

EMPLOYMENT AGREEMENT

BETWEEN THE

BOARD OF SCHOOL TRUSTEES

OF THE

NEW PALESTINE COMMUNITY SCHOOLS

AND

Mitchel Burk

ADMINISTRATOR

This employment agreement ("Agreement") is by and between the New Palestine Community Schools ["School Corporation"] acting through its Board of School Trustees in the manner permitted by Indiana Code 20-26-5-4(8), and Indiana Code 20-28-8, and the certified administrative employee identified below, and is a supplement to the Regular Teacher's Contract (Appendix A of this Agreement) for services as an administrator. Employee desires to be employed or to continue to be employed by the School Corporation. The School Corporation desires to employ or to continue to employ Employee provided it is afforded the protections of this Agreement. In consideration of the foregoing, the School Corporation's employment of Employee, and the promises and covenants contained in this Agreement, the School Corporation and Employee agree as follows:

1. **Employment.** The School Corporation agrees to employ Employee and Employee agrees to be employed by the School Corporation for a period beginning on July 1, 2026 and continuing through the sooner of June 30, 2028 or until terminated by either party. Employee will serve in the position of Administrator and will have those duties and responsibilities that the School Corporation assigns to Employee from time to time. This position is a full-time position to which the Employee's entire working time, attention, and energies should be devoted. The Employee shall diligently and impartially perform the duties of this position and shall comply with all applicable laws in the performance of his/her duties.
2. **Number and Schedule of Work Days.** Employee shall provide services to the School Corporation on a salary basis rather than an hourly or daily basis, and shall therefore be charged by the School Corporation with the achievement of certain goals and objectives. Duties will be based on a 220 day schedule between July 1 and June 30 annually.
3. **School Corporation Policies.** Employee will abide by any employment or work rules and/or policies, procedures, guidelines, and practices that the School Corporation currently has or may adopt, amend or implement from time to time during Employee's employment.
4. **Compensation and Benefits.** For all services to be rendered by Employee during Employee's employment under this Agreement, and as consideration for complying with the terms of this Agreement, the School Corporation will pay and provide the following to Employee:
 - a. During Employee's employment, the School Corporation will pay Employee a total annual salary or other designated compensation ("Salary") in the amount of \$108,035.87, inclusive of the attached teacher contract amount. The School Corporation and Employee acknowledge and agree that the School Corporation, in its sole discretion, may adjust the manner and amount of Employee's Salary (or any other elements of compensation) from time to time during Employee's employment with the

School Corporation. If the Administrator is rated 'meets expectations' for the preceding year, the Administrator will receive an annual salary increase and/or one-time stipend for a particular year commensurate with the amount or percentage received by Corporation teachers with the same performance evaluation rating. The Salary shall be paid to Employee consistent with the customary payroll practices of the School Corporation. The Salary shall be subject to standard payroll withholding deductions as required by law and withholding for benefits in which Employee elects to participate.

b. During Employee's employment, Employee will be entitled to leaves of absence and participation in the School Corporation's applicable administrator benefit plan provided, however, Employee's entitlement to participate in such benefit plans is subject to the eligibility requirements and other terms and conditions of such benefit plans. Employee acknowledges and agrees that the School Corporation, in its sole discretion, may change, amend or discontinue any of its employee benefit plans or programs at any time during Employee's employment with the School Corporation, and nothing contained in this Agreement or in the Employee's Regular Teacher's Contract shall obligate the School Corporation to institute, maintain or refrain from changing, amending or discontinuing any benefit plan or program.

5. **Reassignment.** The School Corporation, in its sole discretion, may assign Employee to a different administrative position, or may assign new or different duties and responsibilities, from time to time during Employee's employment with the School Corporation. If the Employee is reassigned to a non-administrative position, this Agreement is terminated pursuant to the provision in paragraph 6.

6. **Termination of Administrator Employment Agreement.** The School Corporation may terminate the Employee's employment in the administrative position at any time for any reason relevant to the School Corporation's interest, in accordance with the due process procedures set forth in Ind. Code § 20-28-8.

a. Prior to a termination of this Administrative Employment Agreement, the Employee will be provided with written notice of the reason(s) for the proposed termination and an opportunity for a meeting with the School Board at which the School Board will consider the Employee's response to the proposed termination notice.

b. If this Administrative Employment Agreement is terminated, the Employee's compensation and benefits will be dictated by the Regular Teacher Contract and applicable collective bargaining agreement.

c. The Employee's employment with the School Corporation pursuant to his or her Regular Teacher's Contract may be terminated in accordance with the due process procedures set out in the Regular Teacher's Contract and in Ind. Code § 20-28-7.5.

d. The Employee may terminate his or her employment in the administrative position for any reason or no reason by giving the School Corporation written notice of termination, specifying in such notice a termination date not less than twenty (20) calendar days after giving the notice.

e. Upon the Employee's termination of his or her employment in the administrative position, the School Corporation shall be obligated to pay the Employee the portion of his or her Salary that has been earned through the termination date and to pay or provide to the Employee such payments or benefits, if any, which accrued before the termination date.

f. Other than the foregoing, the School Corporation shall have no further obligations to the Employee under this Agreement.

7. **Confidentiality.** Confidential information learned or obtained in the scope of Employee's employment with the School Corporation, whether such information relates to students, staff, parents, visitors, or any member of the school community, will be kept confidential by Employee, and such confidentiality obligation remains following the termination of this Agreement.

8. **Return of School Corporation Property.** All records, manuals, memoranda, lists, reports, correspondence, charts, and other documents and information pertaining to the past or current activities or future plans of the School Corporation and/or any property provided by the School Corporation for Employee's use in the course of Employee's employment with the School Corporation shall be and remain the property of the School Corporation and shall be subject at all times to its discretion and control. Likewise, all

9. **Entire Agreement: No Waiver and Modification.** This Agreement, incorporating the Employee's Regular Teacher's Contract, constitutes the entire agreement of the parties on the subjects specifically addressed in it and supersedes any prior oral or written agreements, understandings, or representations, on these subjects. This Agreement, incorporating the Employee's Regular Teacher's Contract, replaces any and all prior agreements, understandings, or representations between the Parties and may not be changed except by a written document signed by both Employee and a duly authorized officer of the School Corporation. To the extent there is any conflict between the terms in this Agreement and the Employee's Regular Teacher's Contract, the terms of this Agreement shall control.

11. **Governing Law.** This Agreement shall in all respects be construed, interpreted, governed, and enforced in accordance with the laws of the State of Indiana, without giving effect to that state's conflict of laws provisions.

IN WITNESS WHEREOF, the Employee and duly authorized representative(s) of the Board of Trustees of the School Corporation have caused this Agreement to be executed on each party's behalf.

By: D. W. Wlan President

Date _____

_____ Secretary

Date _____

Appendix A
Regular Teacher's Contract

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 New Palestine Community Schools ("Corporation") and Mitchel Burk ("Teacher"). Mitchel Burk is a teacher as defined in Ind. Code 20-18-2-22.

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

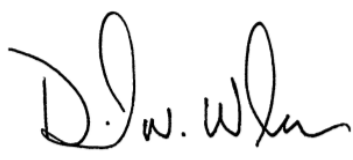
1. The Teacher shall teach in the schools of the Corporation for the school term, beginning July 1, 2026, and ending on June 30, 2027. Ind. Code 20-28-6-2(a)(3)(A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of 220 days. Ind. Code 20-28-6-2(a)(3)(B)
3. The Corporation shall pay the Teacher for services under this Contract the total salary of \$108,035.87 during the school year. Ind. Code 20-28-6-2(a)(3)(C)
4. The Corporation shall pay this amount in 26 installments on a biweekly basis. Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)
5. 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.
6. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this 13 day of July, 2026.

TEACHER

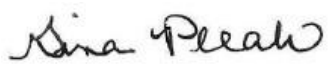
SCHOOL CORPORATION by:

Employee

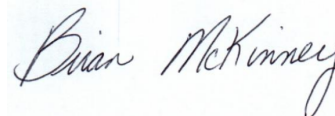
By: 

President

Attested:



Superintendent



Secretary

EMPLOYMENT AGREEMENT

BETWEEN THE

BOARD OF SCHOOL TRUSTEES

OF THE

NEW PALESTINE COMMUNITY SCHOOLS

AND

Matthew Bush

ADMINISTRATOR

This employment agreement ("Agreement") is by and between the New Palestine Community Schools ["School Corporation"] acting through its Board of School Trustees in the manner permitted by Indiana Code 20-26-5-4(8), and Indiana Code 20-28-8, and the certified administrative employee identified below, and is a supplement to the Regular Teacher's Contract (Appendix A of this Agreement) for services as an administrator. Employee desires to be employed or to continue to be employed by the School Corporation. The School Corporation desires to employ or to continue to employ Employee provided it is afforded the protections of this Agreement. In consideration of the foregoing, the School Corporation's employment of Employee, and the promises and covenants contained in this Agreement, the School Corporation and Employee agree as follows:

1. **Employment.** The School Corporation agrees to employ Employee and Employee agrees to be employed by the School Corporation for a period beginning on July 1, 2026 and continuing through the sooner of June 30, 2028 or until terminated by either party. Employee will serve in the position of Administrator and will have those duties and responsibilities that the School Corporation assigns to Employee from time to time. This position is a full-time position to which the Employee's entire working time, attention, and energies should be devoted. The Employee shall diligently and impartially perform the duties of this position and shall comply with all applicable laws in the performance of his/her duties.
2. **Number and Schedule of Work Days.** Employee shall provide services to the School Corporation on a salary basis rather than an hourly or daily basis, and shall therefore be charged by the School Corporation with the achievement of certain goals and objectives. Duties will be based on a 260 day schedule between July 1 and June 30 annually.
3. **School Corporation Policies.** Employee will abide by any employment or work rules and/or policies, procedures, guidelines, and practices that the School Corporation currently has or may adopt, amend or implement from time to time during Employee's employment.
4. **Compensation and Benefits.** For all services to be rendered by Employee during Employee's employment under this Agreement, and as consideration for complying with the terms of this Agreement, the School Corporation will pay and provide the following to Employee:
 - a. During Employee's employment, the School Corporation will pay Employee a total annual salary or other designated compensation ("Salary") in the amount of \$130,600.00, inclusive of the attached teacher contract amount. The School Corporation and Employee acknowledge and agree that the School Corporation, in its sole discretion, may adjust the manner and amount of Employee's Salary (or any other elements of compensation) from time to time during Employee's employment with the

School Corporation. If the Administrator is rated 'meets expectations' for the preceding year, the Administrator will receive an annual salary increase and/or one-time stipend for a particular year commensurate with the amount or percentage received by Corporation teachers with the same performance evaluation rating. The Salary shall be paid to Employee consistent with the customary payroll practices of the School Corporation. The Salary shall be subject to standard payroll withholding deductions as required by law and withholding for benefits in which Employee elects to participate.

b. During Employee's employment, Employee will be entitled to leaves of absence and participation in the School Corporation's applicable administrator benefit plan provided, however, Employee's entitlement to participate in such benefit plans is subject to the eligibility requirements and other terms and conditions of such benefit plans. Employee acknowledges and agrees that the School Corporation, in its sole discretion, may change, amend or discontinue any of its employee benefit plans or programs at any time during Employee's employment with the School Corporation, and nothing contained in this Agreement or in the Employee's Regular Teacher's Contract shall obligate the School Corporation to institute, maintain or refrain from changing, amending or discontinuing any benefit plan or program.

c. During Employee's employment, Employee will be entitled to 21 vacation days annually and 10 holidays annually.

5. **Reassignment.** The School Corporation, in its sole discretion, may assign Employee to a different administrative position, or may assign new or different duties and responsibilities, from time to time during Employee's employment with the School Corporation. If the Employee is reassigned to a non-administrative position, this Agreement is terminated pursuant to the provision in paragraph 6.

6. **Termination of Administrator Employment Agreement.** The School Corporation may terminate the Employee's employment in the administrative position at any time for any reason relevant to the School Corporation's interest, in accordance with the due process procedures set forth in Ind. Code § 20-28-8.

a. Prior to a termination of this Administrative Employment Agreement, the Employee will be provided with written notice of the reason(s) for the proposed termination and an opportunity for a meeting with the School Board at which the School Board will consider the Employee's response to the proposed termination notice.

b. If this Administrative Employment Agreement is terminated, the Employee's compensation and benefits will be dictated by the Regular Teacher Contract and applicable collective bargaining agreement.

c. The Employee's employment with the School Corporation pursuant to his or her Regular Teacher's Contract may be terminated in accordance with the due process procedures set out in the Regular Teacher's Contract and in Ind. Code § 20-28-7.5.

d. The Employee may terminate his or her employment in the administrative position for any reason or no reason by giving the School Corporation written notice of termination, specifying in such notice a termination date not less than twenty (20) calendar days after giving the notice.

e. Upon the Employee's termination of his or her employment in the administrative position, the School Corporation shall be obligated to pay the Employee the portion of his or her Salary that has been earned through the termination date and to pay or provide to the Employee such payments or benefits, if any, which accrued before the termination date.

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8. **Return of School Corporation Property.** All records, manuals, memoranda, lists, reports, correspondence, charts, and other documents and information pertaining to the past or current activities or future plans of the School Corporation and/or any property provided by the School Corporation for Employee's use in the course of Employee's employment with the School Corporation shall be and remain the property of the School Corporation and shall be subject at all times to its discretion and control. Likewise, all such items shall be delivered promptly to the School Corporation, without request, by the Employee upon termination of Employee's employment for whatever reason.

9. **Entire Agreement: No Waiver and Modification.** This Agreement, incorporating the Employee's Regular Teacher's Contract, constitutes the entire agreement of the parties on the subjects specifically addressed in it and supersedes any prior oral or written agreements, understandings, or representations, on these subjects. This Agreement, incorporating the Employee's Regular Teacher's Contract, replaces any and all prior agreements, understandings, or representations between the Parties and may not be changed except by a written document signed by both Employee and a duly authorized officer of the School Corporation. To the extent there is any conflict between the terms in this Agreement and the Employee's Regular Teacher's Contract, the terms of this Agreement shall control.

10. **Severability.** If any portion of this Agreement is held invalid or inoperative, the other portions of this Agreement shall be deemed valid and operative and, so far as is reasonable and possible, effect shall be given to the intent manifested by the portion held invalid or inoperative.

11. **Governing Law.** This Agreement shall in all respects be construed, interpreted, governed, and enforced in accordance with the laws of the State of Indiana, without giving effect to that state's conflict of laws provisions.

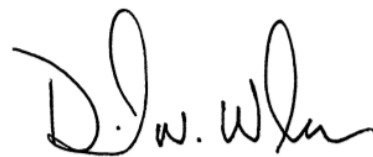
12. **Counterparts.** This Agreement may be executed in one or more counterparts, all of which taken together shall constitute one agreement. Signatures transmitted by facsimile or other electronic means are acceptable as much as original signatures for execution of this Agreement.

IN WITNESS WHEREOF, the Employee and duly authorized representative(s) of the Board of Trustees of the School Corporation have caused this Agreement to be executed on each party's behalf.

BOARD OF SCHOOL TRUSTEES OF THE
SCHOOL CORPORATION

Employee

By:



President



Secretary

Date

07/13/2026

Date

Appendix A
Regular Teacher's Contract

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 New Palestine Community Schools ("Corporation") and Matthew Bush ("Teacher"). Matthew Bush is a teacher as defined in Ind. Code 20-18-2-22.

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

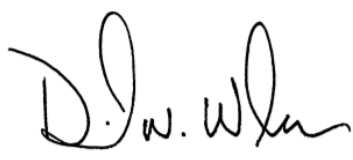
1. The Teacher shall teach in the schools of the Corporation for the school term, beginning July 1, 2026, and ending on June 30, 2027. Ind. Code 20-28-6-2(a)(3)(A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of 260 days. Ind. Code 20-28-6-2(a)(3)(B)
3. The Corporation shall pay the Teacher for services under this Contract the total salary of \$130,600.00 during the school year. Ind. Code 20-28-6-2(a)(3)(C)
4. The Corporation shall pay this amount in 26 installments on a biweekly basis. Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)
5. 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.
6. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this 13 day of July, 2026.

TEACHER

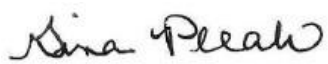
SCHOOL CORPORATION by:

Employee

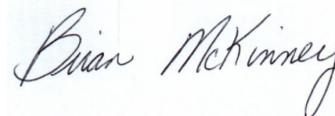
By: 

President

Attested:



Superintendent



Secretary

EMPLOYMENT AGREEMENT

BETWEEN THE

BOARD OF SCHOOL TRUSTEES

OF THE

NEW PALESTINE COMMUNITY SCHOOLS

AND

John Dehr

ADMINISTRATOR

This employment agreement ("Agreement") is by and between the New Palestine Community Schools ["School Corporation"] acting through its Board of School Trustees in the manner permitted by Indiana Code 20-26-5-4(8), and Indiana Code 20-28-8, and the certified administrative employee identified below, and is a supplement to the Regular Teacher's Contract (Appendix A of this Agreement) for services as an administrator. Employee desires to be employed or to continue to be employed by the School Corporation. The School Corporation desires to employ or to continue to employ Employee provided it is afforded the protections of this Agreement. In consideration of the foregoing, the School Corporation's employment of Employee, and the promises and covenants contained in this Agreement, the School Corporation and Employee agree as follows:

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4. **Compensation and Benefits.** For all services to be rendered by Employee during Employee's employment under this Agreement, and as consideration for complying with the terms of this Agreement, the School Corporation will pay and provide the following to Employee:
 - a. During Employee's employment, the School Corporation will pay Employee a total annual salary or other designated compensation ("Salary") in the amount of \$94,678.69, inclusive of the attached teacher contract amount. The School Corporation and Employee acknowledge and agree that the School Corporation, in its sole discretion, may adjust the manner and amount of Employee's Salary (or any other elements of compensation) from time to time during Employee's employment with the

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-3-

Appendix A
Regular Teacher's Contract

REGULAR TEACHER CONTRACT

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

This regular teacher contract ("Contract") is by and between the governing body of the New Palestine Community Schools ("Corporation") and John Dehr ("Teacher"). John Dehr 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:

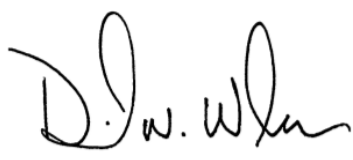
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Agreed this 13 day of July, 2026.

