

Sent 11/6/2025 At 8:30 AM By Kory LaBonne

**2025-2026 Teacher Contract w/Admin. Addendum | Form Entry | Brad Addison**

Submitted by Brad Addison on 11/6/2025 at 9:23 AM

**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 School City Of Mishawaka ("Corporation") and **Brad Addison** ("Teacher"). **Brad Addison** 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 **07/01/2025** , and ending on **06/30/2026**. *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 **215** 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** . *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 **\$100,717.72** during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in **26** installments on a Bi-Weekly basis. *Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)*
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5- 1(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this **1st** day of July **2025**.

School Corporation by:

Signed by



Holly Parks (President)

Signed by



Melissa Johnson (Secretary )

Attested:

Signed by

*Theodore Stevens*

---

Theodore Stevens (Superintendent)

*Bradley Addison* 

Signed:

Brad Addison

User:

Brad Addison

Time:

11/6/2025 9:23:43 AM

Email:

addisonb@mishawaka.k12.in.us

IP Address:

72.2.158.135, 198.143.32.55

Sent 11/6/2025 At 8:30 AM By Kory LaBonne

**2025-2026 Teacher Contract w/Admin. Addendum | Form Entry | Clara Mutsa Bepe**

Submitted by Clara Mutsa Bepe on 11/14/2025 at 9:20 AM

## 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 School City Of Mishawaka ("Corporation") and **Clara Mutsa Bepe** ("Teacher"). **Clara Mutsa Bepe** 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 **07/01/2025** , and ending on **06/30/2026**. *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 **215** 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** . *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 **\$72,366.80** during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in **26** installments on a Bi-Weekly basis. *Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)*
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5- 1(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this **1st** day of July **2025**.

School Corporation by:

Signed by



Holly Parks (President)

Signed by



Melissa Johnson (Secretary )

Attested:

Signed by



Theodore Stevens (Superintendent)

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Clara M. Bepe 

Signed:

Clara Mutsa Bepe

User:

Clara Mutsa Bepe

Time:

11/14/2025 9:20:08 AM

Email:

bepec!@mishawaka.k12.in.us

IP Address:

72.2.158.143, 198.143.32.30

# 2025-2026 Non-Certified Employee Agreement w/Admin. Addendum

Sent 11/6/2025 At 8:24 AM By Kory LaBonne

COMPLETED

## Non-Teaching Personnel Agreement | Form Entry | Tracey Bolin

Submitted by Tracey Bolin on 11/21/2025 at 8:14 AM

### 2025-2026 NON-CERTIFIED EMPLOYEE AGREEMENT WITH ADMINISTRATOR ADDENDUM (*see attached*)

This non-certified employee agreement ("Agreement") is by and between the governing body of the School City Of Mishawaka ("Corporation") and **Tracey Bolin** ("Employee").

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

1. The Employee shall work in the facilities of the Corporation for the term, beginning **07/01/2025**, and ending on **06/30/2026**
2. The Employee shall provide services on **261** days during the term of this Agreement.
3. The number of hours per day the Employee is expected to work under this Agreement is **8**.
4. The Corporation shall pay the Employee for services under this Agreement a total salary of **\$90,975.63** during the term of this Agreement.
5. The Corporation shall pay this amount in **26** installments on a bi-weekly basis.
6. This At-Will Agreement may be terminated with or without cause at any time as set forth in the Board of School Trustee's policy po4120.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this **1st** day of July 1 **2025**.

School Corporation by:

Signed by



Holly Parks (President)

Signed by



Melissa Johnson (Secretary )

Attested:

Signed by



Theodore Stevens (Superintendent)

Tracey R. Bolin 

Signed:  
Tracey Bolin

User:  
Tracey Bolin

Time:  
11/21/2025 8:14:08 AM

Email:  
bolint@mishawaka.k12.in.us

IP Address:  
72.2.158.135, 198.143.32.42

Comments - Visible to all participants

I appreciate the cell phone stipend being added. Thank you

Sent 11/6/2025 At 8:30 AM By Kory LaBonne

**2025-2026 Teacher Contract w/Admin. Addendum | Form Entry | Chad Brugh**

Submitted by Chad Brugh on 11/12/2025 at 6:41 PM

**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 School City Of Mishawaka ("Corporation") and **Chad Brugh** ("Teacher"). **Chad Brugh** 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 **07/01/2025** , and ending on **06/30/2026**. *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 **261** 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** . *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 **\$117,840.67** during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in **26** installments on a Bi-Weekly basis. *Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)*
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5- 1(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this **1st** day of July **2025**.

School Corporation by:

Signed by



Holly Parks (President)

Signed by



Melissa Johnson (Secretary )

Attested:

Signed by



Theodore Stevens (Superintendent)

---

*Chad Brugh* 

Signed:

Chad Brugh

User:

Chad Brugh

Time:

11/12/2025 6:41:06 PM

Email:

brughc@mishawaka.k12.in.us

IP Address:

52.144.37.207, 198.143.32.55

Sent 11/6/2025 At 8:30 AM By Kory LaBonne

**2025-2026 Teacher Contract w/Admin. Addendum | Form Entry | Jerome Calderone**

Submitted by Jerome Calderone on 11/6/2025 at 8:50 AM

**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 School City Of Mishawaka ("Corporation") and **Jerome Calderone** ("Teacher"). **Jerome Calderone** 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 **07/01/2025** , and ending on **06/30/2026**. *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 **215** 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** . *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 **\$96,269.19** during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in **26** installments on a Bi-Weekly basis. *Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)*
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5- 1(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this **1st** day of July **2025**.

