

School Corporation

Degree: MS Masters Degree
Classification: MS + 06
Experience: 19.00

For Office Use Only

Location: 0302-1 Freshman Divisio
Pay Record: 1

REGULAR TEACHERS 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 Elkhart Community Schools ("Corporation") and LaTosha R Andrews-Bonds ("Teacher"). LaTosha R Andrews-Bonds is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning, July 01, 2025 and ending on June 30, 2026. Ind. Code 20-28-6-2(a)(3)(A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of 261.0 days. Ind. Code 20-28-6-2(a)(3)(B)
3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to Ind. Code 20-29-6-7, the number of hours per day the Teacher is expected to work is established pursuant to agreements entered into by the Exclusive Representative for Certified Teachers and the Board of School Trustees for the Corporation. Ind. Code 20-28-6-2(a)(3)(E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of 115,715.00 during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in 26.00 installments on a Bi-Weekly basis. Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(b) pursuant to the procedures set forth in Ind Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this 18th day of November, 2025

Teacher

School Corporation by:

President

Superintendent

Secretary

Added Pay Contract

In consideration of the undersigned teacher agreeing to perform the following designated services (not to include Summer or Evening School) in addition to the services rendered pursuant to the Regular Teachers' Contract, the employer agrees to pay the said teacher as follows for the Services to be Rendered:

Begin Date	End Date	Amount	Description	Begin Date	End Date	Amount	Description
07/01/2025	06/30/2026		Vacation 25 Days				

This agreement for additional services is executed this 18th day of November 2025

Teacher

Contract Summary: Regular 115,715.00 Special 0.00 Total 115,715.00

Printed: 11/18/2025 09:12 AM

School Corporation

Degree: BS Bachelors Degree
Classification: BS + 12
Experience: 29.00

For Office Use Only

Location: 0302-1 Freshman Divisio
Pay Record: 1B

REGULAR TEACHERS 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 Elkhart Community Schools ("Corporation") and
Keith M Baker ("Teacher"). Keith M Baker is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning, **August 01, 2025** and ending on **June 15, 2026**. Ind. Code 20-28-6-2(a)(3)(A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **208.0** days. Ind. Code 20-28-6-2(a)(3)(B)
3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to Ind. Code 20-29-6-7, the number of hours per day the Teacher is expected to work
is established pursuant to agreements entered into by the Exclusive Representative for Certified Teachers and the Board of School Trustees for the Corporation.
Ind. Code 20-28-6-2(a)(3)(E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **95,815.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in **26.00** installments on a **Bi-Weekly** basis. Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(b) pursuant to the procedures set forth in Ind Code 20-28-7.5-2
and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this **18th** day of **November, 2025**

Teacher

School Corporation by:

Attested:

President

Superintendent

Secretary

Added Pay Contract

In consideration of the undersigned teacher agreeing to perform the following designated services (not to include Summer or Evening School) in addition to the services rendered
pursuant to the Regular Teachers' Contract, the employer agrees to pay the said teacher as follows for the Services to be Rendered:

This agreement for additional services is executed this **18th** day of **November 2025**

Teacher

Contract Summary:	Regular	Special	Total
	95,815.00	0.00	95,815.00

Printed: 11/18/2025 09:12 AM

School Corporation

Degree: MS Masters Degree (20-
Classification: MS + 0 / BS+42
Experience: 14.00

For Office Use Only

Location: 0121 Woodland

Pay Record: 1

REGULAR TEACHERS 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 Elkhart Community Schools ("Corporation") and
Jeremy R Bechtel ("Teacher"). **Jeremy R Bechtel** is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning, **August 01, 2025** and ending on **June 15, 2026**. *Ind. Code 20-28-6-2(a)(3)(A)*
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **208.0** days. *Ind. Code 20-28-6-2(a)(3)(B)*
3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to *Ind. Code 20-29-6-7*, the number of hours per day the Teacher is expected to work
is established pursuant to agreements entered into by the Exclusive Representative for Certified Teachers and the Board of School Trustees for the Corporation.
Ind. Code 20-28-6-2(a)(3)(E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **99,845.00** during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in **26.00** installments on a **Bi-Weekly** basis. *Ind. Code 20-28-6-2(a)(3)(D)* *Ind. Code 20-28-6-5(1)*
6. This Contract may be cancelled during its term for any of the grounds set forth in *Ind. Code 20-28-7.5-1(b)* pursuant to the procedures set forth in *Ind. Code 20-28-7.5-2*
and *Ind. Code 20-28-7.5-3*.
7. This Contract is a public record pursuant to *Ind. Code 20-28-6-2(d)* and *Ind. Code 5-14-3*.

Agreed this **18th** day of **November, 2025**

Teacher



Attested:



Superintendent

School Corporation by:



President



Secretary

Added Pay Contract

In consideration of the undersigned teacher agreeing to perform the following designated services (not to include Summer or Evening School) in addition to the services rendered
pursuant to the Regular Teachers' Contract, the employer agrees to pay the said teacher as follows for the Services to be Rendered:

This agreement for additional services is executed this **18th** day of **November 2025**

Teacher

	Regular	Special	Total
Contract Summary:	99,845.00	0.00	99,845.00

Printed: 11/18/2025 09:12 AM

School Corporation

***SUPERVISOR OF STUDENT SERVICES/ATTENDANCE OFFICER
EMPLOYMENT AGREEMENT***

THIS AGREEMENT, made and entered into as of the 1st day of July, 2025 by and between *ELKHART COMMUNITY SCHOOLS*, an Indiana School Corporation, hereinafter referred to as "*EMPLOYER*", and Natalie A. Bickel, hereinafter referred to as "*EMPLOYEE*".

WITNESSETH:

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

WHEREAS, it is the desire of the parties to agree upon the terms of employment.

NOW, THEREFORE, in consideration of the premises and the covenants of the parties hereinafter contained, the parties agree as follows:

1. Employer hereby employs Employee in the capacity of "Supervisor of Student Services/Attendance Officer" for a period beginning **July 1, 2025**, consisting of **261 days**, and ending **June 30, 2026**.
2. Employee agrees to perform services for Employer as described in "Elkhart Community Schools Board Policies and Administrative Regulation Book" and the "Position Description for Supervisor of Student Services/Attendance Officer."
3. In consideration of the furnishing of such services by Employee, Employer agrees to pay Employee the Sum of **\$98,635** for the period beginning July 1, 2025, through June 30, 2026.
4. Employer agrees to provide Fringe Benefits in accordance with applicable Board Policies.
5. The terms of this Employment Agreement shall be governed by applicable Board Policies and Administrative Regulations, including, but not limited to, the provisions for dismissal.

