glenn Buechlein-Assistant Superintendent Support Services and Transportation-Absent

Tina Fawks-Assistant Superintendent Curriculum, Instruction, and Assessment-Present

Monica Young-Corporation Treasurer-Present

The Pledge of Allegiance was said by everyone in attendance.

Public Comment:

None

Consent Agenda:

Mr. Eckerle asked members if any of the consent agenda items needed to be discussed.

No other items were asked to be discussed.

A motion by Dr. Englert, second by Sara Schmidt, to approve the consent agenda, was unanimously approved by the Board.

Consent Agenda

- Minutes, claims and bank reconciliations
- Consideration of Request for Leave
  - As presented to the Board of Trustees
- Resignations/Retirements
  - Kristen Gayso-Music Teacher-IRE
  - Donna Jones-Cafeteria Duty Stipend-IRE
  - Michelle Lamkin-1/2 Bus Duty Stipend-JES
  - Aalyiah Perazza-28-Hour Instructional Assistant-JES
  - Gillian Blessinger-Middle School BPA Coordinator ECA-JMS
  - Darrel Land-Middle School Assistant Boys Basketball Coach-JMS
  - Caleb Begle-Head Boys' Golf coach-JHS
  - Meredith Kendall-Freshman Volleyball Coach-JHS
  - Jacob Potts-Assistant Football Coach-JHS
  - Tina Hilgediek-Treasurer Stipend-JHS
  - Thomas Gilbert-Technology Intern-GJCS

- Debbie Hancock-Language Facilitator-DSP Co-op
- Staff Recommendations
  - Gracie Mehringer-Cafeteria Duty ECA-IRE
  - Lauren Fleetwood-28-Hour Special Education Instructional Assistant-JES
  - Tara Bath-35-Hour Title I Instructional Assistant-JES
  - Chineca Brown-35-Hour Instructional Assistant-JES
  - Kara Henke-30-Hour Instructional Assistant-JES
  - Janelle Hasenour-High /Ability Stipend-JES
  - Beth Teder-Move from 35-Hour Title I Instructional Assistant to 35-Hour Special Education Assistant-JES
  - Eli Hopf-1/2 Bus Duty Stipend-JES
  - Ethan Varden-Summer School Teacher-JHS
  - Ethan Varden-Pep Band/Jazz Band ECA-JHS
  - Realign JHS Secretary Days/Hours
    - Sharon Leinenbach-191 Days/8 Hours Per Day
    - Kathy Gutsell-183 Days/7.5 Hours Per Day
    - Tina Hilgediek-191 Days/8 Hours Per Day
    - Addison Betz-200 Days/8 Hours Per Day
    - Jenny Sermersheim-210 Days/8 Hours Per Day
  - Kelly Couch-Custodian-JHS
  - Alex Lee-40-Hour Per Week Instructional Assistant-JHS
  - Caleb Hochgesang-28-Hour Instructional Assistant-JHS
  - Ethan Varden-Pep-Bande/Jazz Band Director-JHS
  - Josh Dahmer-Head Boys' Golf Coach-JHS
  - Sarah Rogers-Freshman Volleyball Coach-JHS
  - Jared Maners-Varsity Assistant Football Coach-JHS
  - Jenny Sermersheim-Treasurer Stipend-JHS
  - Nick Eckert-Varsity Assistant/Reserve Football Coach-JHS
  - CJ Boeckman-Varsity Assistant Football Coach-JHS
  - Terry Tucker-Middle School Assistant Boys Basketball Coach-JMS
  - Aaron Williams-Head Boys Wrestling Coach-JMS
  - Brooke Goings-Behavior Specialist-DSP Co-op
- Approve Master's Incentive Program Completion Base Salary Increases
  - Gina Schuetter completion of the Master's Degree Incentive \$3,000 stipend for attaining the 18-Hour graduate courses in English for dual credit teaching eligibility
  - Mindy Sendelweck for completion of the Master's Degree Incentive \$3,000 stipend for attaining a Mild Interventions credential through the state ASSET program.
- Field Trip Requests
  - FFA Leadership Training-August 22-24, 2025-Trafalgar, IN
  - State Horticulture CDE-September 19-20, 2025-West Lafayette, IN
- Other
  - Approve corrected dates in superintendent contract
  - Approve correction on the Assistant Cafeteria Manager Wage Scale
  - Approve Master's Degree Incentive Program changes for 2025-2026
  - Approve DSP Co-op Salary/Wage Increases for 2025-2026
  - Approve 2025-2026 Prekindergarten Fees
  - Declare DSP Co-op items surplus:

- 11 iPhones SE
- 6 iPads 5<sup>th</sup> Gen
- 13 ThinkPad X1 Yoga 3<sup>rd</sup> Gen-31P-2OLDSCG00
- 

Wildcat Spotlight—  
None

Jaxson Hulsman an Eagle Scout asked the Board to approve his Eagle Scout project he would like to do at Ireland Elementary School. Jaxson wants to have display shadowboxes around the walking path at the school. The boxes would be waterproof and wooden. The boxes would be used to display students' artwork and other items. There would be a key for the boxes and that would be kept at Ireland Elementary School. The approximate cost per box is \$620.00. Jaxson is wanting to raise around \$4,000.00 to cover the costs of the boxes and other items. He is requesting donations from local businesses. He plans on completing the project by fall break.

Mr. Eckerle asked how much he has raised.

Jaxson stated he has raised around \$900.00.

A motion by Sara Schmidt, second by Dr. Englert, to approve Jaxson's Eagle Scout project, was unanimously approved by the Board.

#### Building & Maintenance Update

Dr. Lorey asked the Board to approve the Clerk of the Works Agreement with The Stenftenagel Group. The agreement covers management of all construction projects in the district. The only change is an increase in cost from \$100/Hour to \$106/Hour.

Dr. Englert asked if we pay more for hourly agreements or maintenance agreements.

Dr. Lorey stated the maintenance agreement is a monthly cost and project agreements depend on operations or bond issues.

A motion by Dr. Englert, second by Sara Schmidt, to approve the Clerk of the Works Agreement with The Stenftenagel Group, was unanimously approved by the Board.

Dr. Lorey asked the Board to approve the security camera improvements at JHS. The payment will be from the 2023 Bond. The corporation has been in contact with Architectural Sales to create a plan to enhance the security camera system at JHS. The cost of the project is \$143,600.

A motion by Sara Schmidt, second by Dr. Englert, to approve the security camera improvements with Architectural Sales, was unanimously approved by the Board.