School Corporation by:

Signed by



Holly Parks (President)

Signed by



Melissa Johnson (Secretary )

Attested:

Signed by



Theodore Stevens (Superintendent)

---

*Jerome Calderone* 

Signed:

Jerome Calderone

User:

Jerome Calderone

Time:

11/6/2025 8:50:43 AM

Email:

calderonej@mishawaka.k12.in.us

IP Address:

72.2.158.134, 198.143.32.54

Sent 11/6/2025 At 8:30 AM By Kory LaBonne

**2025-2026 Teacher Contract w/Admin. Addendum | Form Entry | Ermina Coric**

Submitted by Ermina Coric on 11/6/2025 at 10:49 AM

**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 School City Of Mishawaka ("Corporation") and **Ermina Coric** ("Teacher"). **Ermina Coric** 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 **07/01/2025** , and ending on **06/30/2026**. *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** 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** . *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 **\$75,399.20** during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in **26** installments on a Bi-Weekly basis. *Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)*
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5- 1(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this **1st** day of July **2025**.

School Corporation by:

Signed by



Holly Parks (President)

Signed by



Melissa Johnson (Secretary )

Attested:

Signed by

*Theodore Stevens*

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Theodore Stevens (Superintendent)

*Ermina Coric* 

Signed:

Ermina Coric

User:

Ermina Coric

Time:

11/6/2025 10:49:52 AM

Email:

corice@mishawaka.k12.in.us

IP Address:

72.2.158.141, 198.143.32.48

Sent 11/6/2025 At 8:30 AM By Kory LaBonne

**2025-2026 Teacher Contract w/Admin. Addendum | Form Entry | Rebecca Lynn Cummings**

Submitted by Rebecca Lynn Cummings on 11/21/2025 at 10:32 AM

**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 School City Of Mishawaka ("Corporation") and **Rebecca Lynn Cummings** ("Teacher"). **Rebecca Lynn Cummings** 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 **07/01/2025** , and ending on **06/30/2026**. *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 **261** 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** . *Ind. Code 20-28-6-2(a)(3)(E)*
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **\$110,777.20** during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in **26** installments on a Bi-Weekly basis. *Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)*
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5- 1(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this **1st** day of July **2025**.

School Corporation by:

Signed by



Holly Parks (President)

Signed by



Melissa Johnson (Secretary )

Attested:

Signed by



Theodore Stevens (Superintendent)

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*Rebecca L Cummings* 

Signed:

Rebecca Lynn Cummings

Time:

11/21/2025 10:32:53 AM

IP Address:

72.2.158.140, 198.143.32.55

User:

Rebecca Lynn Cummings

Email:

cummingsr@mishawaka.k12.in.us

# 2025-2026 Non-Certified Employee Agreement w/Admin. Addendum

Sent 11/6/2025 At 8:24 AM By Kory LaBonne

COMPLETED

## Non-Teaching Personnel Agreement | Form Entry | Linda Cupp

Submitted by Linda Cupp on 11/10/2025 at 12:40 PM

### 2025-2026 NON-CERTIFIED EMPLOYEE AGREEMENT WITH ADMINISTRATOR ADDENDUM (*see attached*)

This non-certified employee agreement ("Agreement") is by and between the governing body of the School City Of Mishawaka ("Corporation") and **Linda Cupp** ("Employee").

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

1. The Employee shall work in the facilities of the Corporation for the term, beginning **07/01/2025**, and ending on **06/30/2026**
2. The Employee shall provide services on **261** days during the term of this Agreement.
3. The number of hours per day the Employee is expected to work under this Agreement is **8**.
4. The Corporation shall pay the Employee for services under this Agreement a total salary of **\$86,518.00** during the term of this Agreement.
5. The Corporation shall pay this amount in **26** installments on a bi-weekly basis.
6. This At-Will Agreement may be terminated with or without cause at any time as set forth in the Board of School Trustee's policy po4120.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this **1st** day of July 1 **2025**.

School Corporation by:

Signed by



Holly Parks (President)

Signed by



Melissa Johnson (Secretary )

Attested:

Signed by



Theodore Stevens (Superintendent)

Linda Cupp 

Signed:

Linda Cupp

Time:

11/10/2025 12:40:11 PM

IP Address:

172.58.122.92, 107.154.186.9

User:

Linda Cupp

Email:

cuppl@mishawaka.k12.in.us

Sent 11/6/2025 At 8:30 AM By Kory LaBonne

**2025-2026 Teacher Contract w/Admin. Addendum | Form Entry | Jessica Arleigh Deckard-Mann**

Submitted by Jessica Arleigh Deckard-Mann on 11/6/2025 at 9:23 AM

**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 School City Of Mishawaka ("Corporation") and **Jessica Arleigh Deckard-Mann** ("Teacher"). **Jessica Arleigh Deckard-Mann** 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 **07/01/2025** , and ending on **06/30/2026**. *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 **261** 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** . *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 **\$98,560.67** during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in **26** installments on a Bi-Weekly basis. *Ind. Code 20-28-6-2(a)(3)(D)* *Ind. Code 20-28-6-5(1)*
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5- 1(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this **1st** day of July **2025**.