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

ELKHART COMMUNITY SCHOOLS

By: _____

By: _____

BOARD OF SCHOOL TRUSTEES

SUMMARY: Regular Contract	<u>\$98,635</u>
Performance Award	<u>0</u>
TOTAL CONTRACT	<u>\$98,635</u>

Days in 2025/26	<u>261</u>
Vacation	<u>25</u>
Contract Effective Date	<u>7/1/2025</u>

Degree: MS Masters Degree
Classification: MS + 48
Experience: 16.00

For Office Use Only

Location: 0301-3 EHS Eng/Tech/In

Pay Record: 1

REGULAR TEACHERS 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 **Elkhart Community Schools** ("Corporation") and **David M Bird** ("Teacher"). **David M Bird** is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning, **August 01, 2025** and ending on **June 30, 2026**. Ind. Code 20-28-6-2(a)(3)(A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **219.0** days. Ind. Code 20-28-6-2(a)(3)(B)
3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to Ind. Code 20-29-6-7, the number of hours per day the Teacher is expected to work is established pursuant to agreements entered into by the Exclusive Representative for Certified Teachers and the Board of School Trustees for the Corporation.
Ind. Code 20-28-6-2(a)(3)(E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **106,355.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in **26.00** installments on a **Bi-Weekly** basis. Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(b) pursuant to the procedures set forth in Ind Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this **18th** day of **November, 2025**

Te

School Corporation by:

President

Attested:

Superintendent

Secretary

Added Pay Contract

In consideration of the undersigned teacher agreeing to perform the following designated services (not to include Summer or Evening School) in addition to the services rendered pursuant to the Regular Teachers' Contract, the employer agrees to pay the said teacher as follows for the Services to be Rendered:

This agreement for additional services is executed this **18th** day of **November 2025**

Teacher

	Regular	Special	Total
Contract Summary:	106,355.00	0.00	106,355.00

Printed: 11/18/2025 09:12 AM

School Corporation

Degree: MS Masters Degree
Classification: MS + 0 / BS+42
Experience: 18.00

For Office Use Only

Location: 0303 Career Center

Pay Record: 1

REGULAR TEACHERS 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 **Elkhart Community Schools** ("Corporation") and **Kelly M Blair-Kinkaide** ("Teacher"). Kelly M Blair-Kinkaide is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning, **August 01, 2025** and ending on **June 15, 2026**. Ind. Code 20-28-6-2(a)(3)(A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **208.0** days. Ind. Code 20-28-6-2(a)(3)(B)
3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to Ind. Code 20-29-6-7, the number of hours per day the Teacher is expected to work is established pursuant to agreements entered into by the Exclusive Representative for Certified Teachers and the Board of School Trustees for the Corporation.
Ind. Code 20-28-6-2(a)(3)(E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **95,815.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in **26.00** installments on a **Bi-Weekly** basis. Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(b) pursuant to the procedures set forth in Ind Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this **18th** day of **November, 2025**

Teacher

School Corporation by:

Attested:

President

Superintendent

Secretary

Added Pay Contract

In consideration of the undersigned teacher agreeing to perform the following designated services (not to include Summer or Evening School) in addition to the services rendered pursuant to the Regular Teachers' Contract, the employer agrees to pay the said teacher as follows for the Services to be Rendered:

This agreement for additional services is executed this **18th** day of **November 2025**

Teacher

Contract Summary:	Regular	Special	Total
	95,815.00	0.00	95,815.00

Printed: 11/18/2025 09:12 AM

School Corporation

Degree: MS Masters Degree
Classification: MS + 0 / BS+42
Experience: 22.00

For Office Use Only

Location: 0011.3 EL
Pay Record: 1B

REGULAR TEACHERS 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 **Elkhart Community Schools** ("Corporation") and **Cynthia Bonner** ("Teacher"). Cynthia Bonner is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning, **July 01, 2025** and ending on **June 30, 2026**. *Ind. Code 20-28-6-2(a)(3)(A)*
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **261.0** days. *Ind. Code 20-28-6-2(a)(3)(B)*
3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to *Ind. Code 20-29-6-7*, the number of hours per day the Teacher is expected to work is established pursuant to agreements entered into by the Exclusive Representative for Certified Teachers and the Board of School Trustees for the Corporation.
Ind. Code 20-28-6-2(a)(3)(E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **108,000.00** during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in **26.00** installments on a **Bi-Weekly** basis. *Ind. Code 20-28-6-2(a)(3)(D)* *Ind. Code 20-28-6-5(1)*
6. This Contract may be cancelled during its term for any of the grounds set forth in *Ind. Code 20-28-7.5-1(b)* pursuant to the procedures set forth in *Ind. Code 20-28-7.5-2* and *Ind. Code 20-28-7.5-3*.
7. This Contract is a public record pursuant to *Ind. Code 20-28-6-2(d)* and *Ind. Code 5-14-3*.

Agreed this **18th** day of **November, 2025**

Teacher

School Corporation by:

Attested:

President

Superintendent

Secretary

Added Pay Contract

In consideration of the undersigned teacher agreeing to perform the following designated services (not to include Summer or Evening School) in addition to the services rendered pursuant to the Regular Teachers' Contract, the employer agrees to pay the said teacher as follows for the Services to be Rendered:

Begin Date	End Date	Amount	Description	Begin Date	End Date	Amount	Description
07/01/2025	06/30/2026		Vacation 25 Days				

This agreement for additional services is executed this **18th** day of **November 2025**

Teacher

Contract Summary:	Regular	Special	Total
	108,000.00	0.00	108,000.00

Printed: 11/18/2025 09:12 AM

School Corporation

Degree: MS Masters Degree
Classification: MS + 24
Experience: 13.00

For Office Use Only

Location: 0004 Student Services
Pay Record: 1

REGULAR TEACHERS 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 **Elkhart Community Schools** ("Corporation") and **Lindsey M Brander** ("Teacher"). Lindsey M Brander is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning, **July 01, 2025** and ending on **June 30, 2026**. Ind. Code 20-28-6-2(a)(3)(A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **261.0** days. Ind. Code 20-28-6-2(a)(3)(B)
3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to Ind. Code 20-29-6-7, the number of hours per day the Teacher is expected to work is established pursuant to agreements entered into by the Exclusive Representative for Certified Teachers and the Board of School Trustees for the Corporation.
Ind. Code 20-28-6-2(a)(3)(E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **137,000.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in **26.00** installments on a **Bi-Weekly** basis. Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(f)
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(b) pursuant to the procedures set forth in Ind Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this **18th** day of **November, 2025**

Teacher

School Corporation by:

President

Attested:

Superintendent

Secretary

Added Pay Contract

In consideration of the undersigned teacher agreeing to perform the following designated services (not to include Summer or Evening School) in addition to the services rendered pursuant to the Regular Teachers' Contract, the employer agrees to pay the said teacher as follows for the Services to be Rendered:

Begin Date	End Date	Amount	Description	Begin Date	End Date	Amount	Description
07/01/2025	08/30/2026		Vacation 25 Days				

This agreement for additional services is executed this **18th** day of **November 2025**

Teacher

Contract Summary:

Regular	Special	Total
137,000.00	0.00	137,000.00

Printed: 11/18/2025 09:12 AM

School Corporation

**ATHLETIC DIRECTOR
EMPLOYMENT AGREEMENT**

THIS AGREEMENT, made and entered into as of the 1st day of July, 2025 by and between **ELKHART COMMUNITY SCHOOLS**, an Indiana School Corporation, hereinafter referred to as "**EMPLOYER**", and Brian A. Buckley, hereinafter referred to as "**EMPLOYEE**".