#### Curriculum Update—Mrs. Fawks

Mrs. Fawks asked the Board to approve the Human Development and Sexuality Course Content. The Board discussed the program with Mrs. Fawks and what it entails. Mrs. Fawks states there has to be parental consent for the child to participate in the program. The videos are for Grades 5<sup>th</sup> & 6<sup>th</sup>.

A motion by Dr. Englert, second by Sara Schmidt, to approve the Human Development and Sexuality Course Content, was unanimously approved by the Board.

Mrs. Fawks reviewed the 2024-2025 assessment data for 2024-2025. The results place Greater Jasper in the top 15% statewide for ILEARN, above state proficiency for the School Day SAT, and at state level for AP testing.

Dr. Englert stated computer science scores are not looking very good.

Mrs. Fawks stated there are a lot of students taking the course.

Dr. Englert stated that since this year the course is required that hopefully the test scores will go up.

Student Support Services and Transportation Update—Mr. Buechlein

None

#### FY26 Budget

Dr. Lorey asked the Board for approval to publish on the GJCS website the CPF and Bus Replacement Plan, as well as submitting Budget Form 3 through Indiana Gateway.

The Board received the proposed FY 26 Budget summary, CPF Plan and Bus Replacement Plan. The 2026 advertised tax rate is \$1.8382. The rate is inflated to ensure the corporation captures the maximum levy in the Operations Fund. The actual tax rate will be determined by the Department of Local Government Finance and will depend upon the certified AV for 2026, property tax caps and the corporation's own assessment of the rate against the budgetary needs. The final tax rate will be lower than the advertised rate. Last year the advertised tax rate was \$1.7125 and the actual tax rate was \$0.9777.

A motion by Dr. Englert, second by Sara Schmidt, to approve the publishing of the CPF and Bus Replacement Plan and submit Budget Form 3 on Gateway, was unanimously approved by the Board.

Dr. Lorey stated a Public Hearing on the Budgets will be at the August 18<sup>th</sup> Board Meeting. The adoption will be held at the September 22 Board Meeting.

Dr. Lorey asked permission to advertise for a hearing for an additional appropriation for the Education Fund. The Board received the necessary forms to seek an additional appropriation for the FY25 Education Fund. The current approved appropriations in the Education Fund per the FY25 1782 Notice is \$23,028,500 and by midyear the corporation spent 54.69% of the appropriations. She stated the concern is that the current appropriation may not be enough to cover the remainder expenditures from the Education Fund for the budget year. She reminded the Board appropriations define the amount the corporation is permitted to expend by the Department of Local Government Finance. The corporation is on track to receive approximately \$27,040,986. Dr. Lorey asked the Board to have an additional appropriation to spend \$2,000,000. This will allow the corporation to manage the remaining expenditure for the budget year. As part of the process, the corporation will hold a public hearing at the August Board Meeting.

A motion by Sara Schmidt, second by Dr. Englert, to approve the advertisement for a hearing for an additional appropriation for the Education Fund, was unanimously approved by the Board.

Dr. Lorey asked the Board to approve an amendment for the 2025-2026 school calendar. As a member of CCISD, the corporation gained flexibility to utilize instructional minutes instead of days in order to provide the staff with a professional development day. She asked the Board to approve February 4, 2026, as the added professional development day. All staff will report to work for professional development activities. Students will not be in school on this date.

A motion by Dr. Englert, second by Sara Schmidt, to approve the amendment for the 2025-2026 school calendar, was unanimously approved by the Board.

Dr. Lorey asked the Board to review the NEOLA Policy updates for Board approval at the August Board Meeting.

#### Announcements:

- The first day of school for all staff is Monday, August 4, 2025, and the first day for students is Wednesday, August 6, 2025

# Clerk of Works Service Agreement

This Agreement ("Agreement"), made this 28th day of July 2025, by and between Greater Jasper Consolidated School District ("GJCSD") with its principal offices located at 1520 Saint Charles Street, Jasper, IN, 47546 and The Stenftenagel Group L.L.C. (TSG) with its principal offices located at 2602 Newton Street, Suite C, Jasper, IN 47546.

## WITNESSETH:

Whereas, GJCSD is involved in building improvements consisting of, but not limited to the following listed Projects, and any additional proposed or assigned improvements or construction activities presented as ("Projects");

- Jasper Elementary School Pre-K Classroom Addition
- Jasper High School North Classroom Addition
- Jasper High School and Jasper Middle School Interior Classroom Renovations
- Jasper High School West Cafeteria Expansion and Administration Office Renovations
- Jasper High School and Jasper Middle School HVAC Improvements

and

Whereas, the (GJCSD) desires to retain the services of the Stenftenagel Group L.L.C. (TSG) to provide Clerk of Works Services to GJCSD in connection with the Projects; and

Whereas, TSG desires to provide Clerk of Works services to GJCSD in connection with the Projects.

Now, therefore, in consideration of the foregoing and mutual covenants contained herein, and for other good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged, the parties hereto, intending to be legally bound hereby, agree as follows:

### 1. Clerk of the Works

The Owner (GJCSD) is authorized to employ TSG as the Owner's Representative and Project Manager or Clerk of the Works, to manage and assist the Owner (GJCSD) and Architect/Engineer in defining the Projects, manage and observe the Work of the Projects in conjunction with the Architect/Engineer selected by the Owner (GJCSD).

With full support of the Owner (GJCSD), TSG shall provide the services as listed in Section 3 of this agreement, Scope of Services. Nothing herein contained shall create any contractual relationship between TSG and the Architect, Engineer, any contractor, subcontractor or sub-subcontractor. This Agreement shall not relieve the Contractor or the Architect/Engineer of any of its responsibilities or obligations under the Projects' Contract Documents or individual Contracts/Agreements executed with each. This Agreement shall not be construed as rendering TSG responsible for any design quality or construction workmanship means, methods or safety procedures.