School Corporation by:

Signed by



Holly Parks (President)

Signed by



Melissa Johnson (Secretary )

Attested:

Signed by



Theodore Stevens (Superintendent)

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*Jessica Deckard Mann* 

Signed:

Jessica Arleigh Deckard-Mann

Time:

11/6/2025 9:23:02 AM

IP Address:

76.230.211.148, 198.143.32.32

User:

Jessica Arleigh Deckard-Mann

Email:

mannj@mishawaka.k12.in.us

Sent 11/6/2025 At 8:30 AM By Kory LaBonne

**2025-2026 Teacher Contract w/Admin. Addendum | Form Entry | John DeShone**

Submitted by John DeShone on 11/6/2025 at 8:34 AM

**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 School City Of Mishawaka ("Corporation") and **John DeShone** ("Teacher"). **John DeShone** 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 **07/16/2025** , and ending on **06/30/2026**. *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 **215** 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** . *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 **\$78,600.00** during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in **25** installments on a Bi-Weekly basis. *Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)*
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5- 1(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this **1st** day of July **2025**.

School Corporation by:

Signed by



Holly Parks (President)

Signed by



Melissa Johnson (Secretary )

Attested:

Signed by

*Theodore Stevens*

---

Theodore Stevens (Superintendent)

*J. Derrick DeShone* 

Signed:

John DeShone

User:

John DeShone

Time:

11/6/2025 8:34:28 AM

Email:

deshonej@mishawaka.k12.in.us

IP Address:

72.2.158.143, 198.143.32.35

Sent 11/6/2025 At 8:30 AM By Kory LaBonne

**2025-2026 Teacher Contract w/Admin. Addendum | Form Entry | Benjamin Andrew Domonkos**

Submitted by Benjamin Andrew Domonkos on 11/14/2025 at 2:53 PM

**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 School City Of Mishawaka ("Corporation") and **Benjamin Andrew Domonkos** ("Teacher"). **Benjamin Andrew Domonkos** 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 **07/01/2025** , and ending on **06/30/2026**. *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 **215** 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** . *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 **\$98,874.02** during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in **26** installments on a Bi-Weekly basis. *Ind. Code 20-28-6-2(a)(3)(D)* *Ind. Code 20-28-6-5(1)*
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5- 1(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this **1st** day of July **2025**.

School Corporation by:

Signed by



Holly Parks (President)

Signed by



Melissa Johnson (Secretary )

Attested:

Signed by



Theodore Stevens (Superintendent)

---

*Benjamin Domonkos* 

Signed:

Benjamin Andrew Domonkos

Time:

11/14/2025 2:52:54 PM

IP Address:

72.2.158.146, 198.143.32.32

User:

Benjamin Andrew Domonkos

Email:

domonkosb@mishawaka.k12.in.us

# 2025-2026 Non-Certified Employee Agreement w/Admin. Addendum

Sent 11/6/2025 At 8:24 AM By Kory LaBonne

COMPLETED

## Non-Teaching Personnel Agreement | Form Entry | Rachel Dutoi

Submitted by Rachel Dutoi on 11/12/2025 at 1:45 PM

### 2025-2026 NON-CERTIFIED EMPLOYEE AGREEMENT WITH ADMINISTRATOR ADDENDUM (*see attached*)

This non-certified employee agreement ("Agreement") is by and between the governing body of the School City Of Mishawaka ("Corporation") and **Rachel Dutoi** ("Employee").

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

1. The Employee shall work in the facilities of the Corporation for the term, beginning **07/01/2025**, and ending on **06/30/2026**
2. The Employee shall provide services on **261** days during the term of this Agreement.
3. The number of hours per day the Employee is expected to work under this Agreement is **8**.
4. The Corporation shall pay the Employee for services under this Agreement a total salary of **\$115,027.61** during the term of this Agreement.
5. The Corporation shall pay this amount in **26** installments on a bi-weekly basis.
6. This At-Will Agreement may be terminated with or without cause at any time as set forth in the Board of School Trustee's policy po4120.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this **1st** day of July 1 **2025**.

School Corporation by:

Signed by



Holly Parks (President)

Signed by



Melissa Johnson (Secretary )

Attested:

Signed by



Theodore Stevens (Superintendent)

Rachel Dutoi 

Signed:

Rachel Dutoi

User:

Rachel Dutoi

Time:

11/12/2025 1:44:58 PM

Email:

dutoir@mishawaka.k12.in.us

IP Address:

72.2.158.135, 198.143.32.40

Sent 11/6/2025 At 8:30 AM By Kory LaBonne

**2025-2026 Teacher Contract w/Admin. Addendum | Form Entry | Jenifer Fisher**

Submitted by Jenifer Fisher on 11/10/2025 at 2:24 PM

**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 School City Of Mishawaka ("Corporation") and **Jenifer Fisher** ("Teacher"). **Jenifer Fisher** 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 **07/01/2025** , and ending on **06/30/2026**. *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 **261** 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** . *Ind. Code 20-28-6-2(a)(3)(E)*
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **\$84,496.40** during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in **26** installments on a Bi-Weekly basis. *Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)*
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5- 1(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this **1st** day of July **2025**.

School Corporation by:

Signed by



Holly Parks (President)

Signed by



Melissa Johnson (Secretary )

Attested:

Signed by



Theodore Stevens (Superintendent)

---

Jenifer Fisher 

Signed:

Jenifer Fisher

User:

Jenifer Fisher

Time:

11/10/2025 2:24:38 PM

Email:

fisherj@mishawaka.k12.in.us

IP Address:

72.2.158.140, 198.143.32.16

Sent 11/6/2025 At 8:31 AM By Kory LaBonne

**2025-2026 Teacher Contract w/Admin. Addendum | Form Entry | Evan Fras**

Submitted by Evan Fras on 11/6/2025 at 11:10 AM

**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 School City Of Mishawaka ("Corporation") and **Evan Fras** ("Teacher"). **Evan Fras** 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 **07/01/2025** , and ending on **06/30/2026**. *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 **261** 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** . *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 **\$89,600.00** during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in **26** installments on a Bi-Weekly basis. *Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)*
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5- 1(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this **1st** day of July **2025**.

