ROCHESTER COMMUNITY SCHOOL CORPORATION
EMPLOYMENT AGREEMENT

THIS AGREEMENT made and entered into as of the **29th day** of **December, 2025,** by and between ***ROCHESTER COMMUNITY SCHOOLS,*** an Indiana School Corporation, hereinafter referred to as ***"EMPLOYER"***, and **Kathie Adams,** hereinafter referred to as ***"EMPLOYEE"***.

WITNESSETH:

Employer desires to employ Employee and Employee desires to provide services for Employer; and
It is the desire of the parties to agree upon the terms of employment, including dates, terms, standards and wages.

IT is therefore, in consideration of the premises and the covenants of the parties hereinafter contained, the parties agree as follows:

1. Employer hereby employs Employee in the capacity of "**Human Resources**" for a period beginning **July 1, 2025**, consisting of **260 days**, and ending **June 30, 2026.**

2. Employee agrees to perform services for Employer as described in "Rochester Community Schools Board Policies and Administrative Guidelines" and the "Position Description for **Human Resources.**"

3. In consideration of the furnishing of such services by Employee, Employer agrees to pay Employee the Sum of **$49,150.00**. Employee shall be eligible for performance bonuses as approved by the Board of School Trustees, upon completion of previously established goals as set forth by the Superintendent. Employee may at times be required to work more than the allotted 2080 hours per year. An amount of 1.5 times regular hourly salary will be paid for these additional responsibilities.

4. Employer agrees to provide Fringe Benefits in accordance with applicable Board Policies.

5. The terms of this Employment Agreement shall be governed by applicable Board Policies and Administrative Regulations, including, but not limited to, the provisions for dismissal.

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

ROCHESTER COMMUNITY SCHOOLS BOARD OF SCHOOL TRUSTEES

ROCHESTER COMMUNITY SCHOOL CORPORATION
EMPLOYMENT AGREEMENT

THIS AGREEMENT made and entered into as of the **29th day** of **December, 2025,** by and between ***ROCHESTER COMMUNITY SCHOOLS,*** an Indiana School Corporation, hereinafter referred to as ***"EMPLOYER"***, and **Amy Bode,** hereinafter referred to as ***"EMPLOYEE"***.

WITNESSETH:

Employer desires to employ Employee and Employee desires to provide services for Employer; and

It is the desire of the parties to agree upon the terms of employment, including dates, terms, standards and wages.

IT is therefore, in consideration of the premises and the covenants of the parties hereinafter contained, the parties agree as follows:

1. Employer hereby employs Employee in the capacity of "**Psychologist**" for a period beginning **July1, 2025,** consisting of **185 days,** and ending **June 30, 2026.**

2. Employee agrees to perform services for Employer as described in "Rochester Community Schools Board Policies and Administrative Guidelines" and the "Position Description for **Psychologist.**"

3. In consideration of the furnishing of such services by Employee, Employer agrees to pay Employee the Sum of **$77,117.00.** Employee shall be eligible for performance bonuses as approved by the Board of School Trustees, upon completion of previously established goals as set forth by the Superintendent.

4. Employer agrees to provide Fringe Benefits in accordance with applicable Board Policies.

5. The terms of this Employment Agreement shall be governed by applicable Board Policies and Administrative Regulations, including, but not limited to, the provisions for dismissal.

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

ROCHESTER COMMUNITY SCHOOLS BOARD OF SCHOOL TRUSTEES

ROCHESTER COMMUNITY SCHOOL CORPORATION
EMPLOYMENT AGREEMENT

THIS AGREEMENT made and entered into as of the **29th day** of **December, 2025,** by and between ***ROCHESTER COMMUNITY SCHOOLS,*** an Indiana School Corporation, hereinafter referred to as ***"EMPLOYER"***, and **Wendy Bower,** hereinafter referred to as ***"EMPLOYEE"***.

WITNESSETH:

Employer desires to employ Employee and Employee desires to provide services for Employer; and

It is the desire of the parties to agree upon the terms of employment, including dates, terms, standards and wages.

IT is therefore, in consideration of the premises and the covenants of the parties hereinafter contained, the parties agree as follows:

1. Employer hereby employs Employee in the capacity of "**Food Service Director**" for a period beginning **July1, 2025**, consisting of **245 days**, and ending **June 30, 2026.**

2. Employee agrees to perform services for Employer as described in "Rochester Community Schools Board Policies and Administrative Guidelines" and the "Position Description for **Food Service Director.**"

3. In consideration of the furnishing of such services by Employee, Employer agrees to pay Employee the Sum of **$48,764.00**. Employee shall be eligible for performance bonuses as approved by the Board of School Trustees, upon completion of previously established goals as set forth by the Superintendent.