TEACHER

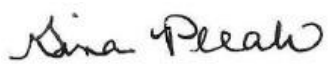
SCHOOL CORPORATION by:

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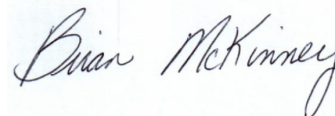
By: 

President

Attested:



Superintendent



Secretary

EMPLOYMENT AGREEMENT

BETWEEN THE

BOARD OF SCHOOL TRUSTEES

OF THE

NEW PALESTINE COMMUNITY SCHOOLS

AND

Brian Dinwiddie

ADMINISTRATOR

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4. **Compensation and Benefits.** For all services to be rendered by Employee during Employee's employment under this Agreement, and as consideration for complying with the terms of this Agreement, the School Corporation will pay and provide the following to Employee:
 - a. During Employee's employment, the School Corporation will pay Employee a total annual salary or other designated compensation ("Salary") in the amount of \$100,558.00, inclusive of the attached teacher contract amount. The School Corporation and Employee acknowledge and agree that the School Corporation, in its sole discretion, may adjust the manner and amount of Employee's Salary (or any other elements of compensation) from time to time during Employee's employment with the

School Corporation. If the Administrator is rated 'meets expectations' for the preceding year, the Administrator will receive an annual salary increase and/or one-time stipend for a particular year commensurate with the amount or percentage received by Corporation teachers with the same performance evaluation rating. The Salary shall be paid to Employee consistent with the customary payroll practices of the School Corporation. The Salary shall be subject to standard payroll withholding deductions as required by law and withholding for benefits in which Employee elects to participate.

b. During Employee's employment, Employee will be entitled to leaves of absence and participation in the School Corporation's applicable administrator benefit plan provided, however, Employee's entitlement to participate in such benefit plans is subject to the eligibility requirements and other terms and conditions of such benefit plans. Employee acknowledges and agrees that the School Corporation, in its sole discretion, may change, amend or discontinue any of its employee benefit plans or programs at any time during Employee's employment with the School Corporation, and nothing contained in this Agreement or in the Employee's Regular Teacher's Contract shall obligate the School Corporation to institute, maintain or refrain from changing, amending or discontinuing any benefit plan or program.

5. **Reassignment.** The School Corporation, in its sole discretion, may assign Employee to a different administrative position, or may assign new or different duties and responsibilities, from time to time during Employee's employment with the School Corporation. If the Employee is reassigned to a non-administrative position, this Agreement is terminated pursuant to the provision in paragraph 6.

6. **Termination of Administrator Employment Agreement.** The School Corporation may terminate the Employee's employment in the administrative position at any time for any reason relevant to the School Corporation's interest, in accordance with the due process procedures set forth in Ind. Code § 20-28-8.

a. Prior to a termination of this Administrative Employment Agreement, the Employee will be provided with written notice of the reason(s) for the proposed termination and an opportunity for a meeting with the School Board at which the School Board will consider the Employee's response to the proposed termination notice.

b. If this Administrative Employment Agreement is terminated, the Employee's compensation and benefits will be dictated by the Regular Teacher Contract and applicable collective bargaining agreement.

c. The Employee's employment with the School Corporation pursuant to his or her Regular Teacher's Contract may be terminated in accordance with the due process procedures set out in the Regular Teacher's Contract and in Ind. Code § 20-28-7.5.

d. The Employee may terminate his or her employment in the administrative position for any reason or no reason by giving the School Corporation written notice of termination, specifying in such notice a termination date not less than twenty (20) calendar days after giving the notice.

e. Upon the Employee's termination of his or her employment in the administrative position, the School Corporation shall be obligated to pay the Employee the portion of his or her Salary that has been earned through the termination date and to pay or provide to the Employee such payments or benefits, if any, which accrued before the termination date.

f. Other than the foregoing, the School Corporation shall have no further obligations to the Employee under this Agreement.

7. **Confidentiality.** Confidential information learned or obtained in the scope of Employee's employment with the School Corporation, whether such information relates to students, staff, parents, visitors, or any member of the school community, will be kept confidential by Employee, and such confidentiality obligation remains following the termination of this Agreement.

8. **Return of School Corporation Property.** All records, manuals, memoranda, lists, reports, correspondence, charts, and other documents and information pertaining to the past or current activities or future plans of the School Corporation and/or any property provided by the School Corporation for Employee's use in the course of Employee's employment with the School Corporation shall be and remain the property of the School Corporation and shall be subject at all times to its discretion and control. Likewise, all

9. **Entire Agreement: No Waiver and Modification.** This Agreement, incorporating the Employee's Regular Teacher's Contract, constitutes the entire agreement of the parties on the subjects specifically addressed in it and supersedes any prior oral or written agreements, understandings, or representations, on these subjects. This Agreement, incorporating the Employee's Regular Teacher's Contract, replaces any and all prior agreements, understandings, or representations between the Parties and may not be changed except by a written document signed by both Employee and a duly authorized officer of the School Corporation. To the extent there is any conflict between the terms in this Agreement and the Employee's Regular Teacher's Contract, the terms of this Agreement shall control.

11. **Governing Law.** This Agreement shall in all respects be construed, interpreted, governed, and enforced in accordance with the laws of the State of Indiana, without giving effect to that state's conflict of laws provisions.

IN WITNESS WHEREOF, the Employee and duly authorized representative(s) of the Board of Trustees of the School Corporation have caused this Agreement to be executed on each party's behalf.

By: D. W. Wilson President

Date _____

_____ Secretary

Date _____

Appendix A
Regular Teacher's Contract

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 New Palestine Community Schools ("Corporation") and Brian Dinwiddie ("Teacher"). Brian Dinwiddie is a teacher as defined in Ind. Code 20-18-2-22.

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

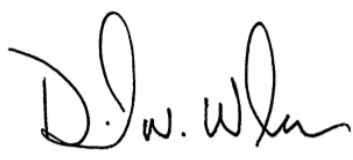
1. The Teacher shall teach in the schools of the Corporation for the school term, beginning July 1, 2026, and ending on June 30, 2027. Ind. Code 20-28-6-2(a)(3)(A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of 210 days. Ind. Code 20-28-6-2(a)(3)(B)
3. The Corporation shall pay the Teacher for services under this Contract the total salary of \$100,558.00 during the school year. Ind. Code 20-28-6-2(a)(3)(C)
4. The Corporation shall pay this amount in 26 installments on a biweekly basis. Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)
5. 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.
6. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this 13 day of July, 2026.

TEACHER

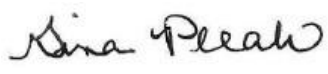
SCHOOL CORPORATION by:

Employee

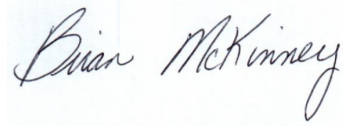
By: 

President

Attested:



Superintendent



Secretary

EMPLOYMENT AGREEMENT

BETWEEN THE

BOARD OF SCHOOL TRUSTEES

OF THE

NEW PALESTINE COMMUNITY SCHOOLS

AND

Kayleigh Fosnow

ADMINISTRATOR

This employment agreement ("Agreement") is by and between the New Palestine Community Schools ["School Corporation"] acting through its Board of School Trustees in the manner permitted by Indiana Code 20-26-5-4(8), and Indiana Code 20-28-8, and the certified administrative employee identified below, and is a supplement to the Regular Teacher's Contract (Appendix A of this Agreement) for services as an administrator. Employee desires to be employed or to continue to be employed by the School Corporation. The School Corporation desires to employ or to continue to employ Employee provided it is afforded the protections of this Agreement. In consideration of the foregoing, the School Corporation's employment of Employee, and the promises and covenants contained in this Agreement, the School Corporation and Employee agree as follows:

1. **Employment.** The School Corporation agrees to employ Employee and Employee agrees to be employed by the School Corporation for a period beginning on July 1, 2026 and continuing through the sooner of June 30, 2028 or until terminated by either party. Employee will serve in the position of Administrator and will have those duties and responsibilities that the School Corporation assigns to Employee from time to time. This position is a full-time position to which the Employee's entire working time, attention, and energies should be devoted. The Employee shall diligently and impartially perform the duties of this position and shall comply with all applicable laws in the performance of his/her duties.
2. **Number and Schedule of Work Days.** Employee shall provide services to the School Corporation on a salary basis rather than an hourly or daily basis, and shall therefore be charged by the School Corporation with the achievement of certain goals and objectives. Duties will be based on a 260 day schedule between July 1 and June 30 annually.
3. **School Corporation Policies.** Employee will abide by any employment or work rules and/or policies, procedures, guidelines, and practices that the School Corporation currently has or may adopt, amend or implement from time to time during Employee's employment.
4. **Compensation and Benefits.** For all services to be rendered by Employee during Employee's employment under this Agreement, and as consideration for complying with the terms of this Agreement, the School Corporation will pay and provide the following to Employee:
 - a. During Employee's employment, the School Corporation will pay Employee a total annual salary or other designated compensation ("Salary") in the amount of \$120,271.51, inclusive of the attached teacher contract amount. The School Corporation and Employee acknowledge and agree that the School Corporation, in its sole discretion, may adjust the manner and amount of Employee's Salary (or any other elements of compensation) from time to time during Employee's employment with the

School Corporation. If the Administrator is rated 'meets expectations' for the preceding year, the Administrator will receive an annual salary increase and/or one-time stipend for a particular year commensurate with the amount or percentage received by Corporation teachers with the same performance evaluation rating. The Salary shall be paid to Employee consistent with the customary payroll practices of the School Corporation. The Salary shall be subject to standard payroll withholding deductions as required by law and withholding for benefits in which Employee elects to participate.

b. During Employee's employment, Employee will be entitled to leaves of absence and participation in the School Corporation's applicable administrator benefit plan provided, however, Employee's entitlement to participate in such benefit plans is subject to the eligibility requirements and other terms and conditions of such benefit plans. Employee acknowledges and agrees that the School Corporation, in its sole discretion, may change, amend or discontinue any of its employee benefit plans or programs at any time during Employee's employment with the School Corporation, and nothing contained in this Agreement or in the Employee's Regular Teacher's Contract shall obligate the School Corporation to institute, maintain or refrain from changing, amending or discontinuing any benefit plan or program.

c. During Employee's employment, Employee will be entitled to 25 vacation days annually and 10 holidays annually.

5. **Reassignment.** The School Corporation, in its sole discretion, may assign Employee to a different administrative position, or may assign new or different duties and responsibilities, from time to time during Employee's employment with the School Corporation. If the Employee is reassigned to a non-administrative position, this Agreement is terminated pursuant to the provision in paragraph 6.

6. **Termination of Administrator Employment Agreement.** The School Corporation may terminate the Employee's employment in the administrative position at any time for any reason relevant to the School Corporation's interest, in accordance with the due process procedures set forth in Ind. Code § 20-28-8.

a. Prior to a termination of this Administrative Employment Agreement, the Employee will be provided with written notice of the reason(s) for the proposed termination and an opportunity for a meeting with the School Board at which the School Board will consider the Employee's response to the proposed termination notice.

b. If this Administrative Employment Agreement is terminated, the Employee's compensation and benefits will be dictated by the Regular Teacher Contract and applicable collective bargaining agreement.

c. The Employee's employment with the School Corporation pursuant to his or her Regular Teacher's Contract may be terminated in accordance with the due process procedures set out in the Regular Teacher's Contract and in Ind. Code § 20-28-7.5.

d. The Employee may terminate his or her employment in the administrative position for any reason or no reason by giving the School Corporation written notice of termination, specifying in such notice a termination date not less than twenty (20) calendar days after giving the notice.

e. Upon the Employee's termination of his or her employment in the administrative position, the School Corporation shall be obligated to pay the Employee the portion of his or her Salary that has been earned through the termination date and to pay or provide to the Employee such payments or benefits, if any, which accrued before the termination date.

f. Other than the foregoing, the School Corporation shall have no further obligations to the Employee under this Agreement.

7. **Confidentiality.** Confidential information learned or obtained in the scope of Employee's employment with the School Corporation, whether such information relates to students, staff, parents, visitors, or any member of the school community, will be kept confidential by Employee, and such confidentiality obligation remains following the termination of this Agreement.

8. **Return of School Corporation Property.** All records, manuals, memoranda, lists, reports, correspondence, charts, and other documents and information pertaining to the past or current activities or future plans of the School Corporation and/or any property provided by the School Corporation for Employee's use in the course of Employee's employment with the School Corporation shall be and remain the property of the School Corporation and shall be subject at all times to its discretion and control. Likewise, all such items shall be delivered promptly to the School Corporation, without request, by the Employee upon termination of Employee's employment for whatever reason.

9. **Entire Agreement: No Waiver and Modification.** This Agreement, incorporating the Employee's Regular Teacher's Contract, constitutes the entire agreement of the parties on the subjects specifically addressed in it and supersedes any prior oral or written agreements, understandings, or representations, on these subjects. This Agreement, incorporating the Employee's Regular Teacher's Contract, replaces any and all prior agreements, understandings, or representations between the Parties and may not be changed except by a written document signed by both Employee and a duly authorized officer of the School Corporation. To the extent there is any conflict between the terms in this Agreement and the Employee's Regular Teacher's Contract, the terms of this Agreement shall control.

10. **Severability.** If any portion of this Agreement is held invalid or inoperative, the other portions of this Agreement shall be deemed valid and operative and, so far as is reasonable and possible, effect shall be given to the intent manifested by the portion held invalid or inoperative.

11. **Governing Law.** This Agreement shall in all respects be construed, interpreted, governed, and enforced in accordance with the laws of the State of Indiana, without giving effect to that state's conflict of laws provisions.

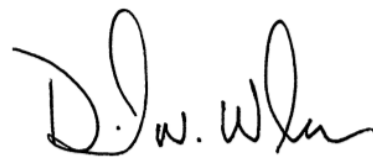
12. **Counterparts.** This Agreement may be executed in one or more counterparts, all of which taken together shall constitute one agreement. Signatures transmitted by facsimile or other electronic means are acceptable as much as original signatures for execution of this Agreement.

IN WITNESS WHEREOF, the Employee and duly authorized representative(s) of the Board of Trustees of the School Corporation have caused this Agreement to be executed on each party's behalf.

BOARD OF SCHOOL TRUSTEES OF THE
SCHOOL CORPORATION

Employee

By:



President



Secretary

Date

07/13/2026

Date

Appendix A
Regular Teacher's Contract

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 New Palestine Community Schools ("Corporation") and Kayleigh Fosnow ("Teacher"). Kayleigh Fosnow is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term, beginning July 1, 2026, and ending on June 30, 2027. Ind. Code 20-28-6-2(a)(3)(A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of 260 days. Ind. Code 20-28-6-2(a)(3)(B)
3. The Corporation shall pay the Teacher for services under this Contract the total salary of \$120,271.51 during the school year. Ind. Code 20-28-6-2(a)(3)(C)
4. The Corporation shall pay this amount in 26 installments on a biweekly basis. Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)
5. 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.
6. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this 13 day of July, 2026.

TEACHER

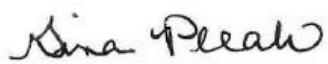
SCHOOL CORPORATION by:

Employee

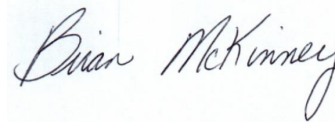
By: 

President

Attested:



Superintendent



Secretary

EMPLOYMENT AGREEMENT

BETWEEN THE

BOARD OF SCHOOL TRUSTEES

OF THE

NEW PALESTINE COMMUNITY SCHOOLS

AND

Michael Gaines

ADMINISTRATOR

This employment agreement ("Agreement") is by and between the New Palestine Community Schools ["School Corporation"] acting through its Board of School Trustees in the manner permitted by Indiana Code 20-26-5-4(8), and Indiana Code 20-28-8, and the certified administrative employee identified below, and is a supplement to the Regular Teacher's Contract (Appendix A of this Agreement) for services as an administrator. Employee desires to be employed or to continue to be employed by the School Corporation. The School Corporation desires to employ or to continue to employ Employee provided it is afforded the protections of this Agreement. In consideration of the foregoing, the School Corporation's employment of Employee, and the promises and covenants contained in this Agreement, the School Corporation and Employee agree as follows:

1. **Employment.** The School Corporation agrees to employ Employee and Employee agrees to be employed by the School Corporation for a period beginning on July 1, 2026 and continuing through the sooner of June 30, 2028 or until terminated by either party. Employee will serve in the position of Administrator and will have those duties and responsibilities that the School Corporation assigns to Employee from time to time. This position is a full-time position to which the Employee's entire working time, attention, and energies should be devoted. The Employee shall diligently and impartially perform the duties of this position and shall comply with all applicable laws in the performance of his/her duties.
2. **Number and Schedule of Work Days.** Employee shall provide services to the School Corporation on a salary basis rather than an hourly or daily basis, and shall therefore be charged by the School Corporation with the achievement of certain goals and objectives. Duties will be based on a 220 day schedule between July 1 and June 30 annually.
3. **School Corporation Policies.** Employee will abide by any employment or work rules and/or policies, procedures, guidelines, and practices that the School Corporation currently has or may adopt, amend or implement from time to time during Employee's employment.
4. **Compensation and Benefits.** For all services to be rendered by Employee during Employee's employment under this Agreement, and as consideration for complying with the terms of this Agreement, the School Corporation will pay and provide the following to Employee:
 - a. During Employee's employment, the School Corporation will pay Employee a total annual salary or other designated compensation ("Salary") in the amount of \$110,306.00, inclusive of the attached teacher contract amount. The School Corporation and Employee acknowledge and agree that the School Corporation, in its sole discretion, may adjust the manner and amount of Employee's Salary (or any other elements of compensation) from time to time during Employee's employment with the

School Corporation. If the Administrator is rated 'meets expectations' for the preceding year, the Administrator will receive an annual salary increase and/or one-time stipend for a particular year commensurate with the amount or percentage received by Corporation teachers with the same performance evaluation rating. The Salary shall be paid to Employee consistent with the customary payroll practices of the School Corporation. The Salary shall be subject to standard payroll withholding deductions as required by law and withholding for benefits in which Employee elects to participate.

b. During Employee's employment, Employee will be entitled to leaves of absence and participation in the School Corporation's applicable administrator benefit plan provided, however, Employee's entitlement to participate in such benefit plans is subject to the eligibility requirements and other terms and conditions of such benefit plans. Employee acknowledges and agrees that the School Corporation, in its sole discretion, may change, amend or discontinue any of its employee benefit plans or programs at any time during Employee's employment with the School Corporation, and nothing contained in this Agreement or in the Employee's Regular Teacher's Contract shall obligate the School Corporation to institute, maintain or refrain from changing, amending or discontinuing any benefit plan or program.