School Corporation by:

Signed by



Holly Parks (President)

Signed by



Melissa Johnson (Secretary )

Attested:

Signed by

*Theodore Stevens*

---

Theodore Stevens (Superintendent)

*Evan Fras* 

Signed:

Evan Fras

User:

Evan Fras

Time:

11/6/2025 11:10:22 AM

Email:

frase@mishawaka.k12.in.us

IP Address:

72.2.158.143, 198.143.32.35

Sent 11/6/2025 At 8:30 AM By Kory LaBonne

**2025-2026 Teacher Contract w/Admin. Addendum | Form Entry | Jory Hardman**

Submitted by Jory Hardman on 11/12/2025 at 12:55 PM

**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 School City Of Mishawaka ("Corporation") and **Jory Hardman** ("Teacher"). **Jory Hardman** 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 **07/01/2025** , and ending on **06/30/2026**. *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** 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** . *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 **\$78,600.00** during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in **25** installments on a Bi-Weekly basis. *Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)*
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5- 1(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this **1st** day of July **2025**.

School Corporation by:

Signed by



Holly Parks (President)

Signed by



Melissa Johnson (Secretary )

Attested:

Signed by



Theodore Stevens (Superintendent)

---

Jory C Hardman 

Signed:

Jory Hardman

User:

Jory Hardman

Time:

11/12/2025 12:55:12 PM

Email:

hardmanj@mishawaka.k12.in.us

IP Address:

72.2.158.140, 198.143.32.25

Sent 11/6/2025 At 8:30 AM By Kory LaBonne

**2025-2026 Teacher Contract w/Admin. Addendum | Form Entry | Kristin Harges**

Submitted by Kristin Harges on 11/6/2025 at 3:55 PM

**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 School City Of Mishawaka ("Corporation") and **Kristin Harges** ("Teacher"). **Kristin Harges** 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 **07/01/2025** , and ending on **06/30/2026**. *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 **215** 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** . *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 **\$98,047.18** during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in **26** installments on a Bi-Weekly basis. *Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)*
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5- 1(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this **1st** day of July **2025**.

School Corporation by:

Signed by



Holly Parks (President)

Signed by



Melissa Johnson (Secretary )

Attested:

Signed by

*Theodore Stevens*

---

Theodore Stevens (Superintendent)

*Kristin Harges* 

Signed:

Kristin Harges

User:

Kristin Harges

Time:

11/6/2025 3:54:51 PM

Email:

hargesk@mishawaka.k12.in.us

IP Address:

72.2.158.135, 198.143.32.55

Sent 11/6/2025 At 8:30 AM By Kory LaBonne

**2025-2026 Teacher Contract w/Admin. Addendum | Form Entry | Matthew Johns**

Submitted by Matthew Johns on 11/6/2025 at 3:49 PM

**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 School City Of Mishawaka ("Corporation") and **Matthew Johns** ("Teacher"). **Matthew Johns** 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 **07/01/2025** , and ending on **06/30/2026**. *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 **261** 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** . *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 **\$128,783.59** during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in **26** installments on a Bi-Weekly basis. *Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)*
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5- 1(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this **1st** day of July **2025**.

School Corporation by:

Signed by



Holly Parks (President)

Signed by



Melissa Johnson (Secretary )

Attested:

Signed by

*Theodore Stevens*

---

Theodore Stevens (Superintendent)

*Matthew Johns* 

Signed:

Matthew Johns

User:

Matthew Johns

Time:

11/6/2025 3:49:36 PM

Email:

johnsm@mishawaka.k12.in.us

IP Address:

72.2.158.135, 198.143.32.55

# 2025-2026 Non-Certified Employee Agreement w/Admin. Addendum

Sent 11/6/2025 At 8:24 AM By Kory LaBonne

COMPLETED

## Non-Teaching Personnel Agreement | Form Entry | Kenny Kahlenbeck

Submitted by Kenny Kahlenbeck on 11/24/2025 at 12:31 PM

### 2025-2026 NON-CERTIFIED EMPLOYEE AGREEMENT WITH ADMINISTRATOR ADDENDUM (*see attached*)

This non-certified employee agreement ("Agreement") is by and between the governing body of the School City Of Mishawaka ("Corporation") and **Kenny Kahlenbeck** ("Employee").

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

1. The Employee shall work in the facilities of the Corporation for the term, beginning **07/01/2025**, and ending on **06/30/2026**
2. The Employee shall provide services on **261** days during the term of this Agreement.
3. The number of hours per day the Employee is expected to work under this Agreement is **8**.
4. The Corporation shall pay the Employee for services under this Agreement a total salary of **\$96,626.00** during the term of this Agreement.
5. The Corporation shall pay this amount in **26** installments on a bi-weekly basis.
6. This At-Will Agreement may be terminated with or without cause at any time as set forth in the Board of School Trustee's policy po4120.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this **1st** day of July 1 **2025**.

School Corporation by:

Signed by



Holly Parks (President)

Signed by



Melissa Johnson (Secretary )

Attested:

Signed by



Theodore Stevens (Superintendent)

*Kenneth kahlenbeck* 

Signed:

Kenny Kahlenbeck

Time:

11/24/2025 12:30:56 PM

IP Address:

72.2.158.146, 198.143.32.2

User:

Kenny Kahlenbeck

Email:

kahlenbeckk@mishawaka.k12.in.us

Sent 11/6/2025 At 8:30 AM By Kory LaBonne

**2025-2026 Teacher Contract w/Admin. Addendum | Form Entry | Courtney Koszyk**

Submitted by Courtney Koszyk on 11/6/2025 at 12:04 PM

**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 School City Of Mishawaka ("Corporation") and **Courtney Koszyk** ("Teacher"). **Courtney Koszyk** 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 **07/01/2025** , and ending on **06/30/2026**. *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 **215** 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** . *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 **\$101,478.85** during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in **26** installments on a Bi-Weekly basis. *Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)*
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5- 1(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this **1st** day of July **2025**.