## 2. Liability of Parties

- a. The Clerk of Works shall perform its services as expeditiously as is consistent with such skill and care and the orderly progress of the Project/s.
- b. The Clerk of Works shall provide its services in conjunction with the services of an Architect/Engineer. The Clerk of Works shall not be responsible in any way for actions taken or not taken by the Architect/Engineer.
- c. TSG and its agents and/or Scott Stenftenagel personally, or in any other capacity, shall not be held responsible for any errors and omissions or be held liable in the performance of obligations under this Agreement.
- d. It is understood by GJCSD and TSG that the Architect, Engineer and any other vendors and consultants providing services, design and information and/or products for the Project's development for GJCSD are solely responsible for the accuracy, correctness, and completeness of the design, drawings, and specifications.
- e. TSG or Scott Stenftenagel personally, or in any other capacity, or employees of TSG shall not be held responsible for any errors and omissions. Where in the performance of the Scope of Services, as specified in Paragraph 3. below, TSG, employees of TSG and/or Scott Stenftenagel were specifically negligent in the performance of TSG's obligations under the Agreement in which event TSG shall have liability.
- f. TSG and its agents and employees shall perform their services under this agreement using due care, professional skill and judgement as is ordinarily exercised by similar firms performing similar services under similar conditions.
- g. It is also understood by GJCSD and TSG that all Vendors, Contractors, Consultants, Manufacturer Representatives providing training and instruction to Owner's staff and assigned personnel for operation and maintenance of equipment and products incorporated into the Project shall be solely responsible for all content conveyed to Owner's staff or authorized personnel. Additionally, it is also understood that TSG shall not be responsible for coordination or arranging any additional or on-going training or instruction to Owner's staff or authorized personnel
- h. It is also understood by GJCSD and TSG that GJCSD, all Contractors, Vendors the Architect and Engineer are responsible, in its entirety, for their own on-site safety program and for the safety and the well-being of their employees, visitors, sub-contractors or others for whom they are responsible, and TSG shall not be liable for or held accountable in the event of an incident.
- i. The Owner agrees to indemnify, defend, save and hold harmless TSG, its agents, officials, and employees, from any and all claims, actions, causes of action, judgments, and liens arising out of performance under this Agreement, except for the extent of the negligent, acts, or omission of TSG. The Owner's obligation to hold TSG harmless shall be limited in substance by statutes designed to protect and limit the exposure and liability of the Owner as a political subdivision (e.g., actions and conditions as to which the Owner has immunity under the Indiana Tort Claims Act, dollar limits stated

in such Act, exemption from punitive damages, and the continued ability to defeat a claim by reason of contributory negligence or fault of the claimant), so that the Owner's liability to hold harmless shall not exceed what might have been its liability to claimant if sued directly by claimant and all appropriate defenses had been raised by the Owner.

**3. Scope of Services to be provided by the Stenftenagel Group L.L.C.**

Project Phases are categorized as Design Development / Project Planning, and Post-Bid, Construction Contract Administration and On-Site Observation. It is understood by the Owner and TSG, that TSG shall provide Design Development / Project Planning, Post Bid, Construction Contract Administration, and On-Site Observation services as indicated below.

It is understood by GJCSD that TSG's performance of Design Development and Project Planning Phase services is a prerequisite for the performance of Post-Bid, Construction Contract Administration and On-Site Observation Phase services.

**Design Development and Project Planning Phase Responsibilities (Performed at an hourly rate):**

- a. In the best interest of the Owner and the Projects, TSG shall provide specification sections for Div.0 (Procurement and Contracting Requirements) and specification sections for Div.1 (General Requirements) documents, developed by TSG and approved by the Owner (GJCSD) for inclusion into the Project Manual, Bid Documents and Agreement Documents for all Projects. (Refer to the attached Exhibit A)
- b. Assist in the development of the required steps and timeline for the purpose of procurement of proposed projects and/or improvements.
- c. Develop knowledge of the Owner's purpose and use of the facility, desired improvements, Project requirements, design drawings and contract documents.
- d. In conjunction with the Architect/Engineer, facilitate and participate in all design development meetings with the Owner's administrators, staff, and other personnel deemed appropriate by the Owner.
- e. Travel to and from the TSG office, consultant offices, Projects and Project sites.
- f. Assist the Owner and A.E. in the selection of a Geotechnical Engineer and oversee soil boring testing, if required.
- g. In collaboration with the A.E., provide input in the development of a cost estimate of the Projects.
- h. Review plans and specifications as they are developed with due care in the best interest of the Owner and the Project.
- i. Provide comments for review and consideration to the Owner and Architect/Engineer.
- j. In conjunction with the Owner and the Architect/Engineer, review and develop a Project Schedule and Phasing Plan if applicable.

- k. In conjunction with the Architect/Engineer, discern and communicate constructability issues that may cause a delay in the Project Schedule or escalate the Project costs. Provide suggestions for consideration to best mitigate constructability issues while conserving the Project budget.
- l. Review technical specifications developed by the A.E. and provide recommendations and comments on proposed products to be incorporated into the Project(s) for the following as applicable, but not limited to all civil and site components, building components and finishes, HVAC and mechanical/plumbing systems and equipment, electrical systems and equipment, lighting systems and equipment, technology, intercom/clock, security/building access, fire alarm and wet pipe sprinkler systems, elevator equipment, food service equipment, athletic equipment, site lighting. Submit comments and proposed recommendations to the A.E. for discussion, consideration for acceptance, for inclusion into the Project/s.
- m. Review technical specifications for equipment and building component manufacturer's warranties and discuss recommendations to Architect/Engineer for consideration.
- n. Coordinate with newspapers for publishing of "Advertisements for Bid".
- o. Attend and assist in conducting Pre-Bid Meetings and Bid Openings.
- p. Review Bids, Alternates, Sub-Contractor, and Equipment List and provide comments as required.
- q. In conjunction with the A.E., conduct a Pre-Award Meeting with the assumed low and responsive Contractor or Contractors.
- r. In conjunction with the Architect/Engineer, present the lowest responsible and responsive Construction Firms to complete the Project(s) to the Owner for consideration and approval.
- s. Discuss and coordinate Owner's insurance responsibilities and coverage with Owner's insurance provider.

**Post-Bid, Construction Contract Administration and On-Site Observation Phase Responsibilities:** (Performed at an hourly rate):

- a. Conduct Pre-Construction Conference.
- b. Together with the Owner, Architect/Engineer, and Contractor, review, determine and develop the Schedule of Values.
- c. Develop a thorough understanding of the Project Budget and monitor all associated construction costs during the Construction phase.
- d. Perform on-site observations, to review the quality and progress of construction activities to determine, in general and with due care, that construction is in accordance with the Contract Documents.
- e. Travel to and from TSG office, consultant offices, Projects and Project sites.