5. **Reassignment.** The School Corporation, in its sole discretion, may assign Employee to a different administrative position, or may assign new or different duties and responsibilities, from time to time during Employee's employment with the School Corporation. If the Employee is reassigned to a non-administrative position, this Agreement is terminated pursuant to the provision in paragraph 6.

6. **Termination of Administrator Employment Agreement.** The School Corporation may terminate the Employee's employment in the administrative position at any time for any reason relevant to the School Corporation's interest, in accordance with the due process procedures set forth in Ind. Code § 20-28-8.

a. Prior to a termination of this Administrative Employment Agreement, the Employee will be provided with written notice of the reason(s) for the proposed termination and an opportunity for a meeting with the School Board at which the School Board will consider the Employee's response to the proposed termination notice.

b. If this Administrative Employment Agreement is terminated, the Employee's compensation and benefits will be dictated by the Regular Teacher Contract and applicable collective bargaining agreement.

c. The Employee's employment with the School Corporation pursuant to his or her Regular Teacher's Contract may be terminated in accordance with the due process procedures set out in the Regular Teacher's Contract and in Ind. Code § 20-28-7.5.

d. The Employee may terminate his or her employment in the administrative position for any reason or no reason by giving the School Corporation written notice of termination, specifying in such notice a termination date not less than twenty (20) calendar days after giving the notice.

e. Upon the Employee's termination of his or her employment in the administrative position, the School Corporation shall be obligated to pay the Employee the portion of his or her Salary that has been earned through the termination date and to pay or provide to the Employee such payments or benefits, if any, which accrued before the termination date.

f. Other than the foregoing, the School Corporation shall have no further obligations to the Employee under this Agreement.

7. **Confidentiality.** Confidential information learned or obtained in the scope of Employee's employment with the School Corporation, whether such information relates to students, staff, parents, visitors, or any member of the school community, will be kept confidential by Employee, and such confidentiality obligation remains following the termination of this Agreement.

8. **Return of School Corporation Property.** All records, manuals, memoranda, lists, reports, correspondence, charts, and other documents and information pertaining to the past or current activities or future plans of the School Corporation and/or any property provided by the School Corporation for Employee's use in the course of Employee's employment with the School Corporation shall be and remain the property of the School Corporation and shall be subject at all times to its discretion and control. Likewise, all

9. **Entire Agreement: No Waiver and Modification.** This Agreement, incorporating the Employee's Regular Teacher's Contract, constitutes the entire agreement of the parties on the subjects specifically addressed in it and supersedes any prior oral or written agreements, understandings, or representations, on these subjects. This Agreement, incorporating the Employee's Regular Teacher's Contract, replaces any and all prior agreements, understandings, or representations between the Parties and may not be changed except by a written document signed by both Employee and a duly authorized officer of the School Corporation. To the extent there is any conflict between the terms in this Agreement and the Employee's Regular Teacher's Contract, the terms of this Agreement shall control.

11. **Governing Law.** This Agreement shall in all respects be construed, interpreted, governed, and enforced in accordance with the laws of the State of Indiana, without giving effect to that state's conflict of laws provisions.

IN WITNESS WHEREOF, the Employee and duly authorized representative(s) of the Board of Trustees of the School Corporation have caused this Agreement to be executed on each party's behalf.

By: D. W. Wlan President

Date _____

_____ Secretary

Date _____

Appendix A
Regular Teacher's Contract

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 New Palestine Community Schools ("Corporation") and Michael Gaines ("Teacher"). Michael Gaines is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term, beginning July 1, 2026, and ending on June 30, 2027. Ind. Code 20-28-6-2(a)(3)(A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of 220 days. Ind. Code 20-28-6-2(a)(3)(B)
3. The Corporation shall pay the Teacher for services under this Contract the total salary of \$110,306.00 during the school year. Ind. Code 20-28-6-2(a)(3)(C)
4. The Corporation shall pay this amount in 26 installments on a biweekly basis. Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)
5. 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.
6. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this 13 day of July, 2026.

TEACHER

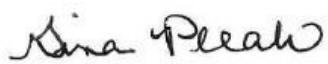
SCHOOL CORPORATION by:

Employee

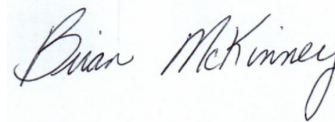
By: 

President

Attested:



Superintendent



Secretary

EMPLOYMENT AGREEMENT

BETWEEN THE

BOARD OF SCHOOL TRUSTEES

OF THE

NEW PALESTINE COMMUNITY SCHOOLS

AND

Nicholas Giant

ADMINISTRATOR

This employment agreement ("Agreement") is by and between the New Palestine Community Schools ["School Corporation"] acting through its Board of School Trustees in the manner permitted by Indiana Code 20-26-5-4(8), and Indiana Code 20-28-8, and the certified administrative employee identified below, and is a supplement to the Regular Teacher's Contract (Appendix A of this Agreement) for services as an administrator. Employee desires to be employed or to continue to be employed by the School Corporation. The School Corporation desires to employ or to continue to employ Employee provided it is afforded the protections of this Agreement. In consideration of the foregoing, the School Corporation's employment of Employee, and the promises and covenants contained in this Agreement, the School Corporation and Employee agree as follows:

1. **Employment.** The School Corporation agrees to employ Employee and Employee agrees to be employed by the School Corporation for a period beginning on July 1, 2026 and continuing through the sooner of June 30, 2028 or until terminated by either party. Employee will serve in the position of Administrator and will have those duties and responsibilities that the School Corporation assigns to Employee from time to time. This position is a full-time position to which the Employee's entire working time, attention, and energies should be devoted. The Employee shall diligently and impartially perform the duties of this position and shall comply with all applicable laws in the performance of his/her duties.
2. **Number and Schedule of Work Days.** Employee shall provide services to the School Corporation on a salary basis rather than an hourly or daily basis, and shall therefore be charged by the School Corporation with the achievement of certain goals and objectives. Duties will be based on a 210 day schedule between July 1 and June 30 annually.
3. **School Corporation Policies.** Employee will abide by any employment or work rules and/or policies, procedures, guidelines, and practices that the School Corporation currently has or may adopt, amend or implement from time to time during Employee's employment.
4. **Compensation and Benefits.** For all services to be rendered by Employee during Employee's employment under this Agreement, and as consideration for complying with the terms of this Agreement, the School Corporation will pay and provide the following to Employee:
 - a. During Employee's employment, the School Corporation will pay Employee a total annual salary or other designated compensation ("Salary") in the amount of \$94,678.69, inclusive of the attached teacher contract amount. The School Corporation and Employee acknowledge and agree that the School Corporation, in its sole discretion, may adjust the manner and amount of Employee's Salary (or any other elements of compensation) from time to time during Employee's employment with the

School Corporation. If the Administrator is rated 'meets expectations' for the preceding year, the Administrator will receive an annual salary increase and/or one-time stipend for a particular year commensurate with the amount or percentage received by Corporation teachers with the same performance evaluation rating. The Salary shall be paid to Employee consistent with the customary payroll practices of the School Corporation. The Salary shall be subject to standard payroll withholding deductions as required by law and withholding for benefits in which Employee elects to participate.

b. During Employee's employment, Employee will be entitled to leaves of absence and participation in the School Corporation's employee benefit plans in which other teachers are generally entitled to participate, however, Employee's entitlement to participate in such benefit plans is subject to the eligibility requirements and other terms and conditions of such benefit plans. Employee acknowledges and agrees that the School Corporation, in its sole discretion, may change, amend or discontinue any of its employee benefit plans or programs at any time during Employee's employment with the School Corporation, and nothing contained in this Agreement or in the Employee's Regular Teacher's Contract shall obligate the School Corporation to institute, maintain or refrain from changing, amending or discontinuing any benefit plan or program.

5. **Reassignment.** The School Corporation, in its sole discretion, may assign Employee to a different administrative position, or may assign new or different duties and responsibilities, from time to time during Employee's employment with the School Corporation. If the Employee is reassigned to a non-administrative position, this Agreement is terminated pursuant to the provision in paragraph 6.

6. **Termination of Administrator Employment Agreement.** The School Corporation may terminate the Employee's employment in the administrative position at any time for any reason relevant to the School Corporation's interest, in accordance with the due process procedures set forth in Ind. Code § 20-28-8.

a. Prior to a termination of this Administrative Employment Agreement, the Employee will be provided with written notice of the reason(s) for the proposed termination and an opportunity for a meeting with the School Board at which the School Board will consider the Employee's response to the proposed termination notice.

b. If this Administrative Employment Agreement is terminated, the Employee's compensation and benefits will be dictated by the Regular Teacher Contract and applicable collective bargaining agreement.

c. The Employee's employment with the School Corporation pursuant to his or her Regular Teacher's Contract may be terminated in accordance with the due process procedures set out in the Regular Teacher's Contract and in Ind. Code § 20-28-7.5.

d. The Employee may terminate his or her employment in the administrative position for any reason or no reason by giving the School Corporation written notice of termination, specifying in such notice a termination date not less than twenty (20) calendar days after giving the notice.

e. Upon the Employee's termination of his or her employment in the administrative position, the School Corporation shall be obligated to pay the Employee the portion of his or her Salary that has been earned through the termination date and to pay or provide to the Employee such payments or benefits, if any, which accrued before the termination date.

f. Other than the foregoing, the School Corporation shall have no further obligations to the Employee under this Agreement.

7. **Confidentiality.** Confidential information learned or obtained in the scope of Employee's employment with the School Corporation, whether such information relates to students, staff, parents, visitors, or any member of the school community, will be kept confidential by Employee, and such confidentiality obligation remains following the termination of this Agreement.

8. **Return of School Corporation Property.** All records, manuals, memoranda, lists, reports, correspondence, charts, and other documents and information pertaining to the past or current activities or future plans of the School Corporation and/or any property provided by the School Corporation for Employee's use in the course of Employee's employment with the School Corporation shall be and remain the property of the School Corporation and shall be subject at all times to its discretion and control. Likewise, all

9. **Entire Agreement: No Waiver and Modification.** This Agreement, incorporating the Employee's Regular Teacher's Contract, constitutes the entire agreement of the parties on the subjects specifically addressed in it and supersedes any prior oral or written agreements, understandings, or representations, on these subjects. This Agreement, incorporating the Employee's Regular Teacher's Contract, replaces any and all prior agreements, understandings, or representations between the Parties and may not be changed except by a written document signed by both Employee and a duly authorized officer of the School Corporation. To the extent there is any conflict between the terms in this Agreement and the Employee's Regular Teacher's Contract, the terms of this Agreement shall control.

11. **Governing Law.** This Agreement shall in all respects be construed, interpreted, governed, and enforced in accordance with the laws of the State of Indiana, without giving effect to that state's conflict of laws provisions.

IN WITNESS WHEREOF, the Employee and duly authorized representative(s) of the Board of Trustees of the School Corporation have caused this Agreement to be executed on each party's behalf.

By: D. W. Wilson President

Date _____

_____ Secretary

Date _____

Appendix A
Regular Teacher's Contract

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 New Palestine Community Schools ("Corporation") and Nicholas Giant ("Teacher"). Nicholas Giant is a teacher as defined in Ind. Code 20-18-2-22.

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

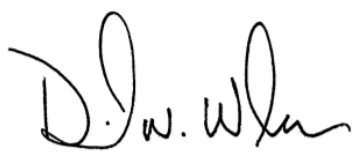
1. The Teacher shall teach in the schools of the Corporation for the school term, beginning July 1, 2026, and ending on June 30, 2027. Ind. Code 20-28-6-2(a)(3)(A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of 210 days. Ind. Code 20-28-6-2(a)(3)(B)
3. The Corporation shall pay the Teacher for services under this Contract the total salary of \$94,678.69 during the school year. Ind. Code 20-28-6-2(a)(3)(C)
4. The Corporation shall pay this amount in 26 installments on a biweekly basis. Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)
5. 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.
6. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this 13 day of July, 2026.

TEACHER

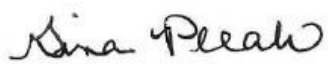
SCHOOL CORPORATION by:

Employee

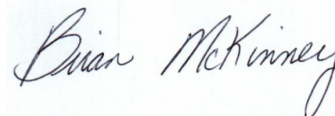
By: 

President

Attested:



Superintendent



Secretary

EMPLOYMENT AGREEMENT

BETWEEN THE

BOARD OF SCHOOL TRUSTEES

OF THE

NEW PALESTINE COMMUNITY SCHOOLS

AND

Sarah Gizzi

ADMINISTRATOR

This employment agreement ("Agreement") is by and between the New Palestine Community Schools ["School Corporation"] acting through its Board of School Trustees in the manner permitted by Indiana Code 20-26-5-4(8), and Indiana Code 20-28-8, and the certified administrative employee identified below, and is a supplement to the Regular Teacher's Contract (Appendix A of this Agreement) for services as an administrator. Employee desires to be employed or to continue to be employed by the School Corporation. The School Corporation desires to employ or to continue to employ Employee provided it is afforded the protections of this Agreement. In consideration of the foregoing, the School Corporation's employment of Employee, and the promises and covenants contained in this Agreement, the School Corporation and Employee agree as follows:

1. **Employment.** The School Corporation agrees to employ Employee and Employee agrees to be employed by the School Corporation for a period beginning on July 1, 2026 and continuing through the sooner of June 30, 2028 or until terminated by either party. Employee will serve in the position of Administrator and will have those duties and responsibilities that the School Corporation assigns to Employee from time to time. This position is a full-time position to which the Employee's entire working time, attention, and energies should be devoted. The Employee shall diligently and impartially perform the duties of this position and shall comply with all applicable laws in the performance of his/her duties.
2. **Number and Schedule of Work Days.** Employee shall provide services to the School Corporation on a salary basis rather than an hourly or daily basis, and shall therefore be charged by the School Corporation with the achievement of certain goals and objectives. Duties will be based on a 260 day schedule between July 1 and June 30 annually.
3. **School Corporation Policies.** Employee will abide by any employment or work rules and/or policies, procedures, guidelines, and practices that the School Corporation currently has or may adopt, amend or implement from time to time during Employee's employment.
4. **Compensation and Benefits.** For all services to be rendered by Employee during Employee's employment under this Agreement, and as consideration for complying with the terms of this Agreement, the School Corporation will pay and provide the following to Employee:
 - a. During Employee's employment, the School Corporation will pay Employee a total annual salary or other designated compensation ("Salary") in the amount of \$120,706.00, inclusive of the attached teacher contract amount. The School Corporation and Employee acknowledge and agree that the School Corporation, in its sole discretion, may adjust the manner and amount of Employee's Salary (or any other elements of compensation) from time to time during Employee's employment with the

School Corporation. If the Administrator is rated 'meets expectations' for the preceding year, the Administrator will receive an annual salary increase and/or one-time stipend for a particular year commensurate with the amount or percentage received by Corporation teachers with the same performance evaluation rating. The Salary shall be paid to Employee consistent with the customary payroll practices of the School Corporation. The Salary shall be subject to standard payroll withholding deductions as required by law and withholding for benefits in which Employee elects to participate.

b. During Employee's employment, Employee will be entitled to leaves of absence and participation in the School Corporation's applicable administrator benefit plan provided, however, Employee's entitlement to participate in such benefit plans is subject to the eligibility requirements and other terms and conditions of such benefit plans. Employee acknowledges and agrees that the School Corporation, in its sole discretion, may change, amend or discontinue any of its employee benefit plans or programs at any time during Employee's employment with the School Corporation, and nothing contained in this Agreement or in the Employee's Regular Teacher's Contract shall obligate the School Corporation to institute, maintain or refrain from changing, amending or discontinuing any benefit plan or program.

c. During Employee's employment, Employee will be entitled to 21 vacation days annually and 10 holidays annually.

5. **Reassignment.** The School Corporation, in its sole discretion, may assign Employee to a different administrative position, or may assign new or different duties and responsibilities, from time to time during Employee's employment with the School Corporation. If the Employee is reassigned to a non-administrative position, this Agreement is terminated pursuant to the provision in paragraph 6.

6. **Termination of Administrator Employment Agreement.** The School Corporation may terminate the Employee's employment in the administrative position at any time for any reason relevant to the School Corporation's interest, in accordance with the due process procedures set forth in Ind. Code § 20-28-8.

a. Prior to a termination of this Administrative Employment Agreement, the Employee will be provided with written notice of the reason(s) for the proposed termination and an opportunity for a meeting with the School Board at which the School Board will consider the Employee's response to the proposed termination notice.

b. If this Administrative Employment Agreement is terminated, the Employee's compensation and benefits will be dictated by the Regular Teacher Contract and applicable collective bargaining agreement.

c. The Employee's employment with the School Corporation pursuant to his or her Regular Teacher's Contract may be terminated in accordance with the due process procedures set out in the Regular Teacher's Contract and in Ind. Code § 20-28-7.5.

d. The Employee may terminate his or her employment in the administrative position for any reason or no reason by giving the School Corporation written notice of termination, specifying in such notice a termination date not less than twenty (20) calendar days after giving the notice.

e. Upon the Employee's termination of his or her employment in the administrative position, the School Corporation shall be obligated to pay the Employee the portion of his or her Salary that has been earned through the termination date and to pay or provide to the Employee such payments or benefits, if any, which accrued before the termination date.

f. Other than the foregoing, the School Corporation shall have no further obligations to the Employee under this Agreement.

7. **Confidentiality.** Confidential information learned or obtained in the scope of Employee's employment with the School Corporation, whether such information relates to students, staff, parents, visitors, or any member of the school community, will be kept confidential by Employee, and such confidentiality obligation remains following the termination of this Agreement.