School Corporation by:

Signed by



Holly Parks (President)

Signed by



Melissa Johnson (Secretary )

Attested:

Signed by



Theodore Stevens (Superintendent)

---

Courtney Koszyk 

Signed:

Courtney Koszyk

User:

Courtney Koszyk

Time:

11/6/2025 12:03:58 PM

Email:

koszykc@mishawaka.k12.in.us

IP Address:

72.2.158.137, 198.143.32.36

Sent 11/6/2025 At 8:30 AM By Kory LaBonne

**2025-2026 Teacher Contract w/Admin. Addendum | Form Entry | Kory LaBonne**

Submitted by Kory LaBonne on 11/6/2025 at 9:10 AM

**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 School City Of Mishawaka ("Corporation") and **Kory LaBonne** ("Teacher"). **Kory LaBonne** 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 **07/01/2025** , and ending on **06/30/2026**. *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 **261** 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** . *Ind. Code 20-28-6-2(a)(3)(E)*
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **\$127,416.99** during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in **26** installments on a Bi-Weekly basis. *Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)*
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5- 1(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this **1st** day of July **2025**.

School Corporation by:

Signed by



Holly Parks (President)

Signed by



Melissa Johnson (Secretary )

Attested:

Signed by

*Theodore Stevens*

---

Theodore Stevens (Superintendent)

*Kory A. LaBonne* 

Signed:

Kory LaBonne

User:

Kory LaBonne

Time:

11/6/2025 9:10:50 AM

Email:

labonnek@mishawaka.k12.in.us

IP Address:

72.2.158.135, 198.143.32.55

Sent 11/6/2025 At 8:30 AM By Kory LaBonne

**2025-2026 Teacher Contract w/Admin. Addendum | Form Entry | Deborah Lewinski**

Submitted by Deborah Lewinski on 11/6/2025 at 10:20 AM

**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 School City Of Mishawaka ("Corporation") and **Deborah Lewinski** ("Teacher"). **Deborah Lewinski** 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 **07/01/2025** , and ending on **06/30/2026**. *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** 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** . *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 **\$71,257.95** during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in **26** installments on a Bi-Weekly basis. *Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)*
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5- 1(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this **1st** day of July **2025**.

School Corporation by:

Signed by



Holly Parks (President)

Signed by



Melissa Johnson (Secretary )

Attested:

Signed by



Theodore Stevens (Superintendent)

---

Deborah Lewinski 

Signed:

Deborah Lewinski

User:

Deborah Lewinski

Time:

11/6/2025 10:20:10 AM

Email:

lewinskid@mishawaka.k12.in.us

IP Address:

72.2.158.135, 198.143.32.55

Sent 11/6/2025 At 8:30 AM By Kory LaBonne

**2025-2026 Teacher Contract w/Admin. Addendum | Form Entry | Ashley Litwin**

Submitted by Ashley Litwin on 11/6/2025 at 9:23 AM

**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 School City Of Mishawaka ("Corporation") and **Ashley Litwin** ("Teacher"). **Ashley Litwin** 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 **07/01/2025** , and ending on **06/30/2026**. *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** 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** . *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 **\$91,578.06** during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in **26** installments on a Bi-Weekly basis. *Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)*
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5- 1(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this **1st** day of July **2025**.

School Corporation by:

Signed by



Holly Parks (President)

Signed by



Melissa Johnson (Secretary )

Attested:

Signed by

*Theodore Stevens*

---

Theodore Stevens (Superintendent)

*Ashley Litwin* 

Signed:

Ashley Litwin

User:

Ashley Litwin

Time:

11/6/2025 9:22:59 AM

Email:

litwina@mishawaka.k12.in.us

IP Address:

72.2.158.142, 198.143.32.27

Sent 11/6/2025 At 8:30 AM By Kory LaBonne

**2025-2026 Teacher Contract w/Admin. Addendum | Form Entry | Jason McDermott**

Submitted by Jason McDermott on 11/6/2025 at 8:44 AM

**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 School City Of Mishawaka ("Corporation") and **Jason McDermott** ("Teacher"). **Jason McDermott** 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 **07/01/2025** , and ending on **06/30/2026**. *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** 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** . *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 **\$72,872.20** during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in **26** installments on a Bi-Weekly basis. *Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)*
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5- 1(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this **1st** day of July **2025**.

School Corporation by:

Signed by



Holly Parks (President)

Signed by



Melissa Johnson (Secretary )

Attested:

Signed by



Theodore Stevens (Superintendent)

---

Jason McDermott 

Signed:

Jason McDermott

Time:

11/6/2025 8:44:46 AM

IP Address:

72.2.158.140, 198.143.32.22

User:

Jason McDermott

Email:

mcdermottj@mishawaka.k12.in.us

Sent 11/6/2025 At 8:30 AM By Kory LaBonne

**2025-2026 Teacher Contract w/Admin. Addendum | Form Entry | Murray Matthew Modlin**

Submitted by Murray Matthew Modlin on 11/10/2025 at 6:36 PM

**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 School City Of Mishawaka ("Corporation") and **Murray Matthew Modlin** ("Teacher"). **Murray Matthew Modlin** 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 **07/01/2025** , and ending on **06/30/2026**. *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 **261** 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** . *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 **\$104,084.69** 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 Bi-Weekly basis. *Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)*
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5- 1(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this **1st** day of July **2025**.