- f. Perform above ceiling observations as construction progresses and consult with Architect/ Engineer, and Contractor to make corrections as required if necessary.
- g. Maintain records at the construction site where applicable. Include all correspondence concerning the Project contract documents including construction schedule, Request for Information (RFIs), Architectural Supplemental Instructions (ASIs), Change Orders (COs), Proposal Requests (PRs), Construction Change Directives (CCDs), test results, permits, inspection reports, insurance policies, minutes of meetings, shop drawings, record drawings, invoices, and any other applicable documentation.
- h. Meet and accompany any inspectors from local, state, or federal agencies having jurisdiction over the project. Report outcomes of such inspections to the Owner, Architect/Engineer, and Contractor. Monitor any associated corrective actions.
- i. Review field reports from Architects and Engineers and follow up accordingly as required.
- j. Observe materials and equipment on-site deliveries to determine, through a visual review of select samples, if materials and equipment are as specified or approved and are in good condition, free of defects. Report any problems to the Owner, Architect/Engineer, and Contractor.
- k. Monitor the storage of materials and equipment, including any off-site storage. Report any problems to the Architect/Engineer and Contractor. Notify the Owner if, in the Clerk of Works opinion by a visual inspection, any materials or equipment should be replaced or corrected due to improper storage. Photo documentation shall be provided to the Owner.
- l. Through visual inspection, determine whether any work may be substandard or otherwise not in accordance with the Contract Documents in the opinion of the Clerk of Works. Notify and consult with the Architect/Engineer, Contractor and Owner of such determination. Photo documentation shall be provided to the Owner.
- m. Notify the Architect/Engineer, Contractor, and Owner of any conditions which may delay completion of the total project or of delayed or missing materials or equipment.
- n. Coordinate with the Owner, site security, usage, utilities, access to facilities and other pertinent issues as they arise.
- o. Evaluate, log, provide recommendations as applicable, on Proposal Requests (PRs), Change Orders (COs), Request for Information (RFIs), Architectural Supplemental Instructions (ASIs) and Construction Change Directives (CCDs).
- p. Facilitate Progress Meetings, develop and distribute Meeting Minutes on behalf of the Owner.

- q. Facilitate Pre-Installation Meetings, develop and distribute Meeting Minutes, if applicable, on behalf of the Owner.
- r. Observe tests as required by the Contract Documents.
- s. Receive and review all Contractor's pay requests with the Architect and request adjustments, if necessary, to reflect work in place.
- t. Observe and review installation of building components and systems, and equipment to determine if there is proper access to the equipment to properly service and maintain such installations. Consult with Architect, Engineer, and Contractor to make appropriate revisions if necessary.
- u. Coordinate, observe, and direct installation of Owner furnished equipment or material.
- v. Assist the Architect/Engineer in the development, management, and review of Punch Lists with due care in satisfaction with Contract Documents.
- w. Review list of items to be completed or corrected for the execution of Certificate of Substantial Completion and / or Certificate of Occupancy.
- x. Participate in final inspections, walk-throughs, and commissioning activities.
- y. Receive from Contractor(s) as a part of close-out documents technical manuals, operation manuals, manufacturer's instructions and similar documents as required per specifications for transfer to the Owner.
- z. Receive and inventory keys, special tools, filters, spare parts, extra stock, and similar items for transfer to the Owner.
- aa. Coordinate Owner training for equipment operation and maintenance as required by the Contract Documents. Equipment and product manufacturer shall be solely responsible for all content discussed and conveyed to the Owner. TSG shall have no opinion or liability for any content or lack of conveyed information to the Owner. The Owner shall be solely responsible for determining who from the Owner's staff should attend the training.
- bb. Receive and review as-built drawings for transfer to the Owner.
- cc. Periodically inspect the Contractor's record drawings and notify the Architect and Owner of any failure by the Contractor to maintain up-to-date records.
- dd. Coordinate and consult with the Owner, Contractors, and the Architect on problem resolutions.
- ee. Maintain an effective and professional working relationship with the Owner, Architect, and Contractors.
- ff. Research and pursue possible rebate opportunities with local utility providers when applicable.
- gg. Solicit technical advice from the appropriate resources and firms as needed.

#### 4. Employee Non-Solicitation

During the term of this Agreement, and for a period of one (1) year thereafter, GJCSD and TSG shall not, directly or indirectly, for itself or any third party, solicit or offer employment to, or hire any employee, former employee, subcontractor or former subcontractor of GJCSD or TSG. The terms "former employee" and "former subcontractor" shall include only those employees or subcontractors of GJCSD or TSG who were employed or utilized by GJCSD or TSG on the effective date of this agreement.

#### 5. Disputes and Governing Law

Prior to either party filing a legal action or instituting mediation the parties will, in good faith, attempt to resolve any dispute themselves. In the event the parties are unable to resolve the dispute themselves, then the parties agree that any controversies or claims asserted by a party in connection with this agreement will be brought in a court with appropriate jurisdiction in Dubois County, Indiana or the United States District Court for Indiana. This agreement shall be governed by and construed in accordance with the laws of the State of Indiana. Participation in non-binding mediation shall be a further condition precedent to the institution of legal proceedings.

#### 6. Fees and Costs

GJCSD shall pay to TSG, for all services rendered as described in the Scope of Services as listed in Section 3 of this agreement, a fee as based on the following terms and conditions which will remain unchanged and in full force effect for the term hereof:

- a) GJCSD shall pay TSG at a rate of \$106 per hour for time spent performing the listed **Design Development and Project Planning Phase Responsibilities** for the Project. TSG shall submit an invoice monthly to GJCSD for the time spent. TSG shall be paid at a frequency of once a month by the Owner.
- b) At the time a Project is approved, and at the time a contract or contracts are awarded to the successful Contractors or Contractor by the school board for Work performed for any portion of the Project, or at an earlier date as agreed to by both GJCSD and TSG, the **Post-Bid, Construction Contract Administration and On-Site Observation Phase Responsibilities**, as listed in Section 3 of this agreement, will become effective at a rate of \$106 per hour and will take effect and remain in effect until a time when GJCSD and TSG mutually agree and determines that the "full-time or post-bid" duties of a Clerk of the Works is not warranted due to the completion of the Project or Projects, or until this agreement is terminated in accordance with paragraphs 9 or 12 of this agreement. The fee for total hours spent per month by TSG shall be invoiced and paid at a frequency of once a month by GJCSD.
- c) At the time when **Post-Bid, Construction Contract Administration and On-Site Observation Phase Responsibilities** becomes active, the following terms and conditions shall become effective:

## 10. Mutual Representations and Warranties of the Parties

Each party hereto represents and warrants to the other the following:

- a) As of the date of this Agreement, GJCSD each is a school district/corporation duly organized, validly existing and in good standing under the laws of its state of organization/incorporation, with all requisite power and authority to execute, deliver, and enter into and perform its obligations under this Agreement.
- b) As of the date of this Agreement, TSG is qualified to do business in good standing in the State of Indiana.
- c) Neither the execution nor the delivery of this Agreement, nor the consummation of the transactions contemplated herein, will conflict with, or result in the breach of, or constitute a default under, any of the provisions of its certificate of incorporation or charter, or bylaws, or any other restrictions or any agreement or instrument to which it is a party or by which it is bound.
- d) It has taken, or caused to be taken, all necessary action to authorize the execution, delivery and performance of this Agreement, and that this Agreement constitutes a valid and binding obligation enforceable in accordance with its terms.
- e) The Owner shall agree to allow TSG to obtain all potential 179D tax incentives as applicable to the Project(s). Upon written notice of such potential 179D tax incentives, the Owner shall grant permission to TSG and the firm working on behalf of TSG to perform a study identifying if any Project(s) qualify under the 179D tax incentive program. TSG shall bear all costs associated with such study. Upon conclusion of such study if a Project or Projects qualify, the Owner shall give permission to TSG to claim any tax incentive permitted under the 179D tax incentive program.