8. **Return of School Corporation Property.** All records, manuals, memoranda, lists, reports, correspondence, charts, and other documents and information pertaining to the past or current activities or future plans of the School Corporation and/or any property provided by the School Corporation for Employee's use in the course of Employee's employment with the School Corporation shall be and remain the property of the School Corporation and shall be subject at all times to its discretion and control. Likewise, all such items shall be delivered promptly to the School Corporation, without request, by the Employee upon termination of Employee's employment for whatever reason.

9. **Entire Agreement: No Waiver and Modification.** This Agreement, incorporating the Employee's Regular Teacher's Contract, constitutes the entire agreement of the parties on the subjects specifically addressed in it and supersedes any prior oral or written agreements, understandings, or representations, on these subjects. This Agreement, incorporating the Employee's Regular Teacher's Contract, replaces any and all prior agreements, understandings, or representations between the Parties and may not be changed except by a written document signed by both Employee and a duly authorized officer of the School Corporation. To the extent there is any conflict between the terms in this Agreement and the Employee's Regular Teacher's Contract, the terms of this Agreement shall control.

10. **Severability.** If any portion of this Agreement is held invalid or inoperative, the other portions of this Agreement shall be deemed valid and operative and, so far as is reasonable and possible, effect shall be given to the intent manifested by the portion held invalid or inoperative.

11. **Governing Law.** This Agreement shall in all respects be construed, interpreted, governed, and enforced in accordance with the laws of the State of Indiana, without giving effect to that state's conflict of laws provisions.

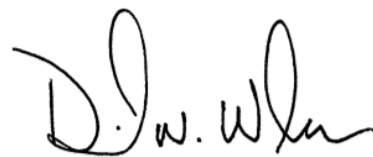
12. **Counterparts.** This Agreement may be executed in one or more counterparts, all of which taken together shall constitute one agreement. Signatures transmitted by facsimile or other electronic means are acceptable as much as original signatures for execution of this Agreement.

IN WITNESS WHEREOF, the Employee and duly authorized representative(s) of the Board of Trustees of the School Corporation have caused this Agreement to be executed on each party's behalf.

BOARD OF SCHOOL TRUSTEES OF THE
SCHOOL CORPORATION

Employee

By:



President



Secretary

Date

07/13/2026

Date

Appendix A
Regular Teacher's Contract

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 New Palestine Community Schools ("Corporation") and Sarah Gizzi ("Teacher"). Sarah Gizzi is a teacher as defined in Ind. Code 20-18-2-22.

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

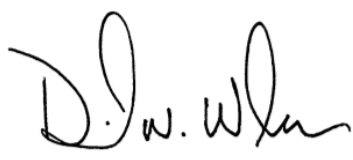
1. The Teacher shall teach in the schools of the Corporation for the school term, beginning July 1, 2026, and ending on June 30, 2027. Ind. Code 20-28-6-2(a)(3)(A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of 260 days. Ind. Code 20-28-6-2(a)(3)(B)
3. The Corporation shall pay the Teacher for services under this Contract the total salary of \$120,706.00 during the school year. Ind. Code 20-28-6-2(a)(3)(C)
4. The Corporation shall pay this amount in 26 installments on a biweekly basis. Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)
5. 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.
6. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this 13 day of July, 2026.

TEACHER

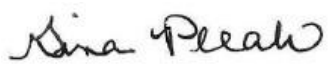
SCHOOL CORPORATION by:

Employee

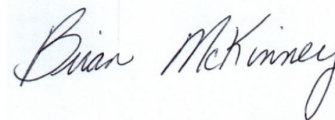
By: 

President

Attested:



Superintendent



Secretary

EMPLOYMENT AGREEMENT

BETWEEN THE

BOARD OF SCHOOL TRUSTEES

OF THE

NEW PALESTINE COMMUNITY SCHOOLS

AND

Corie McCaw

ADMINISTRATOR

This employment agreement ("Agreement") is by and between the New Palestine Community Schools ["School Corporation"] acting through its Board of School Trustees in the manner permitted by Indiana Code 20-26-5-4(8), and Indiana Code 20-28-8, and the certified administrative employee identified below, and is a supplement to the Regular Teacher's Contract (Appendix A of this Agreement) for services as an administrator. Employee desires to be employed or to continue to be employed by the School Corporation. The School Corporation desires to employ or to continue to employ Employee provided it is afforded the protections of this Agreement. In consideration of the foregoing, the School Corporation's employment of Employee, and the promises and covenants contained in this Agreement, the School Corporation and Employee agree as follows:

1. **Employment.** The School Corporation agrees to employ Employee and Employee agrees to be employed by the School Corporation for a period beginning on July 1, 2026 and continuing through the sooner of June 30, 2028 or until terminated by either party. Employee will serve in the position of Administrator and will have those duties and responsibilities that the School Corporation assigns to Employee from time to time. This position is a full-time position to which the Employee's entire working time, attention, and energies should be devoted. The Employee shall diligently and impartially perform the duties of this position and shall comply with all applicable laws in the performance of his/her duties.
2. **Number and Schedule of Work Days.** Employee shall provide services to the School Corporation on a salary basis rather than an hourly or daily basis, and shall therefore be charged by the School Corporation with the achievement of certain goals and objectives. Duties will be based on a 210 day schedule between July 1 and June 30 annually.
3. **School Corporation Policies.** Employee will abide by any employment or work rules and/or policies, procedures, guidelines, and practices that the School Corporation currently has or may adopt, amend or implement from time to time during Employee's employment.
4. **Compensation and Benefits.** For all services to be rendered by Employee during Employee's employment under this Agreement, and as consideration for complying with the terms of this Agreement, the School Corporation will pay and provide the following to Employee:
 - a. During Employee's employment, the School Corporation will pay Employee a total annual salary or other designated compensation ("Salary") in the amount of \$100,558.00, inclusive of the attached teacher contract amount. The School Corporation and Employee acknowledge and agree that the School Corporation, in its sole discretion, may adjust the manner and amount of Employee's Salary (or any other elements of compensation) from time to time during Employee's employment with the

School Corporation. If the Administrator is rated 'meets expectations' for the preceding year, the Administrator will receive an annual salary increase and/or one-time stipend for a particular year commensurate with the amount or percentage received by Corporation teachers with the same performance evaluation rating. The Salary shall be paid to Employee consistent with the customary payroll practices of the School Corporation. The Salary shall be subject to standard payroll withholding deductions as required by law and withholding for benefits in which Employee elects to participate.

b. During Employee's employment, Employee will be entitled to leaves of absence and participation in the School Corporation's employee benefit plans in which other teachers are generally entitled to participate, however, Employee's entitlement to participate in such benefit plans is subject to the eligibility requirements and other terms and conditions of such benefit plans. Employee acknowledges and agrees that the School Corporation, in its sole discretion, may change, amend or discontinue any of its employee benefit plans or programs at any time during Employee's employment with the School Corporation, and nothing contained in this Agreement or in the Employee's Regular Teacher's Contract shall obligate the School Corporation to institute, maintain or refrain from changing, amending or discontinuing any benefit plan or program.

5. **Reassignment.** The School Corporation, in its sole discretion, may assign Employee to a different administrative position, or may assign new or different duties and responsibilities, from time to time during Employee's employment with the School Corporation. If the Employee is reassigned to a non-administrative position, this Agreement is terminated pursuant to the provision in paragraph 6.

6. **Termination of Administrator Employment Agreement.** The School Corporation may terminate the Employee's employment in the administrative position at any time for any reason relevant to the School Corporation's interest, in accordance with the due process procedures set forth in Ind. Code § 20-28-8.

a. Prior to a termination of this Administrative Employment Agreement, the Employee will be provided with written notice of the reason(s) for the proposed termination and an opportunity for a meeting with the School Board at which the School Board will consider the Employee's response to the proposed termination notice.

b. If this Administrative Employment Agreement is terminated, the Employee's compensation and benefits will be dictated by the Regular Teacher Contract and applicable collective bargaining agreement.

c. The Employee's employment with the School Corporation pursuant to his or her Regular Teacher's Contract may be terminated in accordance with the due process procedures set out in the Regular Teacher's Contract and in Ind. Code § 20-28-7.5.

d. The Employee may terminate his or her employment in the administrative position for any reason or no reason by giving the School Corporation written notice of termination, specifying in such notice a termination date not less than twenty (20) calendar days after giving the notice.

e. Upon the Employee's termination of his or her employment in the administrative position, the School Corporation shall be obligated to pay the Employee the portion of his or her Salary that has been earned through the termination date and to pay or provide to the Employee such payments or benefits, if any, which accrued before the termination date.

f. Other than the foregoing, the School Corporation shall have no further obligations to the Employee under this Agreement.

7. **Confidentiality.** Confidential information learned or obtained in the scope of Employee's employment with the School Corporation, whether such information relates to students, staff, parents, visitors, or any member of the school community, will be kept confidential by Employee, and such confidentiality obligation remains following the termination of this Agreement.

8. **Return of School Corporation Property.** All records, manuals, memoranda, lists, reports, correspondence, charts, and other documents and information pertaining to the past or current activities or future plans of the School Corporation and/or any property provided by the School Corporation for Employee's use in the course of Employee's employment with the School Corporation shall be and remain the property of the School Corporation and shall be subject at all times to its discretion and control. Likewise, all

such items shall be delivered promptly to the School Corporation, without request, by the Employee upon termination of Employee's employment for whatever reason.

9. **Entire Agreement: No Waiver and Modification.** This Agreement, incorporating the Employee's Regular Teacher's Contract, constitutes the entire agreement of the parties on the subjects specifically addressed in it and supersedes any prior oral or written agreements, understandings, or representations, on these subjects. This Agreement, incorporating the Employee's Regular Teacher's Contract, replaces any and all prior agreements, understandings, or representations between the Parties and may not be changed except by a written document signed by both Employee and a duly authorized officer of the School Corporation. To the extent there is any conflict between the terms in this Agreement and the Employee's Regular Teacher's Contract, the terms of this Agreement shall control.

10. **Severability.** If any portion of this Agreement is held invalid or inoperative, the other portions of this Agreement shall be deemed valid and operative and, so far as is reasonable and possible, effect shall be given to the intent manifested by the portion held invalid or inoperative.

11. **Governing Law.** This Agreement shall in all respects be construed, interpreted, governed, and enforced in accordance with the laws of the State of Indiana, without giving effect to that state's conflict of laws provisions.

12. **Counterparts.** This Agreement may be executed in one or more counterparts, all of which taken together shall constitute one agreement. Signatures transmitted by facsimile or other electronic means are acceptable as much as original signatures for execution of this Agreement.

IN WITNESS WHEREOF, the Employee and duly authorized representative(s) of the Board of Trustees of the School Corporation have caused this Agreement to be executed on each party's behalf.

BOARD OF SCHOOL TRUSTEES OF THE
SCHOOL CORPORATION

Employee

By:

D. W. Wlu

President

Date _____

Brian McKinney

Secretary

07/13/2026

Date _____

Appendix A
Regular Teacher's Contract

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 New Palestine Community Schools ("Corporation") and Corie McCaw ("Teacher"). Corie McCaw is a teacher as defined in Ind. Code 20-18-2-22.

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

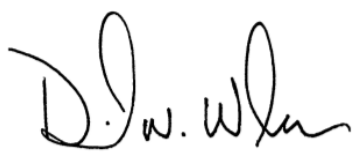
1. The Teacher shall teach in the schools of the Corporation for the school term, beginning July 1, 2026, and ending on June 30, 2027. Ind. Code 20-28-6-2(a)(3)(A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of 210 days. Ind. Code 20-28-6-2(a)(3)(B)
3. The Corporation shall pay the Teacher for services under this Contract the total salary of \$100,558.00 during the school year. Ind. Code 20-28-6-2(a)(3)(C)
4. The Corporation shall pay this amount in 26 installments on a biweekly basis. Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)
5. 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.
6. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this 13 day of July, 2026.

TEACHER

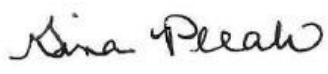
SCHOOL CORPORATION by:

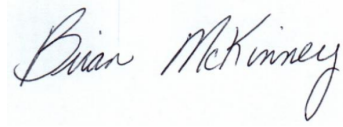
Employee

By: 

President

Attested:


Superintendent


Secretary

EMPLOYMENT AGREEMENT

BETWEEN THE

BOARD OF SCHOOL TRUSTEES

OF THE

NEW PALESTINE COMMUNITY SCHOOLS

AND

Vincent Meo

ADMINISTRATOR

This employment agreement ("Agreement") is by and between the New Palestine Community Schools ["School Corporation"] acting through its Board of School Trustees in the manner permitted by Indiana Code 20-26-5-4(8), and Indiana Code 20-28-8, and the certified administrative employee identified below, and is a supplement to the Regular Teacher's Contract (Appendix A of this Agreement) for services as an administrator. Employee desires to be employed or to continue to be employed by the School Corporation. The School Corporation desires to employ or to continue to employ Employee provided it is afforded the protections of this Agreement. In consideration of the foregoing, the School Corporation's employment of Employee, and the promises and covenants contained in this Agreement, the School Corporation and Employee agree as follows:

1. **Employment.** The School Corporation agrees to employ Employee and Employee agrees to be employed by the School Corporation for a period beginning on July 1, 2026 and continuing through the sooner of June 30, 2028 or until terminated by either party. Employee will serve in the position of Administrator and will have those duties and responsibilities that the School Corporation assigns to Employee from time to time. This position is a full-time position to which the Employee's entire working time, attention, and energies should be devoted. The Employee shall diligently and impartially perform the duties of this position and shall comply with all applicable laws in the performance of his/her duties.
2. **Number and Schedule of Work Days.** Employee shall provide services to the School Corporation on a salary basis rather than an hourly or daily basis, and shall therefore be charged by the School Corporation with the achievement of certain goals and objectives. Duties will be based on a 260 day schedule between July 1 and June 30 annually.
3. **School Corporation Policies.** Employee will abide by any employment or work rules and/or policies, procedures, guidelines, and practices that the School Corporation currently has or may adopt, amend or implement from time to time during Employee's employment.
4. **Compensation and Benefits.** For all services to be rendered by Employee during Employee's employment under this Agreement, and as consideration for complying with the terms of this Agreement, the School Corporation will pay and provide the following to Employee:
 - a. During Employee's employment, the School Corporation will pay Employee a total annual salary or other designated compensation ("Salary") in the amount of \$120,271.51, inclusive of the attached teacher contract amount. The School Corporation and Employee acknowledge and agree that the School Corporation, in its sole discretion, may adjust the manner and amount of Employee's Salary (or any other elements of compensation) from time to time during Employee's employment with the

School Corporation. If the Administrator is rated 'meets expectations' for the preceding year, the Administrator will receive an annual salary increase and/or one-time stipend for a particular year commensurate with the amount or percentage received by Corporation teachers with the same performance evaluation rating. The Salary shall be paid to Employee consistent with the customary payroll practices of the School Corporation. The Salary shall be subject to standard payroll withholding deductions as required by law and withholding for benefits in which Employee elects to participate.

b. During Employee's employment, Employee will be entitled to leaves of absence and participation in the School Corporation's applicable administrator benefit plan provided, however, Employee's entitlement to participate in such benefit plans is subject to the eligibility requirements and other terms and conditions of such benefit plans. Employee acknowledges and agrees that the School Corporation, in its sole discretion, may change, amend or discontinue any of its employee benefit plans or programs at any time during Employee's employment with the School Corporation, and nothing contained in this Agreement or in the Employee's Regular Teacher's Contract shall obligate the School Corporation to institute, maintain or refrain from changing, amending or discontinuing any benefit plan or program.

c. During Employee's employment, Employee will be entitled to 25 vacation days annually and 10 holidays annually.

5. **Reassignment.** The School Corporation, in its sole discretion, may assign Employee to a different administrative position, or may assign new or different duties and responsibilities, from time to time during Employee's employment with the School Corporation. If the Employee is reassigned to a non-administrative position, this Agreement is terminated pursuant to the provision in paragraph 6.

6. **Termination of Administrator Employment Agreement.** The School Corporation may terminate the Employee's employment in the administrative position at any time for any reason relevant to the School Corporation's interest, in accordance with the due process procedures set forth in Ind. Code § 20-28-8.

a. Prior to a termination of this Administrative Employment Agreement, the Employee will be provided with written notice of the reason(s) for the proposed termination and an opportunity for a meeting with the School Board at which the School Board will consider the Employee's response to the proposed termination notice.

b. If this Administrative Employment Agreement is terminated, the Employee's compensation and benefits will be dictated by the Regular Teacher Contract and applicable collective bargaining agreement.

c. The Employee's employment with the School Corporation pursuant to his or her Regular Teacher's Contract may be terminated in accordance with the due process procedures set out in the Regular Teacher's Contract and in Ind. Code § 20-28-7.5.

d. The Employee may terminate his or her employment in the administrative position for any reason or no reason by giving the School Corporation written notice of termination, specifying in such notice a termination date not less than twenty (20) calendar days after giving the notice.

e. Upon the Employee's termination of his or her employment in the administrative position, the School Corporation shall be obligated to pay the Employee the portion of his or her Salary that has been earned through the termination date and to pay or provide to the Employee such payments or benefits, if any, which accrued before the termination date.

f. Other than the foregoing, the School Corporation shall have no further obligations to the Employee under this Agreement.

7. **Confidentiality.** Confidential information learned or obtained in the scope of Employee's employment with the School Corporation, whether such information relates to students, staff, parents, visitors, or any member of the school community, will be kept confidential by Employee, and such confidentiality obligation remains following the termination of this Agreement.

8. **Return of School Corporation Property.** All records, manuals, memoranda, lists, reports, correspondence, charts, and other documents and information pertaining to the past or current activities or future plans of the School Corporation and/or any property provided by the School Corporation for Employee's use in the course of Employee's employment with the School Corporation shall be and remain the property of the School Corporation and shall be subject at all times to its discretion and control. Likewise, all such items shall be delivered promptly to the School Corporation, without request, by the Employee upon termination of Employee's employment for whatever reason.