4. Employer agrees to provide Fringe Benefits in accordance with applicable Board Policies.

5. The terms of this Employment Agreement shall be governed by applicable Board Policies and Administrative Regulations, including, but not limited to, the provisions for dismissal.

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

ROCHESTER COMMUNITY SCHOOLS BOARD OF SCHOOL TRUSTEES

ROCHESTER COMMUNITY SCHOOL CORPORATION
EMPLOYMENT AGREEMENT

THIS AGREEMENT made and entered into as of the **29th day** of **December, 2025** by and between ***ROCHESTER COMMUNITY SCHOOLS***, an Indiana School Corporation, hereinafter referred to as ***"EMPLOYER"***, and **Andrea Easterday**, hereinafter referred to as ***"EMPLOYEE"***.

WITNESSETH:

Employer desires to employ Employee and Employee desires to provide services for Employer; and

It is the desire of the parties to agree upon the terms of employment, including dates, terms, standards and wages.

IT is therefore, in consideration of the premises and the covenants of the parties hereinafter contained, the parties agree as follows:

1. Employer hereby employs Employee in the capacity of "**Speech and Language Pathologist**" for a period beginning **July1, 2025**, consisting of **185 days**, and ending **June 30, 2026.**

2. Employee agrees to perform services for Employer as described in "Rochester Community Schools Board Policies and Administrative Guidelines" and the "Position Description for **Speech and Language Pathologist**."

3. In consideration of the furnishing of such services by Employee, Employer agrees to pay Employee the Sum of **$72,000.00.** Employee shall be eligible for performance bonuses as approved by the Board of School Trustees, upon completion of previously established goals as set forth by the Superintendent.

4. Employer agrees to provide Fringe Benefits in accordance with applicable Board Policies.

5. The terms of this Employment Agreement shall be governed by applicable Board Policies and Administrative Regulations, including, but not limited to, the provisions for dismissal.

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

ROCHESTER COMMUNITY SCHOOLS

ROCHESTER COMMUNITY SCHOOL CORPORATION
EMPLOYMENT AGREEMENT

THIS AGREEMENT made and entered into as of the **2nd day** of **February, 2026** by and between ***ROCHESTER COMMUNITY SCHOOLS***, an Indiana School Corporation, hereinafter referred to as ***"EMPLOYER"***, and **Evan Friel**, hereinafter referred to as ***"EMPLOYEE"***.

WITNESSETH:

Employer desires to employ Employee and Employee desires to provide services for Employer; and

It is the desire of the parties to agree upon the terms of employment, including dates, terms, standards and wages.

IT is therefore, in consideration of the premises and the covenants of the parties hereinafter contained, the parties agree as follows:

1. Employer hereby employs Employee in the capacity of "**Director of Maintenance**" for a period beginning **February 23, 2026**, consisting of **92 days**, and ending **June 30, 2026.**

2. Employee agrees to perform services for Employer as described in "Rochester Community Schools Board Policies and Administrative Guidelines" and the "Position Description for **Director of Maintenance**."

3. In consideration of the furnishing of such services by Employee, Employer agrees to pay Employee the Sum of **$19,461.28** for the period beginning **2/23/26** through **06/30/2026**. Employee shall be eligible for performance bonuses as approved by the Board of School Trustees, upon completion of previously established goals as set forth by the Superintendent.

4. Employer agrees to provide Fringe Benefits in accordance with applicable Board Policies.

5. The terms of this Employment Agreement shall be governed by applicable Board Policies and Administrative Regulations, including, but not limited to, the provisions for dismissal.

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

ROCHESTER COMMUNITY SCHOOLS BOARD OF SCHOOL TRUSTEES

ROCHESTER COMMUNITY SCHOOL CORPORATION
EMPLOYMENT AGREEMENT

THIS AGREEMENT made and entered into as of the **29th day** of **December, 2025** by and between ***ROCHESTER COMMUNITY SCHOOLS***, an Indiana School Corporation, hereinafter referred to as ***"EMPLOYER"***, and **Bryan Holcomb**, hereinafter referred to as ***"EMPLOYEE"***.