## 11. Notices

Any notice, request, consent, demand or other communication given or required to be given hereunder shall be in writing and in the English language and shall be given by hand delivery or by mailing the same by certified mail, return receipt requested, postage prepaid:

a) If to GJCSD: Dr. Tracy Lorey (Superintendent)  
c/o Greater Jasper Consolidated School District  
1520 Saint Charles Street  
Jasper, IN 47546

b) If to TSG: Scott Stenftenagel (Owner)  
2602 Suite C, Newton Street  
Jasper, IN 47546

or to such other addresses and to the attention of such persons as may hereafter be designated by like notice hereunder. Any communication shall be deemed given upon mailing by certified mailing or upon hand delivery to the receiving party.

- i. The Clerk of Works and assigned TSG staff will spend the required hours per week Monday through Friday as deemed appropriate by TSG for each Project to complete the listed responsibilities, excluding when Contractor's elect to work overtime, second or multiple shifts, weekends and holidays. If, in some cases construction activities on-site take place during an overtime period, second or multiple shift, on a weekend or on a holiday and warrant the presence of the Clerk of Works, the Clerk of Works will be on site during these activities at an hourly rate of \$106 per hour.
- ii. All costs for Contractor badges, scans and copies of prints, specifications, advertisements, and binders for documents shall be paid for by GJCSD.
- iii. TSG shall not charge GJCSD for cell phone or internet charges.

**7. Insurance**

TSG shall purchase and maintain such insurance as set forth below; with Greater Jasper Consolidated School District as an insured party hereunder:

**Automobile Liability Insurance:**

Bodily Injury Liability	\$250,000 each person, \$500,000 each accident
Property Damage Liability	\$100,000 each accident
Medical Expense	\$5,000 each person
Comprehensive	Actual cash value
Collision	Actual cash value less \$500 deductible each accident.
Uninsured / Underinsured Motorist	
Bodily Injury	\$250,000 each person, \$500,000 each accident
Uninsured Motorist Property Damage	\$10,000 each accident

**Commercial Professional Liability Insurance:**

Professional Liability Insurance with a limit of \$1,000,000

**8. Term**

This Agreement shall commence on the 28th day of July 2025 and shall continue in full force and effect until the completion of the Project or Projects or until this Agreement is terminated as provided in Section 9 below or modified with mutual understanding and agreement of both parties.

**9. Termination**

Either party may terminate this Agreement upon thirty (30) days' prior written notice to the other or earlier if both parties mutually agree in writing. Upon termination, GJCSD shall pay TSG for all services rendered to date of termination.

## 12. Breach:

- a) Upon any material breach of this Agreement, the non-breaching party shall cause notice to be delivered to the breaching party setting forth the nature of the breach and the specific portions of the agreement relevant thereto. Said notice shall recite a cure period of thirty (30) days from the date of receipt of said notice by the breaching party.
- b) In the event said cure period expires without appropriate response from the breaching party, a default shall automatically occur, and this agreement will terminate immediately at the sole discretion of the non-breaching party.

## 13. Force Majeure

- a) If any party is rendered unable, wholly or in part, by force majeure to carry out its obligations under this Agreement, that party shall give to the other party prompt written notice of the force majeure with reasonably full particulars concerning it; thereupon, the obligations of the party giving the notice, so far as they are affected by the force majeure, shall be suspended during, but no longer than, the continuance of the force majeure. The affected party shall use all reasonable diligence to remove the force majeure as quickly as possible.
- b) The requirement that any force majeure shall be remedied with all reasonable dispatch shall not require the settlement of strikes, lockouts, or other labor difficulty by the party involved, contrary to its wishes; how all such difficulties shall be handled and shall entirely rest within the discretion of the party concerned.
- c) The term force majeure shall include lockout, or other industrial disturbance, act of the public enemy, war, blockade, public riot, lightning, fire, storm, flood, explosion, failure to timely receive necessary governmental approvals, governmental restraint and any other cause, whether of the kind specifically enumerated above or otherwise, which is not reasonably within the control of the party claiming suspension.

## 14. Miscellaneous Provisions

- a) This Agreement embodies and constitutes the entire understanding between the parties with respect to the transactions contemplated herein, and all prior agreements, understandings, representations and statements, oral or written, are merged into this Agreement. Neither this Agreement nor any provision hereof may be waived, modified, amended, discharged or terminated except by an instrument signed by the party against whom the enforcement of such waiver, modification, amendment, discharge or terminations sought, and then only to the extent set forth in such instrument.
- b) The captions in this Agreement are inserted for convenience of reference only and in no way define, describe or limit the scope or intent of this Agreement or any of the provisions hereof.
- c) This Agreement shall be binding upon and shall inure to the benefit of the parties hereto and their respective successors and assigns. No party shall have the right to assign this Agreement without the prior written consent of the other party hereto.
- d) As used in this Agreement, the masculine shall include the feminine and neuter, the singular shall include the plural, and the plural shall include the singular, as the context may require.