9. **Entire Agreement: No Waiver and Modification.** This Agreement, incorporating the Employee's Regular Teacher's Contract, constitutes the entire agreement of the parties on the subjects specifically addressed in it and supersedes any prior oral or written agreements, understandings, or representations, on these subjects. This Agreement, incorporating the Employee's Regular Teacher's Contract, replaces any and all prior agreements, understandings, or representations between the Parties and may not be changed except by a written document signed by both Employee and a duly authorized officer of the School Corporation. To the extent there is any conflict between the terms in this Agreement and the Employee's Regular Teacher's Contract, the terms of this Agreement shall control.

10. **Severability.** If any portion of this Agreement is held invalid or inoperative, the other portions of this Agreement shall be deemed valid and operative and, so far as is reasonable and possible, effect shall be given to the intent manifested by the portion held invalid or inoperative.

11. **Governing Law.** This Agreement shall in all respects be construed, interpreted, governed, and enforced in accordance with the laws of the State of Indiana, without giving effect to that state's conflict of laws provisions.

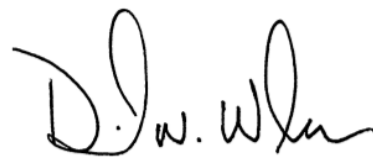
12. **Counterparts.** This Agreement may be executed in one or more counterparts, all of which taken together shall constitute one agreement. Signatures transmitted by facsimile or other electronic means are acceptable as much as original signatures for execution of this Agreement.

IN WITNESS WHEREOF, the Employee and duly authorized representative(s) of the Board of Trustees of the School Corporation have caused this Agreement to be executed on each party's behalf.

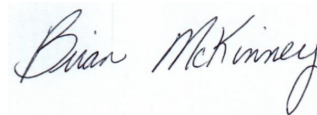
BOARD OF SCHOOL TRUSTEES OF THE
SCHOOL CORPORATION

Employee

By:



President



Secretary

Date

07/13/2026

Date

Appendix A
Regular Teacher's Contract

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 New Palestine Community Schools ("Corporation") and Vincent Meo ("Teacher"). Vincent Meo is a teacher as defined in Ind. Code 20-18-2-22.

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

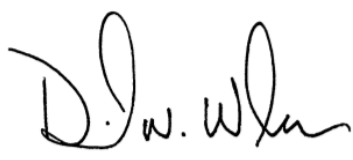
1. The Teacher shall teach in the schools of the Corporation for the school term, beginning July 1, 2026, and ending on June 30, 2027. Ind. Code 20-28-6-2(a)(3)(A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of 260 days. Ind. Code 20-28-6-2(a)(3)(B)
3. The Corporation shall pay the Teacher for services under this Contract the total salary of \$120,271.51 during the school year. Ind. Code 20-28-6-2(a)(3)(C)
4. The Corporation shall pay this amount in 26 installments on a biweekly basis. Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)
5. 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.
6. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this 13 day of July, 2026.

TEACHER

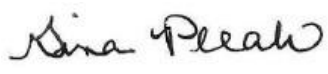
SCHOOL CORPORATION by:

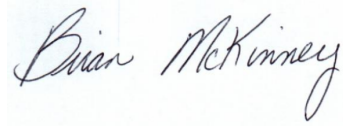
Employee

By: 

President

Attested:


Superintendent


Secretary

EMPLOYMENT AGREEMENT

BETWEEN THE

BOARD OF SCHOOL TRUSTEES

OF THE

NEW PALESTINE COMMUNITY SCHOOLS

AND

NICHOLAS MITCHANER ASSISTANT SUPERINTENDENT

This employment agreement ("Agreement") is by and between the New Palestine Community Schools ["School Corporation"] acting through its Board of School Trustees in the manner permitted by Indiana Code 20-26-5-4(8), and Indiana Code 20-28-8, and the certified administrative employee identified below, and is a supplement to the Regular Teacher's Contract (Appendix A of this Agreement) for services as an administrator. Employee desires to be employed or to continue to be employed by the School Corporation. The School Corporation desires to employ or to continue to employ Employee provided it is afforded the protections of this Agreement. In consideration of the foregoing, the School Corporation's employment of Employee, and the promises and covenants contained in this Agreement, the School Corporation and Employee agree as follows:

1. **Employment.** The School Corporation agrees to employ Employee and Employee agrees to be employed by the School Corporation for a period beginning on July 1, 2026 and continuing through the sooner of June 30, 2028 or until terminated by either party. Employee will serve in the position of Assistant Superintendent and will have those duties and responsibilities that the School Corporation assigns to Employee from time to time. This position is a full-time position to which the Employee's entire working time, attention, and energies should be devoted. The Employee shall diligently and impartially perform the duties of this position and shall comply with all applicable laws in the performance of his/her duties.
2. **Number and Schedule of Work Days.** Employee shall provide services to the School Corporation on a salary basis rather than an hourly or daily basis, and shall therefore be charged by the School Corporation with the achievement of certain goals and objectives. Duties will be based on a 260 day schedule between July 1 and June 30 annually.
3. **School Corporation Policies.** Employee will abide by any employment or work rules and/or policies, procedures, guidelines, and practices that the School Corporation currently has or may adopt, amend or implement from time to time during Employee's employment.
4. **Compensation and Benefits.** For all services to be rendered by Employee during Employee's employment under this Agreement, and as consideration for complying with the terms of this Agreement, the School Corporation will pay and provide the following to Employee:
 - a. During Employee's employment, the School Corporation will pay Employee a total annual salary or other designated compensation ("Salary") in the amount of \$139,911.40, inclusive of the attached teacher contract amount. The School Corporation and Employee acknowledge and agree that the School Corporation, in its sole discretion, may adjust the manner and amount of Employee's Salary (or any other elements of compensation) from time to time during Employee's employment with the School Corporation. If the Administrator is rated 'meets expectations' for the preceding year, the Administrator will receive an annual salary increase and/or one-time stipend for a particular year commensurate with the amount or percentage received by Corporation teachers with the same performance evaluation rating. The Salary shall be paid to Employee consistent

with the customary payroll practices of the School Corporation. The Salary shall be subject to standard payroll withholding deductions as required by law and withholding for benefits in which Employee elects to participate.

b. During Employee's employment, Employee will be entitled to leaves of absence and participation in the School Corporation's applicable administrator benefit plan; provided, however, Employee's entitlement to participate in such benefit plans is subject to the eligibility requirements and other terms and conditions of such benefit plans. Employee acknowledges and agrees that the School Corporation, in its sole discretion, may change, amend or discontinue any of its employee benefit plans or programs at any time during Employee's employment with the School Corporation, and nothing contained in this Agreement or in the Employee's Regular Teacher's Contract shall obligate the School Corporation to institute, maintain or refrain from changing, amending or discontinuing any benefit plan or program.

c. During Employee's employment, Employee will be entitled to 21 vacation days annually and 10 holidays annually.

5. **Reassignment.** The School Corporation, in its sole discretion, may assign Employee to a different administrative position, or may assign new or different duties and responsibilities, from time to time during Employee's employment with the School Corporation. If the Employee is reassigned to a non-administrative position, this Agreement is terminated pursuant to the provision in paragraph 6.

6. **Termination of Administrator Employment Agreement.** The School Corporation may terminate the Employee's employment in the administrative position at any time for any reason relevant to the School Corporation's interest, in accordance with the due process procedures set forth in Ind. Code § 20-28-8.

a. Prior to a termination of this Administrative Employment Agreement, the Employee will be provided with written notice of the reason(s) for the proposed termination and an opportunity for a meeting with the School Board at which the School Board will consider the Employee's response to the proposed termination notice.

b. If this Administrative Employment Agreement is terminated, the Employee's compensation and benefits will be dictated by the Regular Teacher Contract and applicable collective bargaining agreement.

c. The Employee's employment with the School Corporation pursuant to his or her Regular Teacher's Contract may be terminated in accordance with the due process procedures set out in the Regular Teacher's Contract and in Ind. Code § 20-28-7.5.

d. The Employee may terminate his or her employment in the administrative position for any reason or no reason by giving the School Corporation written notice of termination, specifying in such notice a termination date not less than twenty (20) calendar days after giving the notice.

e. Upon the Employee's termination of his or her employment in the administrative position, the School Corporation shall be obligated to pay the Employee the portion of his or her Salary that has been earned through the termination date and to pay or provide to the Employee such payments or benefits, if any, which accrued before the termination date.

f. Other than the foregoing, the School Corporation shall have no further obligations to the Employee under this Agreement.

7. **Confidentiality.** Confidential information learned or obtained in the scope of Employee's employment with the School Corporation, whether such information relates to students, staff, parents, visitors, or any member of the school community, will be kept confidential by Employee, and such confidentiality obligation remains following the termination of this Agreement.

8. **Return of School Corporation Property.** All records, manuals, memoranda, lists, reports, correspondence, charts, and other documents and information pertaining to the past or current activities or future plans of the School Corporation and/or any property provided by the School Corporation for Employee's use in the course of Employee's employment with the School Corporation shall be and remain the property of the School Corporation and shall be subject at all times to its discretion and control. Likewise, all such items shall be delivered promptly to the School Corporation, without request, by the Employee upon termination of Employee's employment for whatever reason.

9. **Entire Agreement: No Waiver and Modification.** This Agreement, incorporating the Employee's Regular Teacher's Contract, constitutes the entire agreement of the parties on the subjects specifically addressed in it and supersedes any

Appendix A
Regular Teacher's Contract

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 New Palestine Community Schools ("Corporation") and Nicholas Mitchaner ("Teacher"). Nicholas Mitchaner is a teacher as defined in Ind. Code 20-18-2-22.

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

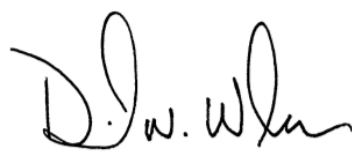
1. The Teacher shall teach in the schools of the Corporation for the school term, beginning July 1, 2026, and ending on June 30, 2027. Ind. Code 20-28-6-2(a)(3)(A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of 260 days. Ind. Code 20-28-6-2(a)(3)(B)
3. The Corporation shall pay the Teacher for services under this Contract the total salary of \$139,911.40 during the school year. Ind. Code 20-28-6-2(a)(3)(C)
4. The Corporation shall pay this amount in 26 installments on a biweekly basis. Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)
5. 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.
6. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this 13 day of July, 2026.

TEACHER

SCHOOL CORPORATION by:

Employee

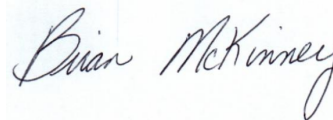
By: 

President

Attested:



Superintendent



Secretary

EMPLOYMENT AGREEMENT

BETWEEN THE

BOARD OF SCHOOL TRUSTEES

OF THE

NEW PALESTINE COMMUNITY SCHOOLS

AND

Craig Moore

ADMINISTRATOR

This employment agreement ("Agreement") is by and between the New Palestine Community Schools ["School Corporation"] acting through its Board of School Trustees in the manner permitted by Indiana Code 20-26-5-4(8), and Indiana Code 20-28-8, and the certified administrative employee identified below, and is a supplement to the Regular Teacher's Contract (Appendix A of this Agreement) for services as an administrator. Employee desires to be employed or to continue to be employed by the School Corporation. The School Corporation desires to employ or to continue to employ Employee provided it is afforded the protections of this Agreement. In consideration of the foregoing, the School Corporation's employment of Employee, and the promises and covenants contained in this Agreement, the School Corporation and Employee agree as follows:

1. **Employment.** The School Corporation agrees to employ Employee and Employee agrees to be employed by the School Corporation for a period beginning on July 1, 2026 and continuing through the sooner of June 30, 2028 or until terminated by either party. Employee will serve in the position of Administrator and will have those duties and responsibilities that the School Corporation assigns to Employee from time to time. This position is a full-time position to which the Employee's entire working time, attention, and energies should be devoted. The Employee shall diligently and impartially perform the duties of this position and shall comply with all applicable laws in the performance of his/her duties.
2. **Number and Schedule of Work Days.** Employee shall provide services to the School Corporation on a salary basis rather than an hourly or daily basis, and shall therefore be charged by the School Corporation with the achievement of certain goals and objectives. Duties will be based on a 220 day schedule between July 1 and June 30 annually.
3. **School Corporation Policies.** Employee will abide by any employment or work rules and/or policies, procedures, guidelines, and practices that the School Corporation currently has or may adopt, amend or implement from time to time during Employee's employment.
4. **Compensation and Benefits.** For all services to be rendered by Employee during Employee's employment under this Agreement, and as consideration for complying with the terms of this Agreement, the School Corporation will pay and provide the following to Employee:
 - a. During Employee's employment, the School Corporation will pay Employee a total annual salary or other designated compensation ("Salary") in the amount of \$108,035.87, inclusive of the attached teacher contract amount. The School Corporation and Employee acknowledge and agree that the School Corporation, in its sole discretion, may adjust the manner and amount of Employee's Salary (or any other elements of compensation) from time to time during Employee's employment with the

School Corporation. If the Administrator is rated 'meets expectations' for the preceding year, the Administrator will receive an annual salary increase and/or one-time stipend for a particular year commensurate with the amount or percentage received by Corporation teachers with the same performance evaluation rating. The Salary shall be paid to Employee consistent with the customary payroll practices of the School Corporation. The Salary shall be subject to standard payroll withholding deductions as required by law and withholding for benefits in which Employee elects to participate.

b. During Employee's employment, Employee will be entitled to leaves of absence and participation in the School Corporation's applicable administrator benefit plan provided, however, Employee's entitlement to participate in such benefit plans is subject to the eligibility requirements and other terms and conditions of such benefit plans. Employee acknowledges and agrees that the School Corporation, in its sole discretion, may change, amend or discontinue any of its employee benefit plans or programs at any time during Employee's employment with the School Corporation, and nothing contained in this Agreement or in the Employee's Regular Teacher's Contract shall obligate the School Corporation to institute, maintain or refrain from changing, amending or discontinuing any benefit plan or program.

5. **Reassignment.** The School Corporation, in its sole discretion, may assign Employee to a different administrative position, or may assign new or different duties and responsibilities, from time to time during Employee's employment with the School Corporation. If the Employee is reassigned to a non-administrative position, this Agreement is terminated pursuant to the provision in paragraph 6.

6. **Termination of Administrator Employment Agreement.** The School Corporation may terminate the Employee's employment in the administrative position at any time for any reason relevant to the School Corporation's interest, in accordance with the due process procedures set forth in Ind. Code § 20-28-8.

a. Prior to a termination of this Administrative Employment Agreement, the Employee will be provided with written notice of the reason(s) for the proposed termination and an opportunity for a meeting with the School Board at which the School Board will consider the Employee's response to the proposed termination notice.

b. If this Administrative Employment Agreement is terminated, the Employee's compensation and benefits will be dictated by the Regular Teacher Contract and applicable collective bargaining agreement.

c. The Employee's employment with the School Corporation pursuant to his or her Regular Teacher's Contract may be terminated in accordance with the due process procedures set out in the Regular Teacher's Contract and in Ind. Code § 20-28-7.5.

d. The Employee may terminate his or her employment in the administrative position for any reason or no reason by giving the School Corporation written notice of termination, specifying in such notice a termination date not less than twenty (20) calendar days after giving the notice.

e. Upon the Employee's termination of his or her employment in the administrative position, the School Corporation shall be obligated to pay the Employee the portion of his or her Salary that has been earned through the termination date and to pay or provide to the Employee such payments or benefits, if any, which accrued before the termination date.

f. Other than the foregoing, the School Corporation shall have no further obligations to the Employee under this Agreement.

7. **Confidentiality.** Confidential information learned or obtained in the scope of Employee's employment with the School Corporation, whether such information relates to students, staff, parents, visitors, or any member of the school community, will be kept confidential by Employee, and such confidentiality obligation remains following the termination of this Agreement.

8. **Return of School Corporation Property.** All records, manuals, memoranda, lists, reports, correspondence, charts, and other documents and information pertaining to the past or current activities or future plans of the School Corporation and/or any property provided by the School Corporation for Employee's use in the course of Employee's employment with the School Corporation shall be and remain the property of the School Corporation and shall be subject at all times to its discretion and control. Likewise, all

such items shall be delivered promptly to the School Corporation, without request, by the Employee upon termination of Employee's employment for whatever reason.

9. **Entire Agreement: No Waiver and Modification.** This Agreement, incorporating the Employee's Regular Teacher's Contract, constitutes the entire agreement of the parties on the subjects specifically addressed in it and supersedes any prior oral or written agreements, understandings, or representations, on these subjects. This Agreement, incorporating the Employee's Regular Teacher's Contract, replaces any and all prior agreements, understandings, or representations between the Parties and may not be changed except by a written document signed by both Employee and a duly authorized officer of the School Corporation. To the extent there is any conflict between the terms in this Agreement and the Employee's Regular Teacher's Contract, the terms of this Agreement shall control.

10. **Severability.** If any portion of this Agreement is held invalid or inoperative, the other portions of this Agreement shall be deemed valid and operative and, so far as is reasonable and possible, effect shall be given to the intent manifested by the portion held invalid or inoperative.

11. **Governing Law.** This Agreement shall in all respects be construed, interpreted, governed, and enforced in accordance with the laws of the State of Indiana, without giving effect to that state's conflict of laws provisions.

12. **Counterparts.** This Agreement may be executed in one or more counterparts, all of which taken together shall constitute one agreement. Signatures transmitted by facsimile or other electronic means are acceptable as much as original signatures for execution of this Agreement.

IN WITNESS WHEREOF, the Employee and duly authorized representative(s) of the Board of Trustees of the School Corporation have caused this Agreement to be executed on each party's behalf.

BOARD OF SCHOOL TRUSTEES OF THE
SCHOOL CORPORATION

Employee

By:

President

Date _____

Secretary

07/13/2026

Date _____

Appendix A
Regular Teacher's Contract

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 New Palestine Community Schools ("Corporation") and Craig Moore ("Teacher"). Craig Moore is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term, beginning July 1, 2026, and ending on June 30, 2027. Ind. Code 20-28-6-2(a)(3)(A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of 220 days. Ind. Code 20-28-6-2(a)(3)(B)
3. The Corporation shall pay the Teacher for services under this Contract the total salary of \$108,035.87 during the school year. Ind. Code 20-28-6-2(a)(3)(C)
4. The Corporation shall pay this amount in 26 installments on a biweekly basis. Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)
5. 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.
6. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this 13 day of July, 2026.