School Corporation by:

Signed by



Holly Parks (President)

Signed by



Melissa Johnson (Secretary )

Attested:

Signed by

*Theodore Stevens*

---

Theodore Stevens (Superintendent)

*Matt Modlin* 

Signed:

Murray Matthew Modlin

Time:

11/10/2025 6:36:09 PM

IP Address:

108.219.89.53, 198.143.32.30

User:

Murray Matthew Modlin

Email:

modlinm@mishawaka.k12.in.us

Sent 11/6/2025 At 8:30 AM By Kory LaBonne

**2025-2026 Teacher Contract w/Admin. Addendum | Form Entry | Robert O'Hara**

Submitted by Robert O'Hara on 11/11/2025 at 8:30 AM

**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 School City Of Mishawaka ("Corporation") and **Robert O'Hara** ("Teacher"). **Robert O'Hara** 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 **07/01/2025** , and ending on **06/30/2026**. *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 **215** 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** . *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 **\$94,099.00** during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in **26** installments on a Bi-Weekly basis. *Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)*
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5- 1(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this **1st** day of July **2025**.

School Corporation by:

Signed by



Holly Parks (President)

Signed by



Melissa Johnson (Secretary )

Attested:

Signed by



Theodore Stevens (Superintendent)

---

Robert J. O'Hara 

Signed:

Robert O'Hara

User:

Robert O'Hara

Time:

11/11/2025 8:30:05 AM

Email:

oharar@mishawaka.12.in.us

IP Address:

72.2.158.144, 198.143.32.48

Sent 11/6/2025 At 8:31 AM By Kory LaBonne

**2025-2026 Teacher Contract w/Admin. Addendum | Form Entry | Alison Parr**

Submitted by Alison Parr on 11/6/2025 at 1:25 PM

**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 School City Of Mishawaka ("Corporation") and **Alison Parr** ("Teacher"). **Alison Parr** 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 **07/01/2025** , and ending on **06/30/2026**. *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 **261** 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** . *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 **\$83,163.57** during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in **26** installments on a Bi-Weekly basis. *Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)*
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5- 1(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this **1st** day of July **2025**.

School Corporation by:

Signed by



Holly Parks (President)

Signed by



Melissa Johnson (Secretary )

Attested:

Signed by



Theodore Stevens (Superintendent)

---

*Alison Parr* 

Signed:

Alison Parr

Time:

11/6/2025 1:25:45 PM

IP Address:

165.138.23.25, 198.143.60.2

User:

Alison Parr

Email:

parra@mishawaka.k12.in.us

Sent 11/6/2025 At 8:30 AM By Kory LaBonne

**2025-2026 Teacher Contract w/Admin. Addendum | Form Entry | Bryon Scoggin**

Submitted by Bryon Scoggin on 11/25/2025 at 7:23 AM

**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 School City Of Mishawaka ("Corporation") and **Bryon Scoggin** ("Teacher"). **Bryon Scoggin** 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 **08/12/2025** , and ending on **06/30/2026**. *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 **194** 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** . *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 **\$73,088.37** during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in **23** installments on a Bi-Weekly basis. *Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)*
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5- 1(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this **1st** day of July **2025**.

School Corporation by:

Signed by



Holly Parks (President)

Signed by



Melissa Johnson (Secretary )

Attested:

Signed by



Theodore Stevens (Superintendent)

---

*bryon scoggin* 

Signed:

Bryon Scoggin

Time:

11/14/2025 9:45:05 AM

IP Address:

72.2.158.143, 198.143.32.30

User:

Bryon Scoggin

Email:

scogginb@mishawaka.k12.in.us

Sent 11/6/2025 At 8:31 AM By Kory LaBonne

**2025-2026 Teacher Contract w/Admin. Addendum | Form Entry | Laura Christine Sigler**

Submitted by Laura Christine Sigler on 11/7/2025 at 7:24 AM

**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 School City Of Mishawaka ("Corporation") and **Laura Christine Sigler** ("Teacher"). **Laura Christine Sigler** 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 **07/01/2025** , and ending on **06/30/2026**. *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 **215** 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** . *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 **\$83,242.00** during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in **26** installments on a Bi-Weekly basis. *Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)*
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5- 1(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this **1st** day of July **2025**.

School Corporation by:

Signed by



Holly Parks (President)

Signed by



Melissa Johnson (Secretary )

Attested:

Signed by

*Theodore Stevens*

Theodore Stevens (Superintendent)

---

*Laura Sigler* 

Signed:

Laura Christine Sigler

Time:

11/7/2025 7:24:30 AM

IP Address:

72.2.158.143, 198.143.32.35

User:

Laura Christine Sigler

Email:

siglerl@mishawaka.k12.in.us

# 2025-2026 Non-Certified Employee Agreement w/Admin. Addendum

Sent 11/6/2025 At 8:39 AM By Kory LaBonne

COMPLETED

## Non-Teaching Personnel Agreement | Form Entry | Jennifer Smith

Submitted by Jennifer Smith on 11/6/2025 at 11:38 AM

### 2025-2026 NON-CERTIFIED EMPLOYEE AGREEMENT WITH ADMINISTRATOR ADDENDUM (*see attached*)

This non-certified employee agreement ("Agreement") is by and between the governing body of the School City Of Mishawaka ("Corporation") and **Jennifer Smith** ("Employee").