**Division Title**

**SECTION NO. SECTION TITLE**

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**Division 00 Procurement and Contracting Requirements**

00 11 00	Invitation to Bidders
00 21 00	Instructions to Bidders
	Substitution Request Form
	Available Project Information (If Applicable)
	Soil Investigation Data/Report (If Applicable)
	Bid Form
	Subcontractors and Products List
	A310-2010 Bid Bond Cover
	A310-2010 Bid Bond Sample
	AIA 101-2017 Owner Contractor Agreement Cover
	AIA 101-2017 Owner Contractor Agreement Sample
	AIA A201 General Conditions Cover
	AIA A201 General Conditions of the Contract for Construction
	Bonds and Certificates Cover
	A312-2010 Performance Bond Sample
	A312-2010 Payment Bond Sample
	Street Bond Sample (If Applicable)
	Land Disturbance Permit Sample (If Applicable)
00 45 00	E-Verify Affidavit
00 61 00	Escrow Agreement
00 73 16	Exhibit A – Insurance Requirements

**Division 01 General Requirements**

01 11 00	Administrative Provisions
01 21 00	Allowances
01 22 00	Unit Prices
01 26 00	Contract Modification Procedures
01 27 00	Monetary Penalties
01 29 00	Payment Procedures
01 31 17	Project Meetings
01 32 00	Progress Schedule
01 33 00	Submittals
01 45 00	Quality Control
01 50 00	Temporary Facilities and Controls
01 56 39	Tree and Plant Protection
01 56 90	Daily Cleaning
01 61 00	Material and Equipment
01 71 23	Field Engineering
01 71 24	Work Layout
01 73 29	Cutting and Patching
01 74 13	Construction Cleaning
01 77 00	Contract Closeout

- e) If any provision of this Agreement or the application thereof shall to any extent be held to be invalid or unenforceable, the remainder of this Agreement shall not be affected thereby and shall be valid and enforced to the fullest extent permitted by law.
- f) Neither party shall be liable to the other under this Agreement for any indirect, special, consequential, or punitive damages incurred in connection with this Agreement.
- g) Clerk of the Works and Owner waive all consequential or special damages, including, but not limited to, loss of use, profits, revenue, business opportunity, or production, for claims, disputes, or other matters arising out of or relating to this Agreement for the services provided by Clerk of Works, regardless of whether such claim or dispute is based upon breach of contract, willful misconduct or negligent act or omission of either of them or their employees, agents, subconsultants, or other legal theory, even if the affected party has knowledge of the possibility of such damages. This mutual waiver shall survive termination or completion of this Agreement.
- h) To the fullest extent permitted by law, the total liability, in the aggregate, of Clerk of Works and its officers, directors, partners, employees, agents, and subconsultants, to Owner, and anyone claiming through or under Owner, for any claims, losses, costs, or damages whatsoever arising out of, resulting from or in any way relating to the Projects or Agreement, from any cause or causes, including but not limited to tort (including negligence and professional errors and omissions), strict liability, breach of contract, or breach of warranty shall not exceed the total compensation for the Project in question received by Clerk of Works or \$50,000, whichever is greater.

IN WITNESS WHEREOF, the parties hereto have set their hands and seals on the date first above written.

ATTEST:

GREATER JASPER CONSOLIDATED SCHOOL DISTRICT

Superintendent:                     Amy Roy                    

Board President:                     Doug Eckert                    

Board Secretary:                     Judy Elert                    

Date:                     7/28/25                    

ATTEST:

THE STENFTENAGEL GROUP L.L.C.

By:                     Scott Stenftenagel                    

Title:                     OWNER                    

Date:                     7-29-25

ADDENDUM TO THE  
TEACHER'S  
CONTRACT

Addendum to the Teacher's Contract, made and entered into between the Board of School Trustees of the Greater Jasper Consolidated Schools of Dubois County, Indiana, hereinafter referred to as "DISTRICT", and Tracy A. Lorey, hereinafter referred to as "SUPERINTENDENT". The term "school" as used in this Contract shall refer to facilities operated by the Greater Jasper Consolidated Schools. The term "Board" as used in this Contract shall mean the Board of School Trustees of the Greater Jasper Consolidated Schools. The DISTRICT and SUPERINTENDENT for the consideration herein specified agree as follows:

1. TERM

DISTRICT hereby employs, and SUPERINTENDENT hereby accepts employment as Superintendent of Schools for an initial period commencing July 1, 2025, and ending June 30, 2028. The parties agree that the term of this Contract shall automatically be extended one (1) school year on July 1, 2026, and then each successive July 1 thereafter, unless a party gives the other written notice on or before the preceding June 30th that the party does not agree to the automatic extension of this Contract. The parties agree this shall result in a continuous three (3) year Contract, unless one party provides timely written notice to the other as provided herein. The parties acknowledge that the Contract term and any extension thereof shall be subject to early termination pursuant to the "Termination of Contract" provision set forth below.

2. PROFESSIONAL CERTIFICATION AND RESPONSIBILITIES

a. CERTIFICATION. SUPERINTENDENT shall at all times during the Contract hold a valid Superintendent license issued by the State of Indiana.

b. DUTIES. SUPERINTENDENT shall: have charge of the administration of the schools under the direction of the Board, and shall be the chief executive officer of the DISTRICT; shall direct and assign teachers and other employees of the schools under her supervision; shall organize, reorganize, and arrange the administrative and supervisory staff, including instruction and business affairs, as best serves the DISTRICT, subject to the approval of the Board; shall select all personnel, subject to the approval of the Board; shall from time to time suggest regulations, rules and procedures deemed necessary for the well ordering of the school district, and in general perform all duties incident to the office of the Superintendent and such other duties as may be prescribed by the Board from time to time.

c. OUTSIDE ACTIVITIES. SUPERINTENDENT shall devote her full time, attention and energy to the business of DISTRICT. However, she may choose to use vacation days or personal days to perform outside activities, with honoraria paid to the SUPERINTENDENT in connection with these activities to be retained by her.

3. PROFESSIONAL DEVELOPMENT

SUPERINTENDENT shall participate in continuing professional development through her participation in:

a. the operations, programs and other activities conducted or state and national administrator and school board associations

b. seminars and courses offered by public

- c. informational meetings with other persons whose particular skills or backgrounds would serve to improve the capacity of SUPERINTENDENT to perform her professional responsibilities to DISTRICT; and,
- d. advisory committees to the Indiana Department of Education.

DISTRICT may allow reasonable time for SUPERINTENDENT to attend the described functions, and pay such necessary registration, fees for travel and subsistence expenses, as are previously approved by the Board.

#### 4. COMPENSATION

**SALARY.** DISTRICT shall pay SUPERINTENDENT at an initial annual salary rate of One Hundred Thirty-Nine Thousand Two-Hundred Dollars (\$139,250.00), which may be increased in future contract years in accordance with the terms set forth herein. If the Superintendent is evaluated as highly effective or effective and achieves the annual performance objectives established by the Board, then the Board may in its sole discretion increase the Superintendent's base salary during each contract year by 2% to 12% of the Superintendent's base salary that is in effect at the time the raise is granted. The payment of the Superintendent's salary shall be paid to SUPERINTENDENT in installments in accordance with the schedule of salary payments in effect for other certified school employees. DISTRICT shall further pay the full employer and employee contributions to the Indiana Teacher's Retirement Fund.