TEACHER

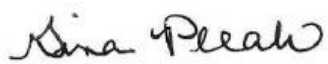
SCHOOL CORPORATION by:

Employee

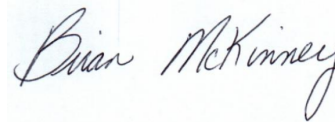
By: 

President

Attested:



Superintendent



Secretary

EMPLOYMENT AGREEMENT

BETWEEN THE

BOARD OF SCHOOL TRUSTEES

OF THE

NEW PALESTINE COMMUNITY SCHOOLS

AND

Brian Murphy

ADMINISTRATOR

This employment agreement ("Agreement") is by and between the New Palestine Community Schools ["School Corporation"] acting through its Board of School Trustees in the manner permitted by Indiana Code 20-26-5-4(8), and Indiana Code 20-28-8, and the certified administrative employee identified below, and is a supplement to the Regular Teacher's Contract (Appendix A of this Agreement) for services as an administrator. Employee desires to be employed or to continue to be employed by the School Corporation. The School Corporation desires to employ or to continue to employ Employee provided it is afforded the protections of this Agreement. In consideration of the foregoing, the School Corporation's employment of Employee, and the promises and covenants contained in this Agreement, the School Corporation and Employee agree as follows:

1. **Employment.** The School Corporation agrees to employ Employee and Employee agrees to be employed by the School Corporation for a period beginning on July 1, 2026 and continuing through the sooner of June 30, 2028 or until terminated by either party. Employee will serve in the position of Administrator and will have those duties and responsibilities that the School Corporation assigns to Employee from time to time. This position is a full-time position to which the Employee's entire working time, attention, and energies should be devoted. The Employee shall diligently and impartially perform the duties of this position and shall comply with all applicable laws in the performance of his/her duties.
2. **Number and Schedule of Work Days.** Employee shall provide services to the School Corporation on a salary basis rather than an hourly or daily basis, and shall therefore be charged by the School Corporation with the achievement of certain goals and objectives. Duties will be based on a 260 day schedule between July 1 and June 30 annually.
3. **School Corporation Policies.** Employee will abide by any employment or work rules and/or policies, procedures, guidelines, and practices that the School Corporation currently has or may adopt, amend or implement from time to time during Employee's employment.
4. **Compensation and Benefits.** For all services to be rendered by Employee during Employee's employment under this Agreement, and as consideration for complying with the terms of this Agreement, the School Corporation will pay and provide the following to Employee:
 - a. During Employee's employment, the School Corporation will pay Employee a total annual salary or other designated compensation ("Salary") in the amount of \$116,306.00, inclusive of the attached teacher contract amount. The School Corporation and Employee acknowledge and agree that the School Corporation, in its sole discretion, may adjust the manner and amount of Employee's Salary (or any other elements of compensation) from time to time during Employee's employment with the

School Corporation. If the Administrator is rated 'meets expectations' for the preceding year, the Administrator will receive an annual salary increase and/or one-time stipend for a particular year commensurate with the amount or percentage received by Corporation teachers with the same performance evaluation rating. The Salary shall be paid to Employee consistent with the customary payroll practices of the School Corporation. The Salary shall be subject to standard payroll withholding deductions as required by law and withholding for benefits in which Employee elects to participate.

b. During Employee's employment, Employee will be entitled to leaves of absence and participation in the School Corporation's applicable administrator benefit plan provided, however, Employee's entitlement to participate in such benefit plans is subject to the eligibility requirements and other terms and conditions of such benefit plans. Employee acknowledges and agrees that the School Corporation, in its sole discretion, may change, amend or discontinue any of its employee benefit plans or programs at any time during Employee's employment with the School Corporation, and nothing contained in this Agreement or in the Employee's Regular Teacher's Contract shall obligate the School Corporation to institute, maintain or refrain from changing, amending or discontinuing any benefit plan or program.

c. During Employee's employment, Employee will be entitled to 21 vacation days annually and 10 holidays annually.

5. **Reassignment.** The School Corporation, in its sole discretion, may assign Employee to a different administrative position, or may assign new or different duties and responsibilities, from time to time during Employee's employment with the School Corporation. If the Employee is reassigned to a non-administrative position, this Agreement is terminated pursuant to the provision in paragraph 6.

6. **Termination of Administrator Employment Agreement.** The School Corporation may terminate the Employee's employment in the administrative position at any time for any reason relevant to the School Corporation's interest, in accordance with the due process procedures set forth in Ind. Code § 20-28-8.

a. Prior to a termination of this Administrative Employment Agreement, the Employee will be provided with written notice of the reason(s) for the proposed termination and an opportunity for a meeting with the School Board at which the School Board will consider the Employee's response to the proposed termination notice.

b. If this Administrative Employment Agreement is terminated, the Employee's compensation and benefits will be dictated by the Regular Teacher Contract and applicable collective bargaining agreement.

c. The Employee's employment with the School Corporation pursuant to his or her Regular Teacher's Contract may be terminated in accordance with the due process procedures set out in the Regular Teacher's Contract and in Ind. Code § 20-28-7.5.

d. The Employee may terminate his or her employment in the administrative position for any reason or no reason by giving the School Corporation written notice of termination, specifying in such notice a termination date not less than twenty (20) calendar days after giving the notice.

e. Upon the Employee's termination of his or her employment in the administrative position, the School Corporation shall be obligated to pay the Employee the portion of his or her Salary that has been earned through the termination date and to pay or provide to the Employee such payments or benefits, if any, which accrued before the termination date.

f. Other than the foregoing, the School Corporation shall have no further obligations to the Employee under this Agreement.

7. **Confidentiality.** Confidential information learned or obtained in the scope of Employee's employment with the School Corporation, whether such information relates to students, staff, parents, visitors, or any member of the school community, will be kept confidential by Employee, and such confidentiality obligation remains following the termination of this Agreement.

8. **Return of School Corporation Property.** All records, manuals, memoranda, lists, reports, correspondence, charts, and other documents and information pertaining to the past or current activities or future plans of the School Corporation and/or any property provided by the School Corporation for Employee's use in the course of Employee's employment with the School Corporation shall be and remain the property of the School Corporation and shall be subject at all times to its discretion and control. Likewise, all such items shall be delivered promptly to the School Corporation, without request, by the Employee upon termination of Employee's employment for whatever reason.

9. **Entire Agreement: No Waiver and Modification.** This Agreement, incorporating the Employee's Regular Teacher's Contract, constitutes the entire agreement of the parties on the subjects specifically addressed in it and supersedes any prior oral or written agreements, understandings, or representations, on these subjects. This Agreement, incorporating the Employee's Regular Teacher's Contract, replaces any and all prior agreements, understandings, or representations between the Parties and may not be changed except by a written document signed by both Employee and a duly authorized officer of the School Corporation. To the extent there is any conflict between the terms in this Agreement and the Employee's Regular Teacher's Contract, the terms of this Agreement shall control.

10. **Severability.** If any portion of this Agreement is held invalid or inoperative, the other portions of this Agreement shall be deemed valid and operative and, so far as is reasonable and possible, effect shall be given to the intent manifested by the portion held invalid or inoperative.

11. **Governing Law.** This Agreement shall in all respects be construed, interpreted, governed, and enforced in accordance with the laws of the State of Indiana, without giving effect to that state's conflict of laws provisions.

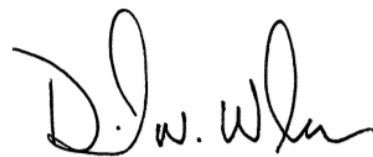
12. **Counterparts.** This Agreement may be executed in one or more counterparts, all of which taken together shall constitute one agreement. Signatures transmitted by facsimile or other electronic means are acceptable as much as original signatures for execution of this Agreement.

IN WITNESS WHEREOF, the Employee and duly authorized representative(s) of the Board of Trustees of the School Corporation have caused this Agreement to be executed on each party's behalf.

BOARD OF SCHOOL TRUSTEES OF THE
SCHOOL CORPORATION

Employee

By:



President



Secretary

Date

07/13/2026

Date

Appendix A
Regular Teacher's Contract

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 New Palestine Community Schools ("Corporation") and Brian Murphy ("Teacher"). Brian Murphy is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term, beginning July 1, 2026, and ending on June 30, 2027. Ind. Code 20-28-6-2(a)(3)(A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of 260 days. Ind. Code 20-28-6-2(a)(3)(B)
3. The Corporation shall pay the Teacher for services under this Contract the total salary of \$116,306.00 during the school year. Ind. Code 20-28-6-2(a)(3)(C)
4. The Corporation shall pay this amount in 26 installments on a biweekly basis. Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)
5. 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.
6. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this 13 day of July, 2026.

TEACHER

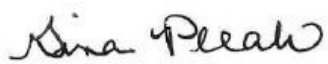
SCHOOL CORPORATION by:

Employee

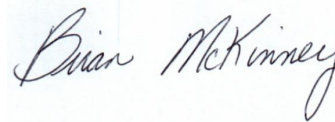
By: 

President

Attested:



Superintendent



Secretary

**COMMUNITY SCHOOL CORPORATION OF SOUTHERN HANCOCK COUNTY
SUPERINTENDENT'S CONTRACT OF EMPLOYMENT**

This Superintendent's Contract of Employment (hereafter "Contract") alters the basic teaching contract of Gina Pleak as Superintendent by the Board of School Trustees of the Community School Corporation of Southern Hancock County by consent of the parties in the manner permitted by Indiana Code 20-28-8-6.

1. Parties to this Contract and Definition of Terms

The parties to this Contract are the:

- A. "Superintendent" meaning Gina Pleak; and
- B. "Board" meaning the Board of School Trustees acting as the governing body of the Community School Corporation of Southern Hancock County.
- C. The term "school year" as used in this Contract means a period beginning on July 1 of one calendar year and concluding on June 30 of the following calendar year.

2. Employment of Superintendent & Terms of Employment

A. Employment Relationship and Length of this Contract

The Superintendent accepts employment by the Board in the position of "Superintendent of Schools" and agrees she will serve as the chief executive officer of the School Corporation under this contract for a period and term beginning on July 1, 2024 and concluding on June 30, 2027, unless amended by the parties. Thereafter, this Addendum shall be automatically extended an additional year unless the Superintendent or the Employer notifies the other party to the contrary by January 1 of each calendar year. However, this Addendum may be extended no more than five (5) years beyond the initial ending date of June 30, 2027.

B. Work Days per School Year and the Schedule of Work Days

The parties agree that the Superintendent's contract is for employment/a work year constituting two hundred sixty (260) days during each school year. Work days shall be provided in accordance with a schedule of work days established by the Superintendent so as to insure the full and competent performance of the duties established in Paragraph 3 of this Contract. The two hundred sixty (260) work year shall include paid sick and personal leave days pursuant to Paragraph

5-C of this Contract, paid vacation days pursuant to Paragraph 5-E of this Contract, paid holidays, and other paid leave provided by Paragraph 5-F of this Contract. The Superintendent shall devote the Superintendent's full time, attention, and energy to the business of the School Corporation.

The Superintendent is generally expected to devote full attention to the duties with the Employer, but the Superintendent may undertake consulting work, speaking engagements, writing, lecturing or other professional duties and obligations provided that such activities do not interfere or conflict with meeting the responsibilities as a superintendent. The Superintendent shall notify the Board or its designee prior to the performance of these activities that involve attention during normal working hours. The Superintendent shall provide notice to the Board of all other such activities preventing full attention to the duties of superintendent. If outside activities take place during normal working hours, Superintendent may keep the compensation for such activities provided the Superintendent is using a vacation or personal leave day; otherwise, any fees earned shall be assigned to and transferred to Employer.

3. Duties of the Superintendent

The Superintendent is responsible for and shall perform those functions as specified in the job description for the position for which the Superintendent is hereby employed, as such may be amended from time to time by the Board. The Superintendent shall be responsible to, and shall be subject to, the direct supervision and evaluation of the Board. The Superintendent is also responsible for complying with all directives of the Board which are authorized by official Board action. In addition, the Superintendent shall, during the term of this Addendum, hold and maintain such state licenses and certifications as may be applicable or required, and shall devote his/ her full working time to the performance of his/her duties as Superintendent.

4. Evaluation of the Superintendent

The Board will review the Superintendent's performance no less than once each school year. The Superintendent must receive a school year evaluation rating of Effective or Highly Effective to be eligible to receive any salary raise or increment for the following school year. The Superintendent shall not be eligible to receive any salary increase or increment or any performance incentive pay in any school year following receipt of an evaluation rating of Ineffective or Improvement Necessary.

5. Salary & Benefits

A. Salary

The Superintendent shall be paid a base salary of one hundred seventy-two thousand five hundred dollars (\$172,500) for the annual period of July 1,

2024-June 30, 2025. The Superintendent shall be paid in twenty-six (26) equal bi-weekly installments on a schedule fixed for all employees of the school corporation.

Beginning with the 2025-2026 school year, if the Superintendent is evaluated as highly effective or effective for the preceding school year, then the Board may in its sole discretion increase the Superintendent's then-existing base salary during each year of the term of this Addendum by 0-5% of the Superintendent's base salary that is in effect at the time the increase is granted. The Board will consider, but is not required to entirely rely on, the following, when determining the amount for each annual salary increase:

1. The Superintendent's evaluation rating;
2. Salary or stipend payments made to teachers pursuant to the Master Teacher's Contract;

The Board may also, in its sole discretion, grant a salary increase as a flat dollar amount rather than a percentage increase, but any such flat dollar increase will be within the 0-5% range established above. The Superintendent shall not be eligible to receive any salary increase in any school year following receipt of an evaluation rating of Ineffective or Improvement Necessary.

Upon approval by the Board, any adjustment in the Superintendent's salary that occurs in accordance with the terms of this Agreement becomes part of this Agreement and shall not be considered a new agreement.

B. Performance Grants

The Board will review the Superintendent's performance no less than once each school year. If the Superintendent is evaluated as effective or highly effective for the preceding year, the Superintendent will be deemed eligible for a performance payment equivalent to the amount awarded to CSCSHC teachers with the same performance evaluation rating under performance grant statutes and/or similar programs. This provision only applies to years in which CSCHSC receives a teacher performance grant or similar performance award.

C. Paid Sick and Personal Leave

1. Sick Leave. The Superintendent shall receive ten (10) Sick Leave days per school year. In addition, the Superintendent may use up to twelve

(12) Sick Leave days for family illness. These days will be deducted from the Superintendent's Sick Leave accumulation. The Superintendent may accumulate up to a total of two hundred forty (240) unused Sick Leave days.

2. Personal Leave. The Superintendent shall be granted three (3) days of Personal Leave per school year without loss of pay. The Superintendent may accumulate up to a maximum of six (6) Personal Leave days. Personal Leave days over the maximum accumulation of six (6) will be added to the Superintendent's Sick Leave accumulation.

D. Transfer of Sick Leave Days from Previous Employer

The Superintendent shall be entitled to transfer up to one hundred (100) accumulated unused sick leave days from his/her previous employer. Upon the Superintendent's termination of employment with the School Corporation (whether for retirement or any other reason), the Superintendent shall not receive compensation for any unused and accumulated sick leave days.

E. Vacation Days

The Superintendent will receive twenty (20) days of paid vacation each school year of this contract. Upon the Superintendent's termination of employment with the School Corporation (whether for retirement or any other reason), the Superintendent shall not receive compensation for any unused and accumulated paid vacation days.

F. Paid Holidays

The Superintendent will be compensated for the same paid holidays as are provided to other full-year administrators.

G. Insurance Coverage and Contribution

1. Health Insurance. Superintendent may participate in the Employer's insurance plans under the same terms and conditions applicable to all other full-time administrators employed by Employer.
2. Dental Insurance. The Board shall make Dental Insurance available to the Superintendent and shall contribute all but one dollar (\$1.00) of the family premium per year.

3. Vision Insurance. The Board shall make Vision Insurance available to the Superintendent and shall contribute all but one dollar (\$1.00) of the family premium per year.
4. Long-Term Disability Insurance. The Board shall make Long-Term Disability Insurance available to the Superintendent and shall contribute all but one dollar (\$1.00) of the premium per year for such insurance.
5. Term Life Insurance. The Board agrees to provide the Superintendent a term life insurance policy with a face value equal to \$150,000. The Superintendent shall contribute \$1.00 annually toward the cost of the premium for such term life insurance.

H. Section 401(a) Contribution

The Board shall make contributions into an Internal Revenue Code Section 401(a) plan for each calendar year of employment for the Superintendent.

The annual contribution for calendar year 2024 shall be prorated to \$4,000. Beginning with calendar year 2025, the annual contribution shall be \$8,000, and this amount shall increase by \$1,000 for each remaining calendar year of the contract.

The Superintendent, immediately upon the Board's approval of the Superintendent's employment contract, shall be one hundred percent (100%) vested in the Board's contribution.

I. INPRS Employee Contribution

In addition to the other considerations provided to the Superintendent by this paragraph of this Contract, the Board shall make any contribution to the Indiana Public Retirement System that would otherwise be required to be paid by the Superintendent in accordance with his/her date of hire. The Superintendent's date of hire is when the Superintendent was assigned an INPRS retirement number.

All payments to the Superintendent coming within the definition of "annual compensation" as defined in Ind. Code 5-10.2-4-3(d) as of the Effective Date shall be included in the Superintendent's compensation reported to the Indiana State Teacher's Retirement Fund ("ISTRF") for purposes of the calculation of the Superintendent's "average of annual compensation" as defined at Ind. Code 5-10.2-4-3(b) as of the Effective Date.

J. Dues/Membership Fees for Professional Organizations

The Board agrees to pay the cost of memberships for the Superintendent in professional organizations, including, but not limited to the Indiana Association of School Business Officials, the Indiana Association of Public School Superintendents, and the Association of Curriculum Development each school year in an amount not to exceed the amount included in the annual budget.

K. State and National Conferences

The Board agrees to pay all reasonable expenses (which is determined in the sole discretion of the Board) for the Superintendent to attend state and national conferences each school year as necessary to enhance his/her professional skills and knowledge in an amount not to exceed the amount included in the annual budget.

L. Other Benefits

The Superintendent shall be entitled to all other benefits established by the Board for all full-year administrators employed by the Board.