WITNESSETH:

Employer desires to employ Employee and Employee desires to provide services for Employer; and

It is the desire of the parties to agree upon the terms of employment, including dates, terms, standards and wages.

IT is therefore, in consideration of the premises and the covenants of the parties hereinafter contained, the parties agree as follows:

1. Employer hereby employs Employee in the capacity of "**Adjunct Teacher**" for a period beginning **July1, 2025**, consisting of **185 days**, and ending **June 30, 2026.**

2. Employee agrees to perform services for Employer as described in "Rochester Community Schools Board Policies and Administrative Guidelines" and the "Position Description for **Adjunct Teacher**."

3. In consideration of the furnishing of such services by Employee, Employer agrees to pay Employee the Sum of **$47,250.00**. Employee shall be eligible for performance bonuses as approved by the Board of School Trustees, upon completion of previously established goals as set forth by the Superintendent.

4. Employer agrees to provide Fringe Benefits in accordance with applicable Board Policies.

5. The terms of this Employment Agreement shall be governed by applicable Board Policies and Administrative Regulations, including, but not limited to, the provisions for dismissal.

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

ROCHESTER COMMUNITY SCHOOLS BOARD OF SCHOOL TRUSTEES

ROCHESTER COMMUNITY SCHOOL CORPORATION
EMPLOYMENT AGREEMENT

THIS AGREEMENT made and entered into as of the **29th day** of **December, 2025,** by and between ***ROCHESTER COMMUNITY SCHOOLS,*** an Indiana School Corporation, hereinafter referred to as ***"EMPLOYER"***, and **Scott Kistler,** hereinafter referred to as ***"EMPLOYEE"***.

WITNESSETH:

Employer desires to employ Employee and Employee desires to provide services for Employer; and

It is the desire of the parties to agree upon the terms of employment, including dates, terms, standards and wages.

IT is therefore, in consideration of the premises and the covenants of the parties hereinafter contained, the parties agree as follows:

1. Employer hereby employs Employee in the capacity of "**Director of Technology**" for a period beginning **July1, 2025,** consisting of **260 days,** and ending **June 30, 2026.**

2. Employee agrees to perform services for Employer as described in "Rochester Community Schools Board Policies and Administrative Guidelines" and the "Position Description for **Director of Technology.**"

3. In consideration of the furnishing of such services by Employee, Employer agrees to pay Employee the Sum of **$77,653.00.** Employee shall be eligible for performance bonuses as approved by the Board of School Trustees, upon completion of previously established goals as set forth by the Superintendent.

4. Employer agrees to provide Fringe Benefits in accordance with applicable Board Policies.

5. The terms of this Employment Agreement shall be governed by applicable Board Policies and Administrative Regulations, including, but not limited to, the provisions for dismissal.

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

ROCHESTER COMMUNITY SCHOOLS BOARD OF SCHOOL TRUSTEES

ROCHESTER COMMUNITY SCHOOL CORPORATION
EMPLOYMENT AGREEMENT

THIS AGREEMENT made and entered into as of the **29th day** of **December, 2025** by and between ***ROCHESTER COMMUNITY SCHOOLS***, an Indiana School Corporation, hereinafter referred to as ***"EMPLOYER"***, and **Keady Lawhorn**, hereinafter referred to as ***"EMPLOYEE"***.

WITNESSETH:

Employer desires to employ Employee and Employee desires to provide services for Employer; and

It is the desire of the parties to agree upon the terms of employment, including dates, terms, standards and wages.

IT is therefore, in consideration of the premises and the covenants of the parties hereinafter contained, the parties agree as follows:

1. Employer hereby employs Employee in the capacity of "**Speech and Language Pathologist Assistant**" for a period beginning **July1, 2025**, consisting of **185 days**, and ending **June 30, 2026.**

2. Employee agrees to perform services for Employer as described in "Rochester Community Schools Board Policies and Administrative Guidelines" and the "Position Description for **Speech and Language Pathologist**."

3. In consideration of the furnishing of such services by Employee, Employer agrees to pay Employee the Sum of **$52,000.00.** Employee shall be eligible for performance bonuses as approved by the Board of School Trustees, upon completion of previously established goals as set forth by the Superintendent.

4. Employer agrees to provide Fringe Benefits in accordance with applicable Board Policies.

5. The terms of this Employment Agreement shall be governed by applicable Board Policies and Administrative Regulations, including, but not limited to, the provisions for dismissal.