#### 5. VACATION AND OTHER BENEFITS

SUPERINTENDENT would be entitled to all the fringe benefits applicable to certified school employees as defined in the Master Teacher Bargaining Agreement, 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, with the following increased benefits:

- a. The DISTRICT shall pay annually to the Superintendent additional salary equal to the amount of the full premium of a single plan under the DISTRICT'S group health, dental and vision insurance plans. The DISTRICT shall make available to the Superintendent a Section 125 plan to permit the payment of the cost of any group insurance coverage the Superintendent may elect to purchase through such a plan. The amount paid to the Superintendent herein shall be subject to State and Federal taxes and, if permitted by law, be included in "annual compensation" as defined in IC 5-10.2-4.3(c) and used to determine the "average of annual compensation" defined in IC 5-10.2-4.3 (b) and reported to the Indiana State Teacher Retirement Fund for purposes of calculating the Superintendent's retirement benefit. Unless and until the Superintendent completes an applicable salary reduction agreement, any payment made pursuant to this provision shall be paid as additional wages to the Superintendent less applicable income and employment tax withholdings.
- b. DISTRICT would provide SUPERINTENDENT \$200,000.00 group term life insurance at standard insurable rates during the SUPERINTENDENT'S continued lifetime or for so long as the insurer issues such policies.
- c. DISTRICT would grant SUPERINTENDENT 20 work days of vacation time each contract year. SUPERINTENDENT shall select which work days shall be used for vacation day purposes, up to a combined total number of days stated above, but days selected shall not interfere with the orderly administration of

more than ten (10) consecutive days of vacation may be taken without Board approval.

- d. DISTRICT would pay dues for membership of the SUPERINTENDENT in professional educational organizations, but not to exceed \$800.00 per year.
- e. The DISTRICT shall pay annually to the Superintendent a minimum additional salary amount that is equal to the calendar year 2025 annual maximum amount established by the IRS, which is \$31,000.00 (including the catch-up amount), that the Superintendent may, but need not, elect to be contributed to an Internal Revenue Code Section 403(b) plan for each year of employment for the Superintendent. In the event the IRS in any contract year increases the maximum contribution limits to a 403(b) plan (including any catch-up amounts), then the Board may in its sole discretion increase the minimum additional salary amount that is paid pursuant to this provision to the new higher maximum contribution limits established by the IRS for that contract year. All amounts paid to the Superintendent herein shall be subject to State and Federal taxes and, if permitted by law, be included in "annual compensation" as defined in IC 5-10.2-4.3(c) and used to determine the "average of annual compensation" defined in IC 5-10.2-4.3 (b) and reported to the Indiana State Teacher Retirement Fund for purposes of calculating the Superintendent's retirement benefit. Unless and until the Superintendent completes an applicable salary reduction agreement, any payment made pursuant to this provision shall be paid as additional wages to Superintendent less applicable income and employment tax withholdings.

## 6. EXPENSES

DISTRICT would pay or reimburse SUPERINTENDENT for reasonable expenses approved by DISTRICT and incurred by SUPERINTENDENT in the continuing performance of her duties under this Addendum to Contract. This shall include reimbursement of an amount per mile set annually for school employees for business travel within and outside the school district for the use of SUPERINTENDENT'S personal automobile.

## 7. PROFESSIONAL LIABILITY

DISTRICT agrees that it shall defend, hold harmless, and indemnify SUPERINTENDENT from any and all demands, claims, suits, actions and legal proceedings brought against SUPERINTENDENT in her individual capacity while discharging her responsibilities as an employee of the DISTRICT, provided the incident arose while SUPERINTENDENT was acting within the scope of this employment and as such liability coverage is within the authority of the Board under State law. In any case, individual Board members will not be considered personally liable for indemnifying SUPERINTENDENT against such demands, claims, suits, actions and legal proceedings. DISTRICT shall not, however, be required to pay SUPERINTENDENT'S attorney fees or any costs of any legal proceedings in the event the DISTRICT and SUPERINTENDENT have adverse interests in such litigation.

## 8. RETIREMENT/BENEFITS ELIGIBILITY

SUPERINTENDENT shall receive all benefits accorded to certified personnel by the Master Teacher Agreement. To the extent any benefits provided through the Master Teacher Agreement are in conflict with this Addendum, then the terms of this Addendum shall control.

## 9. TERMINATION OF CONTRACT

This Addendum to the Contract:

- a. shall be terminated automatically upon death of the SUPERINTENDENT, subject to continuing beneficiary rights to above described benefits;
- b. may be terminated by mutual agreement of the parties;
- c. may be terminated unilaterally by the DISTRICT:

1. With cause. Conduct which is seriously prejudicial to the DISTRICT including, but not limited to, neglect of duty, breach of contract or any statute stipulated conduct shall constitute cause. Notice of discharge for cause shall be given in writing and SUPERINTENDENT shall be entitled to a hearing before the Board in the manner provided by statute to discuss such causes. If SUPERINTENDENT chooses to be accompanied by legal counsel at such meeting, she shall bear any cost therein involved. Such hearing shall be conducted in closed, executive session. SUPERINTENDENT shall be provided a written decision describing the results of the hearing, including the finding of facts relevant to cause under consideration.

2. Without cause, but with ninety (90) days written notice to the SUPERINTENDENT, provided that in such event, the DISTRICT shall pay the SUPERINTENDENT, as severance compensation, the maximum amount permitted by law.

3. For disability of the SUPERINTENDENT, upon 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 her employment for whatever cause for an additional continuous period of ninety (90) working days. All obligations of DISTRICT shall cease upon such termination. If a question exists concerning the capacity of SUPERINTENDENT to return to her duties, DISTRICT may require SUPERINTENDENT to submit to a medical examination.

doctor licensed to practice medicine. DISTRICT shall select the physician who shall conduct the examination. The examination shall be done at the expense of the DISTRICT. The physician shall limit his/her report to the issue of whether SUPERINTENDENT has a continuing disability which prohibits her from performing her duties.

d. May be terminated by either party on the expiration of the term of this Contract by giving written notice of such termination to the other party on or before January 1 of the year in which the Contract is to expire.

10. SAVINGS CLAUSE

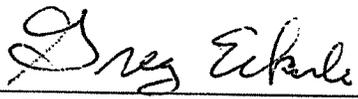
If, during the term of this Contract, it is found that a specific clause of the Contract and/or Addendum is illegal under Federal or State law, the remainder of the Contract or Addendum not affected by such a ruling shall remain in force.