6. Professional Liability

To the extent permitted by Indiana law, the School Corporation agrees that it shall defend, hold harmless and indemnify the Superintendent from any and all demands, claims, suits, actions and legal proceedings brought against the Superintendent in his/her individual capacity, or in his/her official capacity as agent and employee of the School Corporation, provided the incident arose while the Superintendent was acting within the scope of his/her employment and excluding criminal litigation. This indemnification comes from the School Corporation only and no individual board member is to be considered personally liable for indemnifying the Superintendent against such demands, claims, suits, actions and legal proceedings. The School Corporation will provide liability insurance to support this duty of indemnification.

7. Contract Termination/Cancellation

This Contract may be terminated at any time prior to the end of the Contract Term for cause, including the reasons for cancellation of a teacher contract contained in IC 20-28-7.5-1(b); immediately upon receipt by the Board of written notice from the Division of Professional Standards that the Superintendent no longer holds a license required for the position of Superintendent of Schools from the Division of Professional Standards of the

Indiana Department of Education or receives a certified copy of a court document indicating that the Superintendent was convicted of an offense listed in Indiana Code 20-28-5-8(c); and immediately upon the occurrence of the death or certification of the total disability of the Superintendent, as "total disability" is first certified by the carrier for the School Corporation's disability insurance policy, the Indiana State Teachers Retirement Fund, or Social Security; and this Contract may be terminated without cause as permitted by applicable law of the State of Indiana.

If the Superintendent requests that the Contract be cancelled, the Superintendent must give the Board at least sixty (60) days written notice prior to the effective date when such cancellation would become effective, unless such notice is not practicable.

8. Entire Contract of Parties

This Contract contains all the agreed terms of employment of the Superintendent by the Board and will not be modified except in a written document making specific reference to this Contract and the specific provision to be modified. Modifications to this Contract shall be approved by both parties in the same manner that this Contract was approved.

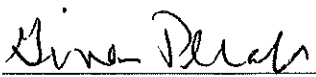
If required for purposes of compliance with a standard or request of the State Board of Accounts of the State of Indiana, the parties agree that they will execute one or more one-year or multi-year standard teacher contracts to implement the terms of this Contract. The parties further agree that to the extent this Contract is inconsistent with the Superintendent's basic teacher contract it replaces, the terms of this Contract shall control.

9. Contract as a Public Record

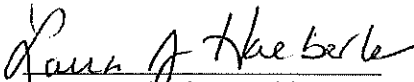
The parties agree that this Contract is a public record under the Indiana Public Records Law, Indiana Code 5-14-3, and Indiana Code 20-28-6-2 pertaining to teacher contracts generally.

Agreed this 9th day of April 2024.

Superintendent

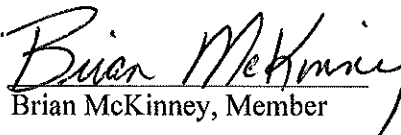

Dr. Gina Pleak

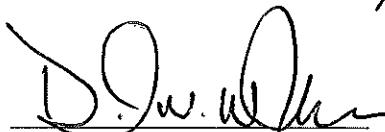
Board of School Trustees


Laura Haerberle, President


Dr. Matt Ackerman, Vice-President


Jon Hooker, Secretary


Brian McKinney, Member


Dan Walker, Member

EMPLOYMENT AGREEMENT

BETWEEN THE

BOARD OF SCHOOL TRUSTEES

OF THE

NEW PALESTINE COMMUNITY SCHOOLS

AND

Craig Smith

ADMINISTRATOR

This employment agreement ("Agreement") is by and between the New Palestine Community Schools ["School Corporation"] acting through its Board of School Trustees in the manner permitted by Indiana Code 20-26-5-4(8), and Indiana Code 20-28-8, and the certified administrative employee identified below, and is a supplement to the Regular Teacher's Contract (Appendix A of this Agreement) for services as an administrator. Employee desires to be employed or to continue to be employed by the School Corporation. The School Corporation desires to employ or to continue to employ Employee provided it is afforded the protections of this Agreement. In consideration of the foregoing, the School Corporation's employment of Employee, and the promises and covenants contained in this Agreement, the School Corporation and Employee agree as follows:

1. **Employment.** The School Corporation agrees to employ Employee and Employee agrees to be employed by the School Corporation for a period beginning on July 1, 2026 and continuing through the sooner of June 30, 2028 or until terminated by either party. Employee will serve in the position of Administrator and will have those duties and responsibilities that the School Corporation assigns to Employee from time to time. This position is a full-time position to which the Employee's entire working time, attention, and energies should be devoted. The Employee shall diligently and impartially perform the duties of this position and shall comply with all applicable laws in the performance of his/her duties.
2. **Number and Schedule of Work Days.** Employee shall provide services to the School Corporation on a salary basis rather than an hourly or daily basis, and shall therefore be charged by the School Corporation with the achievement of certain goals and objectives. Duties will be based on a 260 day schedule between July 1 and June 30 annually.
3. **School Corporation Policies.** Employee will abide by any employment or work rules and/or policies, procedures, guidelines, and practices that the School Corporation currently has or may adopt, amend or implement from time to time during Employee's employment.
4. **Compensation and Benefits.** For all services to be rendered by Employee during Employee's employment under this Agreement, and as consideration for complying with the terms of this Agreement, the School Corporation will pay and provide the following to Employee:
 - a. During Employee's employment, the School Corporation will pay Employee a total annual salary or other designated compensation ("Salary") in the amount of \$127,550.26, inclusive of the attached teacher contract amount. The School Corporation and Employee acknowledge and agree that the School Corporation, in its sole discretion, may adjust the manner and amount of Employee's Salary (or any other elements of compensation) from time to time during Employee's employment with the

School Corporation. If the Administrator is rated 'meets expectations' for the preceding year, the Administrator will receive an annual salary increase and/or one-time stipend for a particular year commensurate with the amount or percentage received by Corporation teachers with the same performance evaluation rating. The Salary shall be paid to Employee consistent with the customary payroll practices of the School Corporation. The Salary shall be subject to standard payroll withholding deductions as required by law and withholding for benefits in which Employee elects to participate.

b. During Employee's employment, Employee will be entitled to leaves of absence and participation in the School Corporation's applicable administrator benefit plan provided, however, Employee's entitlement to participate in such benefit plans is subject to the eligibility requirements and other terms and conditions of such benefit plans. Employee acknowledges and agrees that the School Corporation, in its sole discretion, may change, amend or discontinue any of its employee benefit plans or programs at any time during Employee's employment with the School Corporation, and nothing contained in this Agreement or in the Employee's Regular Teacher's Contract shall obligate the School Corporation to institute, maintain or refrain from changing, amending or discontinuing any benefit plan or program.

c. During Employee's employment, Employee will be entitled to 21 vacation days annually and 10 holidays annually.

5. **Reassignment.** The School Corporation, in its sole discretion, may assign Employee to a different administrative position, or may assign new or different duties and responsibilities, from time to time during Employee's employment with the School Corporation. If the Employee is reassigned to a non-administrative position, this Agreement is terminated pursuant to the provision in paragraph 6.

6. **Termination of Administrator Employment Agreement.** The School Corporation may terminate the Employee's employment in the administrative position at any time for any reason relevant to the School Corporation's interest, in accordance with the due process procedures set forth in Ind. Code § 20-28-8.

a. Prior to a termination of this Administrative Employment Agreement, the Employee will be provided with written notice of the reason(s) for the proposed termination and an opportunity for a meeting with the School Board at which the School Board will consider the Employee's response to the proposed termination notice.

b. If this Administrative Employment Agreement is terminated, the Employee's compensation and benefits will be dictated by the Regular Teacher Contract and applicable collective bargaining agreement.

c. The Employee's employment with the School Corporation pursuant to his or her Regular Teacher's Contract may be terminated in accordance with the due process procedures set out in the Regular Teacher's Contract and in Ind. Code § 20-28-7.5.

d. The Employee may terminate his or her employment in the administrative position for any reason or no reason by giving the School Corporation written notice of termination, specifying in such notice a termination date not less than twenty (20) calendar days after giving the notice.

e. Upon the Employee's termination of his or her employment in the administrative position, the School Corporation shall be obligated to pay the Employee the portion of his or her Salary that has been earned through the termination date and to pay or provide to the Employee such payments or benefits, if any, which accrued before the termination date.

f. Other than the foregoing, the School Corporation shall have no further obligations to the Employee under this Agreement.

7. **Confidentiality.** Confidential information learned or obtained in the scope of Employee's employment with the School Corporation, whether such information relates to students, staff, parents, visitors, or any member of the school community, will be kept confidential by Employee, and such confidentiality obligation remains following the termination of this Agreement.

8. **Return of School Corporation Property.** All records, manuals, memoranda, lists, reports, correspondence, charts, and other documents and information pertaining to the past or current activities or future plans of the School Corporation and/or any property provided by the School Corporation for Employee's use in the course of Employee's employment with the School Corporation shall be and remain the property of the School Corporation and shall be subject at all times to its discretion and control. Likewise, all such items shall be delivered promptly to the School Corporation, without request, by the Employee upon termination of Employee's employment for whatever reason.

9. **Entire Agreement: No Waiver and Modification.** This Agreement, incorporating the Employee's Regular Teacher's Contract, constitutes the entire agreement of the parties on the subjects specifically addressed in it and supersedes any prior oral or written agreements, understandings, or representations, on these subjects. This Agreement, incorporating the Employee's Regular Teacher's Contract, replaces any and all prior agreements, understandings, or representations between the Parties and may not be changed except by a written document signed by both Employee and a duly authorized officer of the School Corporation. To the extent there is any conflict between the terms in this Agreement and the Employee's Regular Teacher's Contract, the terms of this Agreement shall control.

10. **Severability.** If any portion of this Agreement is held invalid or inoperative, the other portions of this Agreement shall be deemed valid and operative and, so far as is reasonable and possible, effect shall be given to the intent manifested by the portion held invalid or inoperative.

11. **Governing Law.** This Agreement shall in all respects be construed, interpreted, governed, and enforced in accordance with the laws of the State of Indiana, without giving effect to that state's conflict of laws provisions.

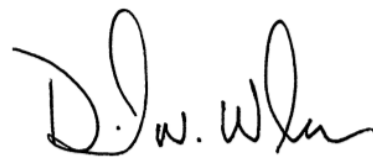
12. **Counterparts.** This Agreement may be executed in one or more counterparts, all of which taken together shall constitute one agreement. Signatures transmitted by facsimile or other electronic means are acceptable as much as original signatures for execution of this Agreement.

IN WITNESS WHEREOF, the Employee and duly authorized representative(s) of the Board of Trustees of the School Corporation have caused this Agreement to be executed on each party's behalf.

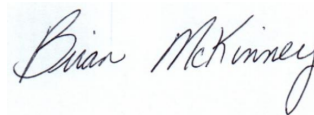
BOARD OF SCHOOL TRUSTEES OF THE
SCHOOL CORPORATION

Employee

By:



President



Secretary

Date

07/13/2026

Date

Appendix A
Regular Teacher's Contract

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

This regular teacher contract ("Contract") is by and between the governing body of the New Palestine Community Schools ("Corporation") and Craig Smith ("Teacher"). Craig Smith is a teacher as defined in Ind. Code 20-18-2-22.

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

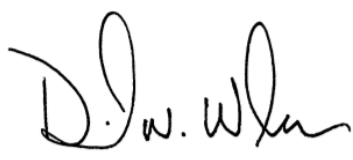
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3. The Corporation shall pay the Teacher for services under this Contract the total salary of \$127,550.26 during the school year. Ind. Code 20-28-6-2(a)(3)(C)
4. The Corporation shall pay this amount in 26 installments on a biweekly basis. Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)
5. 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.
6. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this 13 day of July, 2026.

TEACHER

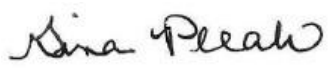
SCHOOL CORPORATION by:

Employee

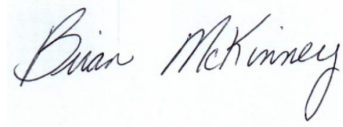
By: 

President

Attested:



Superintendent



Secretary

EMPLOYMENT AGREEMENT

BETWEEN THE

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OF THE

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AND

Austin Theobald

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1. **Employment.** The School Corporation agrees to employ Employee and Employee agrees to be employed by the School Corporation for a period beginning on July 1, 2026 and continuing through the sooner of June 30, 2028 or until terminated by either party. Employee will serve in the position of Administrator and will have those duties and responsibilities that the School Corporation assigns to Employee from time to time. This position is a full-time position to which the Employee's entire working time, attention, and energies should be devoted. The Employee shall diligently and impartially perform the duties of this position and shall comply with all applicable laws in the performance of his/her duties.
2. **Number and Schedule of Work Days.** Employee shall provide services to the School Corporation on a salary basis rather than an hourly or daily basis, and shall therefore be charged by the School Corporation with the achievement of certain goals and objectives. Duties will be based on a 260 day schedule between July 1 and June 30 annually.
3. **School Corporation Policies.** Employee will abide by any employment or work rules and/or policies, procedures, guidelines, and practices that the School Corporation currently has or may adopt, amend or implement from time to time during Employee's employment.
4. **Compensation and Benefits.** For all services to be rendered by Employee during Employee's employment under this Agreement, and as consideration for complying with the terms of this Agreement, the School Corporation will pay and provide the following to Employee:
 - a. During Employee's employment, the School Corporation will pay Employee a total annual salary or other designated compensation ("Salary") in the amount of \$120,271.51, inclusive of the attached teacher contract amount. The School Corporation and Employee acknowledge and agree that the School Corporation, in its sole discretion, may adjust the manner and amount of Employee's Salary (or any other elements of compensation) from time to time during Employee's employment with the

School Corporation. If the Administrator is rated 'meets expectations' for the preceding year, the Administrator will receive an annual salary increase and/or one-time stipend for a particular year commensurate with the amount or percentage received by Corporation teachers with the same performance evaluation rating. The Salary shall be paid to Employee consistent with the customary payroll practices of the School Corporation. The Salary shall be subject to standard payroll withholding deductions as required by law and withholding for benefits in which Employee elects to participate.

b. During Employee's employment, Employee will be entitled to leaves of absence and participation in the School Corporation's applicable administrator benefit plan provided, however, Employee's entitlement to participate in such benefit plans is subject to the eligibility requirements and other terms and conditions of such benefit plans. Employee acknowledges and agrees that the School Corporation, in its sole discretion, may change, amend or discontinue any of its employee benefit plans or programs at any time during Employee's employment with the School Corporation, and nothing contained in this Agreement or in the Employee's Regular Teacher's Contract shall obligate the School Corporation to institute, maintain or refrain from changing, amending or discontinuing any benefit plan or program.

c. During Employee's employment, Employee will be entitled to 25 vacation days annually and 10 holidays annually.

5. **Reassignment.** The School Corporation, in its sole discretion, may assign Employee to a different administrative position, or may assign new or different duties and responsibilities, from time to time during Employee's employment with the School Corporation. If the Employee is reassigned to a non-administrative position, this Agreement is terminated pursuant to the provision in paragraph 6.

6. **Termination of Administrator Employment Agreement.** The School Corporation may terminate the Employee's employment in the administrative position at any time for any reason relevant to the School Corporation's interest, in accordance with the due process procedures set forth in Ind. Code § 20-28-8.

a. Prior to a termination of this Administrative Employment Agreement, the Employee will be provided with written notice of the reason(s) for the proposed termination and an opportunity for a meeting with the School Board at which the School Board will consider the Employee's response to the proposed termination notice.

b. If this Administrative Employment Agreement is terminated, the Employee's compensation and benefits will be dictated by the Regular Teacher Contract and applicable collective bargaining agreement.

c. The Employee's employment with the School Corporation pursuant to his or her Regular Teacher's Contract may be terminated in accordance with the due process procedures set out in the Regular Teacher's Contract and in Ind. Code § 20-28-7.5.

d. The Employee may terminate his or her employment in the administrative position for any reason or no reason by giving the School Corporation written notice of termination, specifying in such notice a termination date not less than twenty (20) calendar days after giving the notice.

e. Upon the Employee's termination of his or her employment in the administrative position, the School Corporation shall be obligated to pay the Employee the portion of his or her Salary that has been earned through the termination date and to pay or provide to the Employee such payments or benefits, if any, which accrued before the termination date.

f. Other than the foregoing, the School Corporation shall have no further obligations to the Employee under this Agreement.

7. **Confidentiality.** Confidential information learned or obtained in the scope of Employee's employment with the School Corporation, whether such information relates to students, staff, parents, visitors, or any member of the school community, will be kept confidential by Employee, and such confidentiality obligation remains following the termination of this Agreement.

8. **Return of School Corporation Property.** All records, manuals, memoranda, lists, reports, correspondence, charts, and other documents and information pertaining to the past or current activities or future plans of the School Corporation and/or any property provided by the School Corporation for Employee's use in the course of Employee's employment with the School Corporation shall be and remain the property of the School Corporation and shall be subject at all times to its discretion and control. Likewise, all such items shall be delivered promptly to the School Corporation, without request, by the Employee upon termination of Employee's employment for whatever reason.

9. **Entire Agreement: No Waiver and Modification.** This Agreement, incorporating the Employee's Regular Teacher's Contract, constitutes the entire agreement of the parties on the subjects specifically addressed in it and supersedes any prior oral or written agreements, understandings, or representations, on these subjects. This Agreement, incorporating the Employee's Regular Teacher's Contract, replaces any and all prior agreements, understandings, or representations between the Parties and may not be changed except by a written document signed by both Employee and a duly authorized officer of the School Corporation. To the extent there is any conflict between the terms in this Agreement and the Employee's Regular Teacher's Contract, the terms of this Agreement shall control.

10. **Severability.** If any portion of this Agreement is held invalid or inoperative, the other portions of this Agreement shall be deemed valid and operative and, so far as is reasonable and possible, effect shall be given to the intent manifested by the portion held invalid or inoperative.

11. **Governing Law.** This Agreement shall in all respects be construed, interpreted, governed, and enforced in accordance with the laws of the State of Indiana, without giving effect to that state's conflict of laws provisions.