WITNESSETH:

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

WHEREAS, it is the desire of the parties to agree upon the terms of employment.

NOW, THEREFORE, in consideration of the premises and the covenants of the parties hereinafter contained, the parties agree as follows:

1. Employer hereby employs Employee in the capacity of "Athletic Director" for a period beginning July 1, 2025, consisting of 261 days, and ending June 30, 2026.
2. Employee agrees to perform services for Employer as described in "Elkhart Community Schools Board Policies and Administrative Regulation Book" and the "Position Description for Athletic Director."
3. In consideration of the furnishing of such services by Employee, Employer agrees to pay Employee the Sum of \$110,705 for the period beginning July 1, 2025, through June 30, 2026.
4. Employer agrees to provide Fringe Benefits in accordance with applicable Board Policies.
5. The terms of this Employment Agreement shall be governed by applicable Board Policies and Administrative Regulations, including, but not limited to, the provisions for dismissal.

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

ELKHART COMMUNITY SCHOOLS

By: _____
(Employer)

By: _____
(Employee)

BOARD OF SCHOOL TRUSTEES

SUMMARY: Regular Contract \$110,705
Performance Award 0
TOTAL CONTRACT \$110,705

Days in 2025/26 261
Vacation 25
Contract Effective Date 7/1/2025

Degree: MS Masters Degree
Classification: MS + 06
Experience: 24.00

For Office Use Only

Location: 0112 Osolo
Pay Record: 1

REGULAR TEACHERS 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 Elkhart Community Schools ("Corporation") and Heather M Burton ("Teacher"). Heather M Burton is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning, **August 01, 2025** and ending on **June 15, 2026**. *Ind. Code 20-28-6-2(a)(3)(A)*
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **208.0** days. *Ind. Code 20-28-6-2(a)(3)(B)*
3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to *Ind. Code 20-29-6-7*, the number of hours per day the Teacher is expected to work is established pursuant to agreements entered into by the Exclusive Representative for Certified Teachers and the Board of School Trustees for the Corporation.
Ind. Code 20-28-6-2(a)(3)(E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **106,355.00** during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in **26.00** installments on a **Bi-Weekly** basis. *Ind. Code 20-28-6-2(a)(3)(D)* *Ind. Code 20-28-6-5(1)*
6. This Contract may be cancelled during its term for any of the grounds set forth in *Ind. Code 20-28-7.5-1(b)* pursuant to the procedures set forth in *Ind. Code 20-28-7.5-2* and *Ind. Code 20-28-7.5-3*.
7. This Contract is a public record pursuant to *Ind. Code 20-28-6-2(d)* and *Ind. Code 5-14-3*.

Agreed this **18th** day of **November, 2025**

Teacher

School Corporation by:

Attested:

President

Superintendent

Secretary

Added Pay Contract

In consideration of the undersigned teacher agreeing to perform the following designated services (not to include Summer or Evening School) in addition to the services rendered pursuant to the Regular Teachers' Contract, the employer agrees to pay the said teacher as follows for the Services to be Rendered:

This agreement for additional services is executed this **18th** day of **November 2025**

Teacher

	Regular	Special	Total
Contract Summary:	106,355.00	0.00	106,355.00

Printed: 11/18/2025 09:12 AM

School Corporation

Degree: Ed. S.
Classification: MS + 30
Experience: 22.00

For Office Use Only

Location: 0104 Cleveland
Pay Record: 1

REGULAR TEACHERS 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 **Elkhart Community Schools** ("Corporation") and **Kelly A Carmichael** ("Teacher"). **Kelly A Carmichael** is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning, **August 01, 2025** and ending on **June 15, 2026**. Ind. Code 20-28-6-2(a)(3)(A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **208.0** days. Ind. Code 20-28-6-2(a)(3)(B)
3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to Ind. Code 20-29-6-7, the number of hours per day the Teacher is expected to work is established pursuant to agreements entered into by the Exclusive Representative for Certified Teachers and the Board of School Trustees for the Corporation.
Ind. Code 20-28-6-2(a)(3)(E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **113,040.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in **26.00** installments on a **Bi-Weekly** basis. Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(b) pursuant to the procedures set forth in Ind Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this **18th** day of **November, 2025**

Teacher

School Corporation by:

Attested:

President

Superintendent

Secretary

Added Pay Contract

In consideration of the undersigned teacher agreeing to perform the following designated services (not to include Summer or Evening School) in addition to the services rendered pursuant to the Regular Teachers' Contract, the employer agrees to pay the said teacher as follows for the Services to be Rendered:

This agreement for additional services is executed this **18th** day of **November 2025**

	Regular	Special	Total
Contract Summary:	113,040.00	0.00	113,040.00

Printed: 11/16/2025 09:12 AM

School Corporation

Degree: MS Masters Degree
Classification: MS + 48
Experience: 12.00

For Office Use Only

Location: 0106 Eastwood
Pay Record: 1

REGULAR TEACHERS 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 **Elkhart Community Schools** ("Corporation") and **Brandon M Cavanaugh** ("Teacher"). **Brandon M Cavanaugh** is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning, **August 01, 2025** and ending on **June 15, 2026**. Ind. Code 20-28-6-2(a)(3)(A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **208.0** days. Ind. Code 20-28-6-2(a)(3)(B)
3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to Ind. Code 20-29-6-7, the number of hours per day the Teacher is expected to work is established pursuant to agreements entered into by the Exclusive Representative for Certified Teachers and the Board of School Trustees for the Corporation.
Ind. Code 20-28-6-2(a)(3)(E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **102,420.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in **26.00** installments on a **Bi-Weekly** basis. Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(b) pursuant to the procedures set forth in Ind Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this **18th** day of **November, 2025**

Teacher

School Corporation by:

Attested:

President

Superintendent

Secretary

Added Pay Contract

In consideration of the undersigned teacher agreeing to perform the following designated services (not to include Summer or Evening School) in addition to the services rendered pursuant to the Regular Teachers' Contract, the employer agrees to pay the said teacher as follows for the Services to be Rendered:

This agreement for additional services is executed this **18th** day of **November 2025**