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

1. The Employee shall work in the facilities of the Corporation for the term, beginning **07/01/2025**, and ending on **06/30/2026**
2. The Employee shall provide services on **261** days during the term of this Agreement.
3. The number of hours per day the Employee is expected to work under this Agreement is **8**.
4. The Corporation shall pay the Employee for services under this Agreement a total salary of **\$85,847.84** during the term of this Agreement.
5. The Corporation shall pay this amount in **26** installments on a bi-weekly basis.
6. This At-Will Agreement may be terminated with or without cause at any time as set forth in the Board of School Trustee's policy po4120.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this **1st** day of July 1 **2025**.

School Corporation by:

Signed by



Holly Parks (President)

Signed by



Melissa Johnson (Secretary )

Attested:

Signed by



Theodore Stevens (Superintendent)

*Jennifer Smith* 

Signed:

Jennifer Smith

Time:

11/6/2025 11:38:50 AM

IP Address:

72.2.158.135, 198.143.32.55

User:

Jennifer Smith

Email:

smithje@mishawaka.k12.in.us

# 2025-2026 Non-Certified Employee Agreement w/Admin. Addendum

Sent 11/6/2025 At 8:24 AM By Kory LaBonne

COMPLETED

## Non-Teaching Personnel Agreement | Form Entry | Justin Smith

Submitted by Justin Smith on 11/6/2025 at 2:08 PM

### 2025-2026 NON-CERTIFIED EMPLOYEE AGREEMENT WITH ADMINISTRATOR ADDENDUM (*see attached*)

This non-certified employee agreement ("Agreement") is by and between the governing body of the School City Of Mishawaka ("Corporation") and **Justin Smith** ("Employee").

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

1. The Employee shall work in the facilities of the Corporation for the term, beginning **07/01/2025**, and ending on **06/30/2026**
2. The Employee shall provide services on **261** days during the term of this Agreement.
3. The number of hours per day the Employee is expected to work under this Agreement is **8**.
4. The Corporation shall pay the Employee for services under this Agreement a total salary of **\$75,600.00** during the term of this Agreement.
5. The Corporation shall pay this amount in **26** installments on a bi-weekly basis.
6. This At-Will Agreement may be terminated with or without cause at any time as set forth in the Board of School Trustee's policy po4120.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this **1st** day of July 1 **2025**.

School Corporation by:

Signed by



Holly Parks (President)

Signed by



Melissa Johnson (Secretary )

Attested:

Signed by



Theodore Stevens (Superintendent)

Justin Smith 

Signed:

Justin Smith

User:

Justin Smith

Time:

11/6/2025 2:08:39 PM

Email:

smithjus@mishawaka.k12.in.us

IP Address:

72.2.158.135, 198.143.32.55

Sent 11/6/2025 At 8:31 AM By Kory LaBonne

**2025-2026 Teacher Contract w/Admin. Addendum | Form Entry | Amanda Stephens**

Submitted by Amanda Stephens on 11/6/2025 at 11:32 AM

**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 School City Of Mishawaka ("Corporation") and **Amanda Stephens** ("Teacher"). **Amanda Stephens** 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 **07/01/2025** , and ending on **06/30/2026**. *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 **196** 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** . *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 **\$63,397.38** during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in **24** installments on a Bi-Weekly basis. *Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)*
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5- 1(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this **1st** day of July **2025**.

School Corporation by:

Signed by



Holly Parks (President)

Signed by



Melissa Johnson (Secretary )

Attested:

Signed by

*Theodore Stevens*

---

Theodore Stevens (Superintendent)

*Amanda Stephens* 

Signed:

Amanda Stephens

Time:

11/6/2025 11:32:54 AM

IP Address:

72.2.158.137, 198.143.32.36

User:

Amanda Stephens

Email:

stephensa@mishawaka.k12.in.us

## 2025-2026 Regular Teacher Contract

Sent 11/19/2025 At 12:58 PM By Darlene Cochran

**Teacher Contract | Form Entry | Theodore Stevens**

Submitted by Theodore Stevens on 11/19/2025 at 2:13 PM

### 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 School City Of Mishawaka ("Corporation") and **Theodore Stevens** ("Teacher"). **Theodore Stevens** is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning **07/01/2025** and ending on **06/30/2026** *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 **261** 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**. *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 **\$180,000.00** 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 Bi-Weekly basis. *Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)*
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5- 1(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this 11th day of August 2025.

School Corporation by:

Signed by



Holly Parks (President)

Signed by



Melissa Johnson (Secretary )

Attested:

Signed by



Theodore Stevens (Superintendent)

**Theodore Stevens** 

Signed:  
Theodore Stevens

User:  
Theodore Stevens

Time:

11/19/2025 at 2:13 PM

IP Address:

72.2.158.135, 198.143.32.42

Email:

stevenst@mishawaka.k12.in.us

Comments - Visible to all participants

Sent 11/6/2025 At 8:31 AM By Kory LaBonne

**2025-2026 Teacher Contract w/Admin. Addendum | Form Entry | Caitlin Stockstell**

Submitted by Caitlin Stockstell on 11/12/2025 at 9:14 AM

**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 School City Of Mishawaka ("Corporation") and **Caitlin Stockstell** ("Teacher"). **Caitlin Stockstell** 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 **07/01/2025** , and ending on **06/30/2026**. *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 **261** 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** . *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 **\$109,816.94** during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in **26** installments on a Bi-Weekly basis. *Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)*
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5- 1(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this **1st** day of July **2025**.