IN WITNESS WHEREOF, SUPERINTENDENT has approved this Addendum on June 23, 2025.

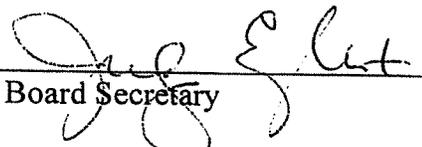
SUPERINTENDENT

By: 

BOARD OF SCHOOL TRUSTEES OF THE  
GREATER JASPER CONSOLIDATED  
SCHOOL CORPORATION

By:   
Board President

ATTEST:

By:   
Board Secretary

**GREATER JASPER CONSOLIDATED SCHOOLS  
2025-2026**

*New  
7/28/25*

Monday	August 4, 2025	Teacher Day	
Wednesday	August 6, 2025	Full Day for Students	
Monday	September 1, 2025	Labor Day - No School	
Wednesday	September 24, 2025	Professional Development Day - No School Parent/Teacher Conferences -5:30 p.m. - 8:30 p.m. or 4:00-7:00 p.m.	
Wednesday	October 1, 2025	Parent/Teacher Conferences -5:30 p.m. - 8:30 p.m. or 4:00-7:00 p.m.	
Friday	October 10, 2025	End 1st Quarter	
Mon-Fri	October 20-24, 2025	Fall Break - No School	
Wed/Thurs/Fri	November 26-28, 2025	Thanksgiving Break	
Tuesday	December 23, 2025	End 2nd Quarter End 1st Semester	90 Days
Monday	January 5, 2026	School Resumes	
Monday	January 19, 2026	MLK - Snow Make-Up Day	
*Wednesday	February 4, 2026	Professional Development Day - No School	*
Monday	February 16, 2026	Presidents' Day - Snow Make-Up Day	
Friday	March 6, 2026	End 3rd Quarter	
Mon-Fri	March 23-27, 2026	Spring Break - No School	
Friday	April 3, 2026	Good Friday - No School	
Monday	April 6, 2026	Snow Make-Up Day - No School	
Thursday	May 21, 2026	End 4th Quarter End 2nd Semester	89 Days
Friday	May 22, 2026	Commencement	
Tuesday-Friday	May 26-29, 2026	Snow Make-Up Day - No School	

Snow days will be taken in order.

\*CCISD Waiver Day

**Greater Jasper Consolidated Schools  
Prekindergarten Fees**

Full Pay - \$100/month

\*Reduced Pay - \$50/month

\*Free - \$0

\*Based upon the 2025 Federal Income Guidelines for the Free/Reduced Lunch Program.

**Cafeteria Asst Manager**  
**181 Days**

**Years**  
**Service 2025-2026**

0	\$ 16.00
1	\$ 16.20
2	\$ 16.40
3	\$ 16.60
4	\$ 16.80
5	\$ 17.00
6	\$ 17.20
7	\$ 17.40
8	\$ 17.60
9	\$ 17.80
10	\$ 18.00
11	\$ 18.20
12	\$ 18.40
13	\$ 18.60
14	\$ 18.80
15	\$ 19.00
16	\$ 19.20
17	\$ 19.40
18	\$ 19.60
19	\$ 19.80
20+	\$ 20.00

### Co-op Clerical Pay

<b>Job Position</b>	<b>Hourly Rate</b>	<b>Annual</b>
Cathie Fromme, Admin Assistant	\$27.44	\$49,945.25
Laura Otto, Receptionist	\$25.11	\$45,703.68
Lindsey Nichols, Bookkeeper	\$23.77	\$43,260.00
Stephanie Crockett, Technology Coordinator	\$32.14	\$58,500.00

## **Greater Jasper Consolidated Schools Master's Degree Incentive**

Further licensing or certifications may be required and beneficial in certain content areas to the teacher and the school corporation. IC 20-28-9-1.5 permits school corporations to provide supplemental payment to a teacher in excess of the salary if a teacher earns a master's degree from an accredited post-secondary educational institution in a content area directly related to the subject matter of:

1. Dual credit course; or
2. Another content area course taught by the teacher; or
3. Special education; or
4. English learner
5. Administration

In addition, a supplemental payment may be made to a high school teacher who completes an 18-credit hour pathway to dual credit credentialing (Masters +), English learner (Graduate Certificate), or an elementary school teacher who earns a master's degree in math, reading, or literacy.

Supplemental pay is a subject of discussion.

GJCS seeks to encourage and incentivize teachers to earn master's degrees as described above through additional compensation. Teachers who wish to pursue and attain approved content area master's degrees will receive a one time additional \$3,000 to be added to their current base salary at the beginning of the next full contract year.

In order to qualify, teachers must receive approval for the course pathway from the building level administrator and the superintendent by completing a letter of assurance; as well as provide documentation in the form of an official transcript upon completion of the degree. *Only course pathways in dual credit courses, content area majors, math, reading or literacy will be approved.*

Greater Jasper Consolidated Schools  
LETTER OF ASSURANCE FOR MASTER'S DEGREE

The parties represented by their agents whose signatures are affixed below, have reached the following understandings:

1. Further licensing or certification may be required and beneficial in certain content teaching areas.
2. Licensing and certification is beneficial to both the teacher and the school corporation.
3. Degree programs will be approved by the building level administrator and the superintendent.
4. The teacher must finish the agreed upon degree program in order to receive the incentive.
5. The teacher must provide an official transcript from an accredited university verifying completion of the degree or.
6. Incentive money will be awarded upon completion of the approved coursework and receipt of appropriate documentation.

Degree or Course Pathway \_\_\_\_\_

Completion Date \_\_\_\_\_

\_\_\_\_\_  
Teacher Date \_\_\_\_\_

\_\_\_\_\_  
Principal Date \_\_\_\_\_

\_\_\_\_\_  
Superintendent Date \_\_\_\_\_

- The regular August Board Meeting will be held on August 18, 2025, at the Jasper High School Community Room, at 7:00 p.m.
- A Board work session is scheduled for Wednesday, August 20, 2025, beginning at 5:30 p.m.
- IAPSS/ISBA Fall Conference-September 15-16, 2025

There being no further business to conduct and upon a motion by Sara Schmidt, second by Dr. Englert, the Board voted to adjourn at 7:54 p.m.

No Executive Session was held.

Dr. Engel President

Arlet Jackson Vice-President

Judy Glen Secretary

St. Lutz Member

Sara Schmidt Member