	Regular	Special	Total
Contract Summary:	102,420.00	0.00	102,420.00

Printed: 11/18/2025 09:12 AM

Elkhart Community Schools
School Corporation

Degree: MS Masters Degree
Classification: MS + 0 / BS+42
Experience: 15.00

For Office Use Only

Location: 0125 Pride Academy

Pay Record: 1

REGULAR TEACHERS 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 Elkhart Community Schools ("Corporation") and
Eric J Chandler ("Teacher"). Eric J Chandler is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning, **August 01, 2025** and ending on **June 30, 2026**. *Ind. Code 20-28-6-2(a)(3)(A)*
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **219.0** days. *Ind. Code 20-28-6-2(a)(3)(B)*
3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to *Ind. Code 20-29-6-7*, the number of hours per day the Teacher is expected to work
is established pursuant to agreements entered into by the Exclusive Representative for Certified Teachers and the Board of School Trustees for the Corporation.
Ind. Code 20-28-6-2(a)(3)(E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **106,355.00** during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in **26.00** installments on a **Bi-Weekly** basis. *Ind. Code 20-28-6-2(a)(3)(D)* *Ind. Code 20-28-6-5(1)*
6. This Contract may be cancelled during its term for any of the grounds set forth in *Ind. Code 20-28-7.5-1(b)* pursuant to the procedures set forth in *Ind. Code 20-28-7.5-2*
and *Ind. Code 20-28-7.5-3*.
7. This Contract is a public record pursuant to *Ind. Code 20-28-6-2(d)* and *Ind. Code 5-14-3*.

Agreed this **18th** day of **November, 2025**

Teacher

School Corporation by:

President

Attested:

Secretary

Superintendent

Added Pay Contract

In consideration of the undersigned teacher agreeing to perform the following designated services (not to include Summer or Evening School) in addition to the services rendered
pursuant to the Regular Teachers' Contract, the employer agrees to pay the said teacher as follows for the Services to be Rendered:

This agreement for additional services is executed this **18th** day of **November 2025**

Teacher

	Regular	Special	Total
Contract Summary:	106,355.00	0.00	106,355.00

Printed: 11/18/2025 09:12 AM

School Corporation

Degree: MS Masters Degree
Classification: MS + 18
Experience: 12.00

For Office Use Only

Location: 0105 Daly
Pay Record: 1

REGULAR TEACHERS 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 **Elkhart Community Schools** ("Corporation") and **Laura M Christophel** ("Teacher"). **Laura M Christophel** is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning, **August 01, 2025** and ending on **June 15, 2026**. *Ind. Code 20-28-6-2(a)(3)(A)*
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **208.0** days. *Ind. Code 20-28-6-2(a)(3)(B)*
3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to *Ind. Code 20-29-6-7*, the number of hours per day the Teacher is expected to work is established pursuant to agreements entered into by the Exclusive Representative for Certified Teachers and the Board of School Trustees for the Corporation.
Ind. Code 20-28-6-2(a)(3)(E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **81,715.00** during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in **26.00** installments on a **Bi-Weekly** basis. *Ind. Code 20-28-6-2(a)(3)(D)* *Ind. Code 20-28-6-5(1)*
6. This Contract may be cancelled during its term for any of the grounds set forth in *Ind. Code 20-28-7.5-1(b)* pursuant to the procedures set forth in *Ind. Code 20-28-7.5-2* and *Ind. Code 20-28-7.5-3*.
7. This Contract is a public record pursuant to *Ind. Code 20-28-6-2(d)* and *Ind. Code 5-14-3*.

Agreed this **18th** day of **November**, 2025

Teacher

School Corporation by:

President

Attested:

Superintendent

Secretary

Added Pay Contract

In consideration of the undersigned teacher agreeing to perform the following designated services (not to include Summer or Evening School) in addition to the services rendered pursuant to the Regular Teachers' Contract, the employer agrees to pay the said teacher as follows for the Services to be Rendered:

This agreement for additional services is executed this **18th day of November 2025**

Contract Summary:	Regular	Special	Total
	81,715.00	0.00	81,715.00

Printed: 11/18/2025 09:12 AM

School Corporation

Degree: MS Masters Degree
Classification: MS + 0 / BS+42
Experience: 11.00

For Office Use Only

Location: 0112 Osolo
Pay Record: NH26B

REGULAR TEACHERS 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 Elkhart Community Schools ("Corporation") and Kendra E Clayton ("Teacher"). Kendra E Clayton is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning, **August 01, 2025** and ending on **June 15, 2026**. *Ind. Code 20-28-6-2(a)(3)(A)*
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **208.0** days. *Ind. Code 20-28-6-2(a)(3)(B)*
3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to *Ind. Code 20-29-6-7*, the number of hours per day the Teacher is expected to work is established pursuant to agreements entered into by the Exclusive Representative for Certified Teachers and the Board of School Trustees for the Corporation.
Ind. Code 20-28-6-2(a)(3)(E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **80,865.00** during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in **26.00** installments on a **Bi-Weekly** basis. *Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)*
6. This Contract may be cancelled during its term for any of the grounds set forth in *Ind. Code 20-28-7.5-1(b)* pursuant to the procedures set forth in *Ind. Code 20-28-7.5-2* and *Ind. Code 20-28-7.5-3*.
7. This Contract is a public record pursuant to *Ind. Code 20-28-6-2(d)* and *Ind. Code 5-14-3*.

Agreed this **16th** day of **December, 2024**

Teacher

School Corporation by:

Attested:

President

Superintendent

Secretary

Added Pay Contract

In consideration of the undersigned teacher agreeing to perform the following designated services (not to include Summer or Evening School) in addition to the services rendered pursuant to the Regular Teachers' Contract, the employer agrees to pay the said teacher as follows for the Services to be Rendered:

This agreement for additional services is executed this **16th** day of **December 2024**

Teacher

Contract Summary:	Regular	Special	Total
	80,865.00	0.00	80,865.00

Printed: 06/19/2025 02:03 PM

School Corporation

Degree: MS Masters Degree
Classification: MS + 06
Experience: 21.00

For Office Use Only

Location: 0115 Riverview

Pay Record: 1B

REGULAR TEACHERS 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 Elkhart Community Schools ("Corporation") and
Holly E Conley ("Teacher"). Holly E Conley is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning, **August 01, 2025** and ending on **June 15, 2026**. Ind. Code 20-28-6-2(a)(3)(A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **208.0** days. Ind. Code 20-28-6-2(a)(3)(B)
3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to Ind. Code 20-29-6-7, the number of hours per day the Teacher is expected to work
is established pursuant to agreements entered into by the Exclusive Representative for Certified Teachers and the Board of School Trustees for the Corporation.
Ind. Code 20-28-6-2(a)(3)(E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **106,355.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in **26.00** installments on a **Bi-Weekly** basis. Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(b) pursuant to the procedures set forth in Ind Code 20-28-7.5-2
and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this **18th** day of **November, 2025**

Teacher

School Corporation by:



President

Attested:



Superintendent



Secretary

Added Pay Contract

In consideration of the undersigned teacher agreeing to perform the following designated services (not to include Summer or Evening School) in addition to the services rendered
pursuant to the Regular Teachers' Contract, the employer agrees to pay the said teacher as follows for the Services to be Rendered:

This agreement for additional services is executed this **18th** day of **November 2025**

Teacher

	Regular	Special	Total
Contract Summary:	106,355.00	0.00	106,355.00

Printed: 11/18/2025 09:12 AM

School Corporation

REGULAR TEACHERS 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 Elkhart Community Schools ("Corporation") and Denise M Copeland-Boyd ("Teacher"). Denise M Copeland-Boyd is a teacher as defined in Ind. Code 20-18-2-22.