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

ROCHESTER COMMUNITY SCHOOLS BOARD OF SCHOOL TRUSTEES

ROCHESTER COMMUNITY SCHOOL CORPORATION
EMPLOYMENT AGREEMENT

THIS AGREEMENT made and entered into as of the **29th day** of **December, 2025,** by and between ***ROCHESTER COMMUNITY SCHOOLS,*** an Indiana School Corporation, hereinafter referred to as ***"EMPLOYER",*** and **Nathan Ecker,** hereinafter referred to as ***"EMPLOYEE".***

WITNESSETH:

Employer desires to employ Employee and Employee desires to provide services for Employer; and

It is the desire of the parties to agree upon the terms of employment, including dates, terms, standards and wages.

IT is therefore, in consideration of the premises and the covenants of the parties hereinafter contained, the parties agree as follows:

1. Employer hereby employs Employee in the capacity of "**Network Administrator**" for a period beginning **July 1, 2025**, consisting of **260 days**, and ending **June 30, 2026.**

2. Employee agrees to perform services for Employer as described in "Rochester Community Schools Board Policies and Administrative Guidelines" and the "Position Description for **Network Administrator.**"

3. In consideration of the furnishing of such services by Employee, Employer agrees to pay Employee the Sum of **$61,673.00.** Employee shall be eligible for performance bonuses as approved by the Board of School Trustees, upon completion of previously established goals as set forth by the Superintendent.

4. Employer agrees to provide Fringe Benefits in accordance with applicable Board Policies.

5. The terms of this Employment Agreement shall be governed by applicable Board Policies and Administrative Regulations, including, but not limited to, the provisions for dismissal.

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

[illegible] SCHOOLS

BOARD OF SCHOOL TRUSTEES

ROCHESTER COMMUNITY SCHOOL CORPORATION
EMPLOYMENT AGREEMENT

THIS AGREEMENT made and entered into as of the **29th day** of **December, 2025,** by and between ***ROCHESTER COMMUNITY SCHOOLS,*** an Indiana School Corporation, hereinafter referred to as ***"EMPLOYER"***, and **Traci Leininger,** hereinafter referred to as ***"EMPLOYEE"***.

WITNESSETH:

Employer desires to employ Employee and Employee desires to provide services for Employer; and

It is the desire of the parties to agree upon the terms of employment, including dates, terms, standards and wages.

IT is therefore, in consideration of the premises and the covenants of the parties hereinafter contained, the parties agree as follows:

1. Employer hereby employs Employee in the capacity of "**Speech and Language Pathologist**" for a period beginning **July1, 2025**, consisting of **185 days**, and ending **June 30, 2026.**

2. Employee agrees to perform services for Employer as described in "Rochester Community Schools Board Policies and Administrative Guidelines" and the "Position Description for **Speech and Language Pathologist.**"

3. In consideration of the furnishing of such services by Employee, Employer agrees to pay Employee the Sum of **$78,000.00**. Employee shall be eligible for performance bonuses as approved by the Board of School Trustees, upon completion of previously established goals as set forth by the Superintendent.

4. Employer agrees to provide Fringe Benefits in accordance with applicable Board Policies.

5. The terms of this Employment Agreement shall be governed by applicable Board Policies and Administrative Regulations, including, but not limited to, the provisions for dismissal.

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

ROCHESTER COMMUNITY SCHOOLS BOARD OF SCHOOL TRUSTEES

ROCHESTER COMMUNITY SCHOOL CORPORATION
EMPLOYMENT AGREEMENT

THIS AGREEMENT made and entered into as of the **29th day of December, 2025** by and between ***ROCHESTER COMMUNITY SCHOOLS***, an Indiana School Corporation, hereinafter referred to as ***"EMPLOYER"***, and **Greg Martz**, hereinafter referred to as ***"EMPLOYEE"***.

WITNESSETH:

Employer desires to employ Employee and Employee desires to provide services for Employer; and

It is the desire of the parties to agree upon the terms of employment, including dates, terms, standards and wages.

IT is therefore, in consideration of the premises and the covenants of the parties hereinafter contained, the parties agree as follows:

1. Employer hereby employs Employee in the capacity of "**Asst Athletic Director**" for a period beginning **July 1, 2025**, consisting of **120 days**, and ending **June 30, 2026.**

2. Employee agrees to perform services for Employer as described in "Rochester Community Schools Board Policies and Administrative Guidelines" and the "Position Description for **Asst Athletic Director.**"

3. In consideration of the furnishing of such services by Employee, Employer agrees to pay Employee the Sum of **$26,150.00**. Employee shall be eligible for performance bonuses as approved by the Board of School Trustees, upon completion of previously established goals as set forth by the Superintendent.