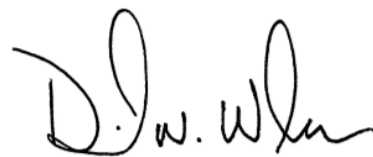
12. **Counterparts.** This Agreement may be executed in one or more counterparts, all of which taken together shall constitute one agreement. Signatures transmitted by facsimile or other electronic means are acceptable as much as original signatures for execution of this Agreement.

IN WITNESS WHEREOF, the Employee and duly authorized representative(s) of the Board of Trustees of the School Corporation have caused this Agreement to be executed on each party's behalf.

BOARD OF SCHOOL TRUSTEES OF THE
SCHOOL CORPORATION

Employee

By:



President



Secretary

Date

07/13/2026

Date

Appendix A
Regular Teacher's Contract

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 New Palestine Community Schools ("Corporation") and Austin Theobald ("Teacher"). Austin Theobald is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term, beginning July 1, 2026, and ending on June 30, 2027. Ind. Code 20-28-6-2(a)(3)(A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of 260 days. Ind. Code 20-28-6-2(a)(3)(B)
3. The Corporation shall pay the Teacher for services under this Contract the total salary of \$120,271.51 during the school year. Ind. Code 20-28-6-2(a)(3)(C)
4. The Corporation shall pay this amount in 26 installments on a biweekly basis. Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)
5. 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.
6. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this 13 day of July, 2026.

TEACHER

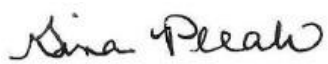
SCHOOL CORPORATION by:

Employee

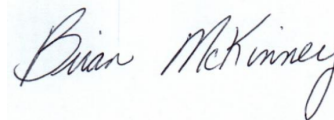
By: 

President

Attested:



Superintendent



Secretary

EMPLOYMENT AGREEMENT

BETWEEN THE

BOARD OF SCHOOL TRUSTEES

OF THE

NEW PALESTINE COMMUNITY SCHOOLS

AND

James Voelz

ADMINISTRATOR

This employment agreement ("Agreement") is by and between the New Palestine Community Schools ["School Corporation"] acting through its Board of School Trustees in the manner permitted by Indiana Code 20-26-5-4(8), and Indiana Code 20-28-8, and the certified administrative employee identified below, and is a supplement to the Regular Teacher's Contract (Appendix A of this Agreement) for services as an administrator. Employee desires to be employed or to continue to be employed by the School Corporation. The School Corporation desires to employ or to continue to employ Employee provided it is afforded the protections of this Agreement. In consideration of the foregoing, the School Corporation's employment of Employee, and the promises and covenants contained in this Agreement, the School Corporation and Employee agree as follows:

1. **Employment.** The School Corporation agrees to employ Employee and Employee agrees to be employed by the School Corporation for a period beginning on July 1, 2026 and continuing through the sooner of June 30, 2028 or until terminated by either party. Employee will serve in the position of Administrator and will have those duties and responsibilities that the School Corporation assigns to Employee from time to time. This position is a full-time position to which the Employee's entire working time, attention, and energies should be devoted. The Employee shall diligently and impartially perform the duties of this position and shall comply with all applicable laws in the performance of his/her duties.
2. **Number and Schedule of Work Days.** Employee shall provide services to the School Corporation on a salary basis rather than an hourly or daily basis, and shall therefore be charged by the School Corporation with the achievement of certain goals and objectives. Duties will be based on a 260 day schedule between July 1 and June 30 annually.
3. **School Corporation Policies.** Employee will abide by any employment or work rules and/or policies, procedures, guidelines, and practices that the School Corporation currently has or may adopt, amend or implement from time to time during Employee's employment.
4. **Compensation and Benefits.** For all services to be rendered by Employee during Employee's employment under this Agreement, and as consideration for complying with the terms of this Agreement, the School Corporation will pay and provide the following to Employee:
 - a. During Employee's employment, the School Corporation will pay Employee a total annual salary or other designated compensation ("Salary") in the amount of \$138,600.00, inclusive of the attached teacher contract amount. The School Corporation and Employee acknowledge and agree that the School Corporation, in its sole discretion, may adjust the manner and amount of Employee's Salary (or any other elements of compensation) from time to time during Employee's employment with the

School Corporation. If the Administrator is rated 'meets expectations' for the preceding year, the Administrator will receive an annual salary increase and/or one-time stipend for a particular year commensurate with the amount or percentage received by Corporation teachers with the same performance evaluation rating. The Salary shall be paid to Employee consistent with the customary payroll practices of the School Corporation. The Salary shall be subject to standard payroll withholding deductions as required by law and withholding for benefits in which Employee elects to participate.

b. During Employee's employment, Employee will be entitled to leaves of absence and participation in the School Corporation's applicable administrator benefit plan provided, however, Employee's entitlement to participate in such benefit plans is subject to the eligibility requirements and other terms and conditions of such benefit plans. Employee acknowledges and agrees that the School Corporation, in its sole discretion, may change, amend or discontinue any of its employee benefit plans or programs at any time during Employee's employment with the School Corporation, and nothing contained in this Agreement or in the Employee's Regular Teacher's Contract shall obligate the School Corporation to institute, maintain or refrain from changing, amending or discontinuing any benefit plan or program.

c. During Employee's employment, Employee will be entitled to 21 vacation days annually and 10 holidays annually.

5. **Reassignment.** The School Corporation, in its sole discretion, may assign Employee to a different administrative position, or may assign new or different duties and responsibilities, from time to time during Employee's employment with the School Corporation. If the Employee is reassigned to a non-administrative position, this Agreement is terminated pursuant to the provision in paragraph 6.

6. **Termination of Administrator Employment Agreement.** The School Corporation may terminate the Employee's employment in the administrative position at any time for any reason relevant to the School Corporation's interest, in accordance with the due process procedures set forth in Ind. Code § 20-28-8.

a. Prior to a termination of this Administrative Employment Agreement, the Employee will be provided with written notice of the reason(s) for the proposed termination and an opportunity for a meeting with the School Board at which the School Board will consider the Employee's response to the proposed termination notice.

b. If this Administrative Employment Agreement is terminated, the Employee's compensation and benefits will be dictated by the Regular Teacher Contract and applicable collective bargaining agreement.

c. The Employee's employment with the School Corporation pursuant to his or her Regular Teacher's Contract may be terminated in accordance with the due process procedures set out in the Regular Teacher's Contract and in Ind. Code § 20-28-7.5.

d. The Employee may terminate his or her employment in the administrative position for any reason or no reason by giving the School Corporation written notice of termination, specifying in such notice a termination date not less than twenty (20) calendar days after giving the notice.

e. Upon the Employee's termination of his or her employment in the administrative position, the School Corporation shall be obligated to pay the Employee the portion of his or her Salary that has been earned through the termination date and to pay or provide to the Employee such payments or benefits, if any, which accrued before the termination date.

f. Other than the foregoing, the School Corporation shall have no further obligations to the Employee under this Agreement.

7. **Confidentiality.** Confidential information learned or obtained in the scope of Employee's employment with the School Corporation, whether such information relates to students, staff, parents, visitors, or any member of the school community, will be kept confidential by Employee, and such confidentiality obligation remains following the termination of this Agreement.

8. **Return of School Corporation Property.** All records, manuals, memoranda, lists, reports, correspondence, charts, and other documents and information pertaining to the past or current activities or future plans of the School Corporation and/or any property provided by the School Corporation for Employee's use in the course of Employee's employment with the School Corporation shall be and remain the property of the School Corporation and shall be subject at all times to its discretion and control. Likewise, all such items shall be delivered promptly to the School Corporation, without request, by the Employee upon termination of Employee's employment for whatever reason.

9. **Entire Agreement: No Waiver and Modification.** This Agreement, incorporating the Employee's Regular Teacher's Contract, constitutes the entire agreement of the parties on the subjects specifically addressed in it and supersedes any prior oral or written agreements, understandings, or representations, on these subjects. This Agreement, incorporating the Employee's Regular Teacher's Contract, replaces any and all prior agreements, understandings, or representations between the Parties and may not be changed except by a written document signed by both Employee and a duly authorized officer of the School Corporation. To the extent there is any conflict between the terms in this Agreement and the Employee's Regular Teacher's Contract, the terms of this Agreement shall control.

10. **Severability.** If any portion of this Agreement is held invalid or inoperative, the other portions of this Agreement shall be deemed valid and operative and, so far as is reasonable and possible, effect shall be given to the intent manifested by the portion held invalid or inoperative.

11. **Governing Law.** This Agreement shall in all respects be construed, interpreted, governed, and enforced in accordance with the laws of the State of Indiana, without giving effect to that state's conflict of laws provisions.

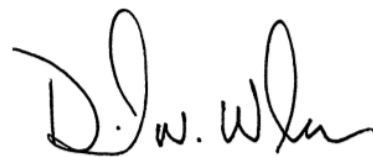
12. **Counterparts.** This Agreement may be executed in one or more counterparts, all of which taken together shall constitute one agreement. Signatures transmitted by facsimile or other electronic means are acceptable as much as original signatures for execution of this Agreement.

IN WITNESS WHEREOF, the Employee and duly authorized representative(s) of the Board of Trustees of the School Corporation have caused this Agreement to be executed on each party's behalf.

BOARD OF SCHOOL TRUSTEES OF THE
SCHOOL CORPORATION

Employee

By:



President



Secretary

Date

07/13/2026

Date

Appendix A
Regular Teacher's Contract

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 New Palestine Community Schools ("Corporation") and James Voelz ("Teacher"). James Voelz is a teacher as defined in Ind. Code 20-18-2-22.

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

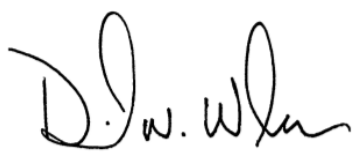
1. The Teacher shall teach in the schools of the Corporation for the school term, beginning July 1, 2026, and ending on June 30, 2027. Ind. Code 20-28-6-2(a)(3)(A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of 260 days. Ind. Code 20-28-6-2(a)(3)(B)
3. The Corporation shall pay the Teacher for services under this Contract the total salary of \$138,600.00 during the school year. Ind. Code 20-28-6-2(a)(3)(C)
4. The Corporation shall pay this amount in 26 installments on a biweekly basis. Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)
5. 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.
6. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this 13 day of July, 2026.

TEACHER

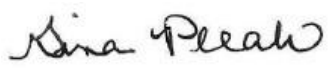
SCHOOL CORPORATION by:

Employee

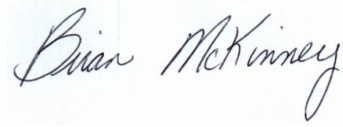
By: 

President

Attested:



Superintendent



Secretary

EMPLOYMENT AGREEMENT

BETWEEN THE

BOARD OF SCHOOL TRUSTEES

OF THE

NEW PALESTINE COMMUNITY SCHOOLS

AND

Jobie Whitaker

ADMINISTRATOR

This employment agreement ("Agreement") is by and between the New Palestine Community Schools ["School Corporation"] acting through its Board of School Trustees in the manner permitted by Indiana Code 20-26-5-4(8), and Indiana Code 20-28-8, and the certified administrative employee identified below, and is a supplement to the Regular Teacher's Contract (Appendix A of this Agreement) for services as an administrator. Employee desires to be employed or to continue to be employed by the School Corporation. The School Corporation desires to employ or to continue to employ Employee provided it is afforded the protections of this Agreement. In consideration of the foregoing, the School Corporation's employment of Employee, and the promises and covenants contained in this Agreement, the School Corporation and Employee agree as follows:

1. **Employment.** The School Corporation agrees to employ Employee and Employee agrees to be employed by the School Corporation for a period beginning on July 1, 2026 and continuing through the sooner of June 30, 2028 or until terminated by either party. Employee will serve in the position of Administrator and will have those duties and responsibilities that the School Corporation assigns to Employee from time to time. This position is a full-time position to which the Employee's entire working time, attention, and energies should be devoted. The Employee shall diligently and impartially perform the duties of this position and shall comply with all applicable laws in the performance of his/her duties.
2. **Number and Schedule of Work Days.** Employee shall provide services to the School Corporation on a salary basis rather than an hourly or daily basis, and shall therefore be charged by the School Corporation with the achievement of certain goals and objectives. Duties will be based on a 260 day schedule between July 1 and June 30 annually.
3. **School Corporation Policies.** Employee will abide by any employment or work rules and/or policies, procedures, guidelines, and practices that the School Corporation currently has or may adopt, amend or implement from time to time during Employee's employment.
4. **Compensation and Benefits.** For all services to be rendered by Employee during Employee's employment under this Agreement, and as consideration for complying with the terms of this Agreement, the School Corporation will pay and provide the following to Employee:
 - a. During Employee's employment, the School Corporation will pay Employee a total annual salary or other designated compensation ("Salary") in the amount of \$120,706.00, inclusive of the attached teacher contract amount. The School Corporation and Employee acknowledge and agree that the School Corporation, in its sole discretion, may adjust the manner and amount of Employee's Salary (or any other elements of compensation) from time to time during Employee's employment with the

School Corporation. If the Administrator is rated 'meets expectations' for the preceding year, the Administrator will receive an annual salary increase and/or one-time stipend for a particular year commensurate with the amount or percentage received by Corporation teachers with the same performance evaluation rating. The Salary shall be paid to Employee consistent with the customary payroll practices of the School Corporation. The Salary shall be subject to standard payroll withholding deductions as required by law and withholding for benefits in which Employee elects to participate.

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c. During Employee's employment, Employee will be entitled to 21 vacation days annually and 10 holidays annually.

5. **Reassignment.** The School Corporation, in its sole discretion, may assign Employee to a different administrative position, or may assign new or different duties and responsibilities, from time to time during Employee's employment with the School Corporation. If the Employee is reassigned to a non-administrative position, this Agreement is terminated pursuant to the provision in paragraph 6.

6. **Termination of Administrator Employment Agreement.** The School Corporation may terminate the Employee's employment in the administrative position at any time for any reason relevant to the School Corporation's interest, in accordance with the due process procedures set forth in Ind. Code § 20-28-8.

a. Prior to a termination of this Administrative Employment Agreement, the Employee will be provided with written notice of the reason(s) for the proposed termination and an opportunity for a meeting with the School Board at which the School Board will consider the Employee's response to the proposed termination notice.

b. If this Administrative Employment Agreement is terminated, the Employee's compensation and benefits will be dictated by the Regular Teacher Contract and applicable collective bargaining agreement.

c. The Employee's employment with the School Corporation pursuant to his or her Regular Teacher's Contract may be terminated in accordance with the due process procedures set out in the Regular Teacher's Contract and in Ind. Code § 20-28-7.5.

d. The Employee may terminate his or her employment in the administrative position for any reason or no reason by giving the School Corporation written notice of termination, specifying in such notice a termination date not less than twenty (20) calendar days after giving the notice.

e. Upon the Employee's termination of his or her employment in the administrative position, the School Corporation shall be obligated to pay the Employee the portion of his or her Salary that has been earned through the termination date and to pay or provide to the Employee such payments or benefits, if any, which accrued before the termination date.

f. Other than the foregoing, the School Corporation shall have no further obligations to the Employee under this Agreement.

7. **Confidentiality.** Confidential information learned or obtained in the scope of Employee's employment with the School Corporation, whether such information relates to students, staff, parents, visitors, or any member of the school community, will be kept confidential by Employee, and such confidentiality obligation remains following the termination of this Agreement.

8. **Return of School Corporation Property.** All records, manuals, memoranda, lists, reports, correspondence, charts, and other documents and information pertaining to the past or current activities or future plans of the School Corporation and/or any property provided by the School Corporation for Employee's use in the course of Employee's employment with the School Corporation shall be and remain the property of the School Corporation and shall be subject at all times to its discretion and control. Likewise, all such items shall be delivered promptly to the School Corporation, without request, by the Employee upon termination of Employee's employment for whatever reason.

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10. **Severability.** If any portion of this Agreement is held invalid or inoperative, the other portions of this Agreement shall be deemed valid and operative and, so far as is reasonable and possible, effect shall be given to the intent manifested by the portion held invalid or inoperative.

11. **Governing Law.** This Agreement shall in all respects be construed, interpreted, governed, and enforced in accordance with the laws of the State of Indiana, without giving effect to that state's conflict of laws provisions.

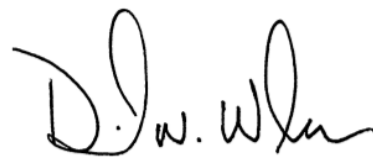
12. **Counterparts.** This Agreement may be executed in one or more counterparts, all of which taken together shall constitute one agreement. Signatures transmitted by facsimile or other electronic means are acceptable as much as original signatures for execution of this Agreement.

IN WITNESS WHEREOF, the Employee and duly authorized representative(s) of the Board of Trustees of the School Corporation have caused this Agreement to be executed on each party's behalf.

BOARD OF SCHOOL TRUSTEES OF THE
SCHOOL CORPORATION

Employee

By:



President



Secretary

Date

07/13/2026

Date

Appendix A
Regular Teacher's Contract

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 New Palestine Community Schools ("Corporation") and Jobie Whitaker ("Teacher"). Jobie Whitaker is a teacher as defined in Ind. Code 20-18-2-22.

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

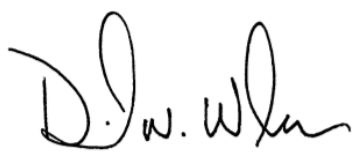
1. The Teacher shall teach in the schools of the Corporation for the school term, beginning July 1, 2026, and ending on June 30, 2027. Ind. Code 20-28-6-2(a)(3)(A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of 260 days. Ind. Code 20-28-6-2(a)(3)(B)
3. The Corporation shall pay the Teacher for services under this Contract the total salary of \$120,706.00 during the school year. Ind. Code 20-28-6-2(a)(3)(C)
4. The Corporation shall pay this amount in 26 installments on a biweekly basis. Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)
5. 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.
6. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this 13 day of July, 2026.

TEACHER

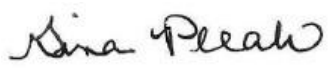
SCHOOL CORPORATION by:

Employee

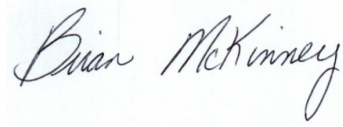
By: 

President

Attested:



Superintendent



Secretary