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

- 1. The Teacher shall teach in the schools of the Corporation for the school term beginning, August 01, 2024 and ending on June 15, 2026. Ind. Code 20-28-6-2(a)(3)(A)
- 2. The school term described in paragraph 1 immediately above for services under this Contract consists of 208.0 days. Ind. Code 20-28-6-2(a)(3)(B)
- 3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to Ind. Code 20-29-6-7, the number of hours per day the Teacher is expected to work is established pursuant to agreements entered into by the Exclusive Representative for Certified Teachers and the Board of School Trustees for the Corporation. Ind. Code 20-28-6-2(a)(3)(E)
- 4. The Corporation shall pay the Teacher for services under this Contract the total salary of 83,930.00 during the school year. Ind. Code 20-28-6-2(a)(3)(C)
- 5. The Corporation shall pay this amount in 26.00 installments on a Bi-Weekly basis. Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)
- 6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(b) pursuant to the procedures set forth in Ind Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
- 7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this 1st day of August, 2024

Teacher

School Corporation by:

[Redacted Signature]

[Redacted Signature]

President

Attested:

[Redacted Signature]

[Redacted Signature]

Superintendent

Secretary

Added Pay Contract

In consideration of the undersigned teacher agreeing to perform the following designated services (not to include Summer or Evening School) in addition to the services rendered pursuant to the Regular Teachers' Contract, the employer agrees to pay the said teacher as follows for the Services to be Rendered:

This agreement for additional services is executed this 1st day of August 2024

Teacher

	Regular	Special	Total
Contract Summary:	83,930.00	0.00	83,930.00

**ASSISTANT DIRECTOR OF HUMAN RESOURCES
EMPLOYMENT AGREEMENT**

THIS AGREEMENT, made and entered into as of the 1st day of July, 2025 by and between **ELKHART COMMUNITY SCHOOLS**, an Indiana School Corporation, hereinafter referred to as "**EMPLOYER**", and **Leslie F. Crothers-Wood**, hereinafter referred to as "**EMPLOYEE**".

WITNESSETH:

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

WHEREAS, it is the desire of the parties to agree upon the terms of employment.

NOW, THEREFORE, in consideration of the premises and the covenants of the parties hereinafter contained, the parties agree as follows:

1. Employer hereby employs Employee in the capacity of "Assistant Director of Human Resources" for a period beginning July 1, 2025, consisting of 261 days, and ending June 30, 2026.
2. Employee agrees to perform services for Employer as described in "Elkhart Community Schools Board Policies and Administrative Regulation Book" and the "Position Description for Assistant Director of Human Resources."
3. In consideration of the furnishing of such services by Employee, Employer agrees to pay Employee the Sum of **\$100,040** for the period beginning July 1, 2025, through June 30, 2026.
4. Employer agrees to provide Fringe Benefits in accordance with applicable Board Policies.
5. The terms of this Employment Agreement shall be governed by applicable Board Policies and Administrative Regulations, including, but not limited to, the provisions for dismissal.

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

ELKHART COMMUNITY SCHOOLS

By: _____
(Employee)

By: _____
(Employee)

BOARD OF SCHOOL TRUSTEES

SUMMARY: Regular Contract	<u>\$100,040</u>	Days in 2025/26	<u>261</u>
Performance Award	<u>0</u>	Vacation	<u>20</u>
TOTAL CONTRACT	<u>\$100,040</u>	Contract Effective Date	<u>7/1/2025</u>

Degree: MA Masters Degree (18-
Classification: MS + 18
Experience: 17.00

For Office Use Only

Location: 0301 Elkhart HS

Pay Record: NH26

REGULAR TEACHERS 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 **Elkhart Community Schools** ("Corporation") and **Lacey N Curry** ("Teacher"). Lacey N Curry is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning, **July 01, 2025** and ending on **June 30, 2026**. *Ind. Code 20-28-6-2(a)(3)(A)*
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **261.0** days. *Ind. Code 20-28-6-2(a)(3)(B)*
3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to *Ind. Code 20-29-6-7*, the number of hours per day the Teacher is expected to work is established pursuant to agreements entered into by the Exclusive Representative for Certified Teachers and the Board of School Trustees for the Corporation.
Ind. Code 20-28-6-2(a)(3)(E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **99,435.00** during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in **26.00** installments on a **Bi-Weekly** basis. *Ind. Code 20-28-6-2(a)(3)(D); Ind. Code 20-28-6-5(1)*
6. This Contract may be cancelled during its term for any of the grounds set forth in *Ind. Code 20-28-7.5-1(b)* pursuant to the procedures set forth in *Ind. Code 20-28-7.5-2* and *Ind. Code 20-28-7.5-3*.
7. This Contract is a public record pursuant to *Ind. Code 20-28-6-2(d)* and *Ind. Code 5-14-3*.

Agreed this 11th day of **June, 2025**

Teacher

School Corporation by:

Attested:

President

Superintendent

Secretary

Added Pay Contract

In consideration of the undersigned teacher agreeing to perform the following designated services (not to include Summer or Evening School) in addition to the services rendered pursuant to the Regular Teachers' Contract, the employer agrees to pay the said teacher as follows for the Services to be Rendered:

This agreement for additional services is executed this **11th** day of **June 2025**

Teacher

	Regular	Special	Total
Contract Summary:	99,435.00	0.00	99,435.00

Printed: 07/01/2025 10:01 AM

School Corporation

Degree: MS Masters Degree
Classification: MS + 0 / BS+42
Experience: 25.00

For Office Use Only

Location: 0303 Career Center

Pay Record: 1B

REGULAR TEACHERS 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 Elkhart Community Schools ("Corporation") and Brandon L Eakins ("Teacher"). Brandon L Eakins is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning, **July 01, 2025** and ending on **June 30, 2026**. Ind. Code 20-28-6-2(a)(3)(A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **261.0** days. Ind. Code 20-28-6-2(a)(3)(B)
3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to Ind. Code 20-29-6-7, the number of hours per day the Teacher is expected to work is established pursuant to agreements entered into by the Exclusive Representative for Certified Teachers and the Board of School Trustees for the Corporation.
Ind. Code 20-28-6-2(a)(3)(E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **131,465.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in **26.00** installments on a **Bi-Weekly** basis. Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(b) pursuant to the procedures set forth in Ind Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this 18th day of November, 2025