4. Employer agrees to provide Fringe Benefits in accordance with applicable Board Policies.

5. The terms of this Employment Agreement shall be governed by applicable Board Policies and Administrative Regulations, including, but not limited to, the provisions for dismissal.

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

ROCHESTER COMMUNITY SCHOOLS BOARD OF SCHOOL TRUSTEES

ROCHESTER COMMUNITY SCHOOL CORPORATION
EMPLOYMENT AGREEMENT

THIS AGREEMENT made and entered into as of the **1st day** of **December, 2025,** by and between ***ROCHESTER COMMUNITY SCHOOLS***, an Indiana School Corporation, hereinafter referred to as ***"EMPLOYER"***, and **Katie L Miller**, hereinafter referred to as ***"EMPLOYEE"***.

WITNESSETH:

Employer desires to employ Employee and Employee desires to provide services for Employer; and

It is the desire of the parties to agree upon the terms of employment, including dates, terms, standards and wages.

IT is therefore, in consideration of the premises and the covenants of the parties hereinafter contained, the parties agree as follows:

1. Employer hereby employs Employee in the capacity of "**Business Manager**" for a period beginning **July 1, 2025**, consisting of **260 days**, and ending **June 30, 2026.** (2025-26 Prorated, employment began Dec 1, 2025)

2. Employee agrees to perform services for Employer as described in "Rochester Community Schools Board Policies and Administrative Guidelines" and the "Position Description for **Business Manager**."

3. In consideration of the furnishing of such services by Employee, Employer agrees to pay Employee the Sum of **$64,000.00**. Employee shall be eligible for performance bonuses as approved by the Board of School Trustees, upon completion of previously established goals as set forth by the Superintendent.

4. Employer agrees to provide Fringe Benefits in accordance with applicable Board Policies.

5. The terms of this Employment Agreement shall be governed by applicable Board Policies and Administrative Regulations, including, but not limited to, the provisions for dismissal.

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

ROCHESTER COMMUNITY SCHOOLS BOARD OF SCHOOL TRUSTEES

ROCHESTER COMMUNITY SCHOOL CORPORATION
EMPLOYMENT AGREEMENT

THIS AGREEMENT made and entered into as of the **29th day** of **December, 2025,** by and between ***ROCHESTER COMMUNITY SCHOOLS,*** an Indiana School Corporation, hereinafter referred to as ***"EMPLOYER"***, and **Amber Reinhold,** hereinafter referred to as ***"EMPLOYEE"***.

WITNESSETH:

Employer desires to employ Employee and Employee desires to provide services for Employer; and

It is the desire of the parties to agree upon the terms of employment, including dates, terms, standards and wages.

IT is therefore, in consideration of the premises and the covenants of the parties hereinafter contained, the parties agree as follows:

1. Employer hereby employs Employee in the capacity of "**Deputy Treasurer**" for a period beginning **July 1, 2025,** consisting of **260 days,** and ending **June 30, 2026.**

2. Employee agrees to perform services for Employer as described in "Rochester Community Schools Board Policies and Administrative Guidelines" and the "Position Description for **Deputy Treasurer.**"

3. In consideration of the furnishing of such services by Employee, Employer agrees to pay Employee the Sum of **$46,150.00.** Employee shall be eligible for performance bonuses as approved by the Board of School Trustees, upon completion of previously established goals as set forth by the Superintendent. Employee may at times be required to work more than the allotted 2080 hours per year. An amount of 1.5 times regular hourly salary will be paid for these additional responsibilities.

4. Employer agrees to provide Fringe Benefits in accordance with applicable Board Policies.

5. The terms of this Employment Agreement shall be governed by applicable Board Policies and Administrative Regulations, including, but not limited to, the provisions for dismissal.

ROCHESTER COMMUNITY SCHOOL CORPORATION
EMPLOYMENT AGREEMENT

THIS AGREEMENT made and entered into as of the **29th day** of **December, 2025,** by and between ***ROCHESTER COMMUNITY SCHOOLS,*** an Indiana School Corporation, hereinafter referred to as ***"EMPLOYER"***, and **Kevin Reinhold,** hereinafter referred to as ***"EMPLOYEE"***.