School Corporation by:

Signed by



Holly Parks (President)

Signed by



Melissa Johnson (Secretary )

Attested:

Signed by



Theodore Stevens (Superintendent)

---

*Caitlin Stockstell* 

Signed:

Caitlin Stockstell

User:

Caitlin Stockstell

Time:

11/12/2025 9:14:17 AM

Email:

stockstellc@mishawaka.k12.in.us

IP Address:

72.2.158.135, 198.143.32.40

Sent 11/6/2025 At 8:31 AM By Kory LaBonne

**2025-2026 Teacher Contract w/Admin. Addendum | Form Entry | David Troyer**

Submitted by David Troyer on 11/14/2025 at 7:28 AM

**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 School City Of Mishawaka ("Corporation") and **David Troyer** ("Teacher"). **David Troyer** 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 **07/01/2025** , and ending on **06/30/2026**. *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 **261** 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** . *Ind. Code 20-28-6-2(a)(3)(E)*
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **\$118,154.02** during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in **26** installments on a Bi-Weekly basis. *Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)*
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5- 1(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this **1st** day of July **2025**.

School Corporation by:

Signed by



Holly Parks (President)

Signed by



Melissa Johnson (Secretary )

Attested:

Signed by



Theodore Stevens (Superintendent)

---

*Dave Troyer* 

Signed:

David Troyer

Time:

11/14/2025 7:28:13 AM

IP Address:

72.2.158.135, 198.143.32.40

User:

David Troyer

Email:

troyerd@mishawaka.k12.in.us

Sent 11/6/2025 At 8:30 AM By Kory LaBonne

**2025-2026 Teacher Contract w/Admin. Addendum | Form Entry | Brandon Trtan**

Submitted by Brandon Trtan on 11/6/2025 at 9:29 AM

**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 School City Of Mishawaka ("Corporation") and **Brandon Trtan** ("Teacher"). **Brandon Trtan** 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 **07/01/2025** , and ending on **06/30/2026**. *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 **261** 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** . *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 **\$91,572.00** during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in **26** installments on a Bi-Weekly basis. *Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)*
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5- 1(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this **1st** day of July **2025**.

School Corporation by:

Signed by



Holly Parks (President)

Signed by



Melissa Johnson (Secretary )

Attested:

Signed by



Theodore Stevens (Superintendent)

---

Brandon K Trtan 

Signed:

Brandon Trtan

Time:

11/6/2025 9:29:11 AM

IP Address:

72.2.158.143, 198.143.32.35

User:

Brandon Trtan

Email:

trtanb@mishawaka.k12.in.us

Sent 11/6/2025 At 8:30 AM By Kory LaBonne

**2025-2026 Teacher Contract w/Admin. Addendum | Form Entry | Kristin Wells**

Submitted by Kristin Wells on 11/6/2025 at 9:04 AM

**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 School City Of Mishawaka ("Corporation") and **Kristin Wells** ("Teacher"). **Kristin Wells** 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 **07/01/2025** , and ending on **06/30/2026**. *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 **215** 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** . *Ind. Code 20-28-6-2(a)(3)(E)*
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **\$93,593.60** during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in **26** installments on a Bi-Weekly basis. *Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)*
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5- 1(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this **1st** day of July **2025**.

School Corporation by:

Signed by



Holly Parks (President)

Signed by



Melissa Johnson (Secretary )

Attested:

Signed by

*Theodore Stevens*

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Theodore Stevens (Superintendent)

*Kristin Wells* 

Signed:

Kristin Wells

User:

Kristin Wells

Time:

11/6/2025 9:04:06 AM

Email:

wellsk@mishawaka.k12.in.us

IP Address:

72.2.158.142, 198.143.32.27

Sent 11/6/2025 At 8:30 AM By Kory LaBonne

**2025-2026 Teacher Contract w/Admin. Addendum | Form Entry | Matthew Wood**

Submitted by Matthew Wood on 11/6/2025 at 8:53 AM

**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 School City Of Mishawaka ("Corporation") and **Matthew Wood** ("Teacher"). **Matthew Wood** 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 **07/01/2025** , and ending on **06/30/2026**. *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 **215** 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** . *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 **\$102,312.76** during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in **26** installments on a Bi-Weekly basis. *Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)*
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5- 1(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this **1st** day of July **2025**.

School Corporation by:

Signed by



Holly Parks (President)

Signed by



Melissa Johnson (Secretary )

Attested:

Signed by

*Theodore Stevens*

---

Theodore Stevens (Superintendent)

*Matthew Wood* 

Signed:

Matthew Wood

User:

Matthew Wood

Time:

11/6/2025 8:53:02 AM

Email:

woodm@mishawaka.k12.in.us

IP Address:

72.2.158.136, 198.143.32.33

Sent 11/6/2025 At 8:30 AM By Kory LaBonne

**2025-2026 Teacher Contract w/Admin. Addendum | Form Entry | Jeff Alan Yohe**

Submitted by Jeff Alan Yohe on 11/7/2025 at 4:04 PM

**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 School City Of Mishawaka ("Corporation") and **Jeff Alan Yohe** ("Teacher"). **Jeff Alan Yohe** 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 **07/01/2025** , and ending on **06/30/2026**. *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 **215** 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** . *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 **\$102,938.45** during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in **26** installments on a Bi-Weekly basis. *Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)*
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5- 1(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this **1st** day of July **2025**.

School Corporation by:

Signed by



Holly Parks (President)

Signed by



Melissa Johnson (Secretary )

Attested:

Signed by



Theodore Stevens (Superintendent)

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Jeffrey Yohe 

Signed:

Jeff Alan Yohe

Time:

11/7/2025 4:04:29 PM

IP Address:

72.2.158.135, 198.143.32.55

User:

Jeff Alan Yohe

Email:

yohej@mishawaka.k12.in.us