Teacher

School Corporation by:

President

Attested:

Superintendent

Secretary

Added Pay Contract

In consideration of the undersigned teacher agreeing to perform the following designated services (not to include Summer or Evening School) in addition to the services rendered pursuant to the Regular Teachers' Contract, the employer agrees to pay the said teacher as follows for the Services to be Rendered:

Begin Date	End Date	Amount	Description
07/01/2025	06/30/2026		Vacation 25 Days

Begin Date	End Date	Amount	Description
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This agreement for additional services is executed this 18th day of November 2025

Teacher

Contract Summary:	Regular	Special	Total
	131,465.00	0.00	131,465.00

Printed: 11/18/2025 09:12 AM

School Corporation

Degree: MS Masters Degree
Classification: MS + 12
Experience: 17.00

For Office Use Only

Location: 0105 Daly
Pay Record: 1

REGULAR TEACHERS 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 Elkhart Community Schools ("Corporation") and Shirley A Elliott ("Teacher"). Shirley A Elliott is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning, **August 01, 2025** and ending on **June 15, 2026**. *Ind. Code 20-28-6-2(a)(3)(A)*
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **208.0** days. *Ind. Code 20-28-6-2(a)(3)(B)*
3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to *Ind. Code 20-29-6-7*, the number of hours per day the Teacher is expected to work is established pursuant to agreements entered into by the Exclusive Representative for Certified Teachers and the Board of School Trustees for the Corporation.
Ind. Code 20-28-6-2(a)(3)(E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **106,355.00** during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in **26.00** installments on a **Bi-Weekly** basis. *Ind. Code 20-28-6-2(a)(3)(D)* *Ind. Code 20-28-6-5(1)*
6. This Contract may be cancelled during its term for any of the grounds set forth in *Ind. Code 20-28-7.5-1(b)* pursuant to the procedures set forth in *Ind. Code 20-28-7.5-2* and *Ind. Code 20-28-7.5-3*.
7. This Contract is a public record pursuant to *Ind. Code 20-28-6-2(d)* and *Ind. Code 5-14-3*.

Agreed this **18th** day of **November, 2025**

Teacher



School Corporation by:



President

Attested:



Superintendent



Secretary

Added Pay Contract

In consideration of the undersigned teacher agreeing to perform the following designated services (not to include Summer or Evening School) in addition to the services rendered pursuant to the Regular Teachers' Contract, the employer agrees to pay the said teacher as follows for the Services to be Rendered:

This agreement for additional services is executed this **18th** day of **November 2025**

Teacher

	Regular	Special	Total
Contract Summary:	106,355.00	0.00	106,355.00

Printed: 11/18/2025 09:12 AM

School Corporation

Degree: MS Masters Degree
Classification: MS + 36
Experience: 23.00

For Office Use Only

Location: 0102 Beck
Pay Record: 1

REGULAR TEACHERS 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 Elkhart Community Schools ("Corporation") and
Lisa B Ernsberger ("Teacher"). Lisa B Ernsberger is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning, **July 01, 2025** and ending on **June 30, 2026**. *Ind. Code 20-28-6-2(a)(3)(A)*
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **261.0** days. *Ind. Code 20-28-6-2(a)(3)(B)*
3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to *Ind. Code 20-29-6-7*, the number of hours per day the Teacher is expected to work
is established pursuant to agreements entered into by the Exclusive Representative for Certified Teachers and the Board of School Trustees for the Corporation.
Ind. Code 20-28-6-2(a)(3)(E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **116,655.00** during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in **26.00** installments on a **Bi-Weekly** basis. *Ind. Code 20-28-6-2(a)(3)(D)* *Ind. Code 20-28-6-5(1)*
6. This Contract may be cancelled during its term for any of the grounds set forth in *Ind. Code 20-28-7.5-1(b)* pursuant to the procedures set forth in *Ind. Code 20-28-7.5-2*
and *Ind. Code 20-28-7.5-3*.
7. This Contract is a public record pursuant to *Ind. Code 20-28-6-2(d)* and *Ind. Code 5-14-3*.

Agreed this 18th day of **November, 2025**

Teacher

School Corporation by:

President

Attested:

Superintendent

Secretary

Added Pay Contract

In consideration of the undersigned teacher agreeing to perform the following designated services (not to include Summer or Evening School) in addition to the services rendered
pursuant to the Regular Teachers' Contract, the employer agrees to pay the said teacher as follows for the Services to be Rendered:

Begin Date	End Date	Amount	Description	Begin Date	End Date	Amount	Description
07/01/2025	06/30/2026		Vacation 25 Days				

This agreement for additional services is executed this 18th day of November 2025

Contract Summary:

Regular	Special	Total
116,655.00	0.00	116,655.00

Printed: 11/18/2025 09:12 AM

School Corporation

Degree: MS Masters Degree
Classification: MS + 36
Experience: 9.00

For Office Use Only

Location: 0302-1 Freshman Division

Pay Record: 1

REGULAR TEACHERS 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 **Elkhart Community Schools** ("Corporation") and **Joseph L Fairbotham** ("Teacher"). **Joseph L Fairbotham** is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning, **August 01, 2025** and ending on **June 15, 2026**. Ind. Code 20-28-6-2(a)(3)(A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **208.0** days. Ind. Code 20-28-6-2(a)(3)(B)
3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to Ind. Code 20-29-6-7, the number of hours per day the Teacher is expected to work is established pursuant to agreements entered into by the Exclusive Representative for Certified Teachers and the Board of School Trustees for the Corporation.
Ind. Code 20-28-6-2(a)(3)(E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **90,865.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in **26.00** installments on a **Bi-Weekly** basis. Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(b) pursuant to the procedures set forth in Ind Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this **18th** day of **November, 2025**

Teacher

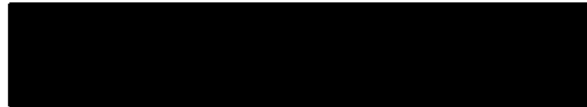


Attested:

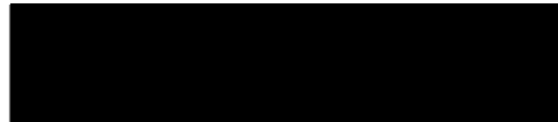


Superintendent

School Corporation by:



President



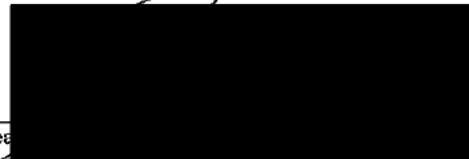
Secretary

Added Pay Contract

In consideration of the undersigned teacher agreeing to perform the following designated services (not to include Summer or Evening School) in addition to the services rendered pursuant to the Regular Teachers' Contract, the employer agrees to pay the said teacher as follows for the Services to be Rendered:

This agreement for additional services is executed this **18th day of November 2025**

Teacher



Contract Summary:	Regular	Special	Total
	90,865.00	0.00	90,865.00

Printed: 11/18/2025 09:12 AM


School Corporation

Degree: MA Masters Degree
Classification: MS + 06
Experience: 21.00

For Office Use Only

Location: 0203 Pierre Moran
Pay Record: 1B

REGULAR TEACHERS 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 Elkhart Community Schools ("Corporation") and Sarah K Flagg ("Teacher"). Sarah K Flagg is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning, **August 01, 2025** and ending on **June 15, 2026**. Ind. Code 20-28-6-2(a)(3)(A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **208.0** days. Ind. Code 20-28-6-2(a)(3)(B)
3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to Ind. Code 20-29-6-7, the number of hours per day the Teacher is expected to work is established pursuant to agreements entered into by the Exclusive Representative for Certified Teachers and the Board of School Trustees for the Corporation.
Ind. Code 20-28-6-2(a)(3)(E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **100,765.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in **26.00** installments on a **Bi-Weekly** basis. Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(b) pursuant to the procedures set forth in Ind Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this **18th** day of **November, 2025**

Teacher



School Corporation by:



President

Attested:



Superintendent

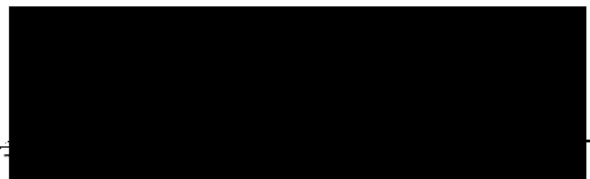


Secretary

Added Pay Contract

In consideration of the undersigned teacher agreeing to perform the following designated services (not to include Summer or Evening School) in addition to the services rendered pursuant to the Regular Teachers' Contract, the employer agrees to pay the said teacher as follows for the Services to be Rendered:

This agreement for additional services is executed this **18th** day of **November 2025**



	Regular	Special	Total
Contract Summary:	100,765.00	0.00	100,765.00

Printed: 11/18/2025 09:12 AM

School Corporation

Degree: MS Masters Degree
Classification: MS + 0 / BS+42
Experience: 2.00

For Office Use Only

Location: 0107 Feeser
Pay Record: NH26

REGULAR TEACHERS 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 **Elkhart Community Schools** ("Corporation") and **Robb M Freeze** ("Teacher"). Robb M Freeze is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning, **August 01, 2025** and ending on **June 15, 2026**. Ind. Code 20-28-6-2(a)(3)(A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **208.0** days. Ind. Code 20-28-6-2(a)(3)(B)
3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to Ind. Code 20-29-6-7, the number of hours per day the Teacher is expected to work is established pursuant to agreements entered into by the Exclusive Representative for Certified Teachers and the Board of School Trustees for the Corporation.
Ind. Code 20-28-6-2(a)(3)(E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **99,435.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in **26.00** installments on a **Bi-Weekly** basis. Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(b) pursuant to the procedures set forth in Ind Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this **2nd** day of **June, 2025**

Teacher

School Corporation by:

Attested:

President

Superintendent

Secretary

Added Pay Contract

In consideration of the undersigned teacher agreeing to perform the following designated services (not to include Summer or Evening School) in addition to the services rendered pursuant to the Regular Teachers' Contract, the employer agrees to pay the said teacher as follows for the Services to be Rendered:

This agreement for additional services is executed this **2nd** day of **June 2025**

Teacher

Contract Summary:	Regular	Special	Total
	99,435.00	0.00	99,435.00

Printed: 07/25/2025 02:25 PM

School Corporation

Degree: MS Masters Degree
Classification: MS + 0 / BS+42
Experience: 11.00

For Office Use Only

Location: 0308 Elkhart Academy

Pay Record: 1

REGULAR TEACHERS 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 Elkhart Community Schools ("Corporation") and
Carlicia C Gadson ("Teacher"). Carlicia C Gadson 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, **September 02, 2025** and ending on **June 15, 2026**. Ind. Code 20-28-6-2(a)(3)(A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **186.0** days. Ind. Code 20-28-6-2(a)(3)(B)
3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to Ind. Code 20-29-6-7, the number of hours per day the Teacher is expected to work
is established pursuant to agreements entered into by the Exclusive Representative for Certified Teachers and the Board of School Trustees for the Corporation.
Ind. Code 20-28-6-2(a)(3)(E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **80,130.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in **24.00** installments on a **Bi-Weekly** basis. Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(b) pursuant to the procedures set forth in Ind Code 20-28-7.5-2
and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this **18th** day of **November, 2025**

Teacher

School Corporation by:

President

Attested:

Superintendent

Secretary

Added Pay Contract

In consideration of the undersigned teacher agreeing to perform the following designated services (not to include Summer or Evening School) in addition to the services rendered
pursuant to the Regular Teachers' Contract, the employer agrees to pay the said teacher as follows for the Services to be Rendered:

This agreement for additional services is executed this **18th** day of **November 2025**

Teacher

	Regular	Special	Total
Contract Summary:	80,130.00	0.00	80,130.00

Printed: 11/18/2025 09:56 AM

Elkhart
School Corporation

Degree: MS Masters Degree
Classification: MS + 0 / BS+42
Experience: 11.00

For Office Use Only

Location: 0308 Elkhart Academy

Pay Record: 1

REGULAR TEACHERS 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 Elkhart Community Schools ("Corporation") and
Carllicia C Gadson ("Teacher"). Carllicia C Gadson is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning, **August 01, 2025** and ending on **September 01, 2025**. *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 **22.0** days. *Ind. Code 20-28-6-2(a)(3)(B)*
3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to *Ind. Code 20-29-6-7*, the number of hours per day the Teacher is expected to work
is established pursuant to agreements entered into by the Exclusive Representative for Certified Teachers and the Board of School Trustees for the Corporation.
Ind. Code 20-28-6-2(a)(3)(E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **8,810.00** during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in **2.00** installments on a **Bi-Weekly** basis. *Ind. Code 20-28-6-2(a)(3)(D)* *Ind. Code 20-28-6-5(1)*
6. This Contract may be cancelled during its term for any of the grounds set forth in *Ind. Code 20-28-7.5-1(b)* pursuant to the procedures set forth in *Ind. Code 20-28-7.5-2*
and *Ind. Code 20-28-7.5-3*.
7. This Contract is a public record pursuant to *Ind. Code 20-28-6-2(d)* and *Ind. Code 5-14-3*.