WITNESSETH:

Employer desires to employ Employee and Employee desires to provide services for Employer; and

It is the desire of the parties to agree upon the terms of employment, including dates, terms, standards and wages.

IT is therefore, in consideration of the premises and the covenants of the parties hereinafter contained, the parties agree as follows:

1. Employer hereby employs Employee in the capacity of "**Head Bus Driver**" for a period beginning **July 1, 2025,** consisting of **230 days,** and ending **June 30, 2026.**

2. Employee agrees to perform services for Employer as described in "Rochester Community Schools Board Policies and Administrative Guidelines" and the "Position Description for **Head Bus Driver.**"

3. In consideration of the furnishing of such services by Employee, Employer agrees to pay Employee the Sum of **$52,350.00.** Employee shall be eligible for performance bonuses as approved by the Board of School Trustees, upon completion of previously established goals as set forth by the Superintendent.

4. Employer agrees to provide Fringe Benefits in accordance with applicable Board Policies.

5. The terms of this Employment Agreement shall be governed by applicable Board Policies and Administrative Regulations, including, but not limited to, the provisions for dismissal.

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

ROCHESTER COMMUNITY SCHOOLS BOARD OF SCHOOL TRUSTEES

ROCHESTER COMMUNITY SCHOOL CORPORATION
EMPLOYMENT AGREEMENT

THIS AGREEMENT made and entered into as of the **29th day** of **December 2025,** by and between ***ROCHESTER COMMUNITY SCHOOLS***, an Indiana School Corporation, hereinafter referred to as ***"EMPLOYER"***, and **Stacey Ropp** hereinafter referred to as ***"EMPLOYEE"***.

WITNESSETH:

Employer desires to employ Employee and Employee desires to provide services for Employer; and

It is the desire of the parties to agree upon the terms of employment, including dates, terms, standards and wages.

IT is therefore, in consideration of the premises and the covenants of the parties hereinafter contained, the parties agree as follows:

1. Employer hereby employs Employee in the capacity of "**Head Nurse**" for a period beginning **July 1, 2025,** consisting of **195 days**, and ending **June 30, 2026.**

2. Employee agrees to perform services for Employer as described in "Rochester Community Schools Board Policies and Administrative Guidelines" and the "Position Description for **Head Nurse.**"

3. In consideration of the furnishing of such services by Employee, Employer agrees to pay Employee the Sum of **$39,936.00.**

4. Employer agrees to provide Fringe Benefits in accordance with applicable Board Policies.

5. The terms of this Employment Agreement shall be governed by applicable Board Policies and Administrative Regulations, including, but not limited to, the provisions for dismissal.

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

ROCHESTER COMMUNITY SCHOOLS BOARD OF SCHOOL TRUSTEES

ROCHESTER COMMUNITY SCHOOL CORPORATION
EMPLOYMENT AGREEMENT

THIS AGREEMENT made and entered into as of the **29th day** of **December, 2025** by and between ***ROCHESTER COMMUNITY SCHOOLS,*** an Indiana School Corporation, hereinafter referred to as ***"EMPLOYER"***, and **Logan Young,** hereinafter referred to as ***"EMPLOYEE"***.

WITNESSETH:

Employer desires to employ Employee and Employee desires to provide services for Employer; and

It is the desire of the parties to agree upon the terms of employment, including dates, terms, standards and wages.

IT is therefore, in consideration of the premises and the covenants of the parties hereinafter contained, the parties agree as follows:

1. Employer hereby employs Employee in the capacity of "**Adjunct Teacher**" for a period beginning **July1, 2025,** consisting of **200 days,** and ending **June 30, 2026.**

2. Employee agrees to perform services for Employer as described in "Rochester Community Schools Board Policies and Administrative Guidelines" and the "Position Description for **Adjunct Teacher.**"

3. In consideration of the furnishing of such services by Employee, Employer agrees to pay Employee the Sum of **$65,000.00.** Employee shall be eligible for performance bonuses as approved by the Board of School Trustees, upon completion of previously established goals as set forth by the Superintendent.

4. Employer agrees to provide Fringe Benefits in accordance with applicable Board Policies.

5. The terms of this Employment Agreement shall be governed by applicable Board Policies and Administrative Regulations, including, but not limited to, the provisions for dismissal.

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

ROCHESTER COMMUNITY SCHOOLS /BOARD OF SCHOOL TRUSTEES