Agreed this **18th** day of **November, 2025**

Teacher

School Corporation by:

Attested:

President

Superintendent

Secretary

Added Pay Contract

In consideration of the undersigned teacher agreeing to perform the following designated services (not to include Summer or Evening School) in addition to the services rendered
pursuant to the Regular Teachers' Contract, the employer agrees to pay the said teacher as follows for the Services to be Rendered:

This agreement for additional services is executed this **18th** day of **November 2025**

Teacher

Contract Summary:	Regular	Special	Total
	8,810.00	0.00	8,810.00

Printed: 11/18/2025 09:59 AM

Elkhart
School Corporation

Degree: MS Masters Degree
Classification: MS + 0 / BS+42
Experience: 22.00

For Office Use Only

Location: 0202 North Side

Pay Record: NH26

REGULAR TEACHERS 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 Elkhart Community Schools ("Corporation") and Scott P Garner ("Teacher"). Scott P Garner is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning, **August 01, 2025** and ending on **June 15, 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 **208.0** days. Ind. Code 20-28-6-2(a)(3)(B)
3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to Ind. Code 20-29-6-7, the number of hours per day the Teacher is expected to work is established pursuant to agreements entered into by the Exclusive Representative for Certified Teachers and the Board of School Trustees for the Corporation. Ind. Code 20-28-6-2(a)(3)(E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **96,715.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in **26.00** installments on a **Bi-Weekly** basis. Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this **16th** day of **December, 2024**

Teacher



School Corporation by:



President

Attested:



Superintendent



Secretary

Added Pay Contract

In consideration of the undersigned teacher agreeing to perform the following designated services (not to include Summer or Evening School) in addition to the services rendered pursuant to the Regular Teachers' Contract, the employer agrees to pay the said teacher as follows for the Services to be Rendered:

This agreement for additional services is executed this **16th** day of **December 2024**

Teacher

	Regular	Special	Total
Contract Summary:	96,715.00	0.00	96,715.00

Printed: 06/23/2025 10:24 AM

School Corporation

**DIRECTOR OF BUILDING SERVICES
EMPLOYMENT AGREEMENT**

THIS AGREEMENT, made and entered into as of the 1st day of July, 2025 by and between **ELKHART COMMUNITY SCHOOLS**, an Indiana School Corporation, hereinafter referred to as "**EMPLOYER**", and **Anthony J. Gianesi**, hereinafter referred to as "**EMPLOYEE**".

WITNESSETH:

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

WHEREAS, it is the desire of the parties to agree upon the terms of employment.

NOW, THEREFORE, in consideration of the premises and the covenants of the parties hereinafter contained, the parties agree as follows:

1. Employer hereby employs Employee in the capacity of "Director of Building Services" for a period beginning July 1, 2025, consisting of 261 days, and ending June 30, 2026.
2. Employee agrees to perform services for Employer as described in "Elkhart Community Schools Board Policies and Administrative Regulation Book" and the "Position Description for Director of Building Services."
3. In consideration of the furnishing of such services by Employee, Employer agrees to pay Employee the Sum of \$131,603 for the period beginning July 1, 2025, through June 30, 2026.
4. Employer agrees to provide Fringe Benefits in accordance with applicable Board Policies.
5. The terms of this Employment Agreement shall be governed by applicable Board Policies and Administrative Regulations, including, but not limited to, the provisions for dismissal.

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

ELKHART COMMUNITY SCHOOLS

By: _____
(Employer)

By: _____
(Employee)

BOARD OF SCHOOL TRUSTEES

SUMMARY: Regular Contract \$131,603
Performance Award 0
TOTAL CONTRACT \$131,603

Days in 2025/26 261
Vacation 25
Contract Effective Date 7/1/2025

Degree: MS Masters Degree
Classification: MS + 0 / BS+42
Experience: 11.00

For Office Use Only

Location: 0308 Elkhart Academy

Pay Record: 1

REGULAR TEACHERS 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 **Elkhart Community Schools** ("Corporation") and **Bryan S Hammontree** ("Teacher"). **Bryan S Hammontree** is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning, **July 01, 2025** and ending on **June 30, 2026**. *Ind. Code 20-28-6-2(a)(3)(A)*
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **261.0** days. *Ind. Code 20-28-6-2(a)(3)(B)*
3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to *Ind. Code 20-29-6-7*, the number of hours per day the Teacher is expected to work is established pursuant to agreements entered into by the Exclusive Representative for Certified Teachers and the Board of School Trustees for the Corporation.
Ind. Code 20-28-6-2(a)(3)(E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **106,355.00** during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in **26.00** installments on a **Bi-Weekly** basis. *Ind. Code 20-28-6-2(a)(3)(D)* *Ind. Code 20-28-6-5(1)*
6. This Contract may be cancelled during its term for any of the grounds set forth in *Ind. Code 20-28-7.5-1(b)* pursuant to the procedures set forth in *Ind. Code 20-28-7.5-2* and *Ind. Code 20-28-7.5-3*.
7. This Contract is a public record pursuant to *Ind. Code 20-28-6-2(d)* and *Ind. Code 5-14-3*.

Agreed this **18th** day of **November, 2025**

Teacher

School Corporation by:

Attested:

President

Superintendent

Secretary

Added Pay Contract

In consideration of the undersigned teacher agreeing to perform the following designated services (not to include Summer or Evening School) in addition to the services rendered pursuant to the Regular Teachers' Contract, the employer agrees to pay the said teacher as follows for the Services to be Rendered:

Begin Date	End Date	Amount	Description	Begin Date	End Date	Amount	Description
07/01/2025	06/30/2026		Vacation 25 Days				

This agreement for additional services is executed this **18th** day of **November 2025**

Contract Summary:	Regular	Special	Total
	106,355.00	0.00	106,355.00

Printed: 11/18/2025 09:12 AM

School Corporation

Degree: MS Masters Degree
Classification: MS + 0 / BS+42
Experience: 25.00

For Office Use Only

Location: 0204 West Side
Pay Record: NH26

REGULAR TEACHERS 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 Elkhart Community Schools ("Corporation") and Christy J Hauptert ("Teacher"). Christy J Hauptert is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning, **August 01, 2025** and ending on **June 15, 2026**. *Ind. Code 20-28-6-2(a)(3)(A)*
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **208.0** days. *Ind. Code 20-28-6-2(a)(3)(B)*
3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to *Ind. Code 20-29-6-7*, the number of hours per day the Teacher is expected to work is established pursuant to agreements entered into by the Exclusive Representative for Certified Teachers and the Board of School Trustees for the Corporation.
Ind. Code 20-28-6-2(a)(3)(E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **91,315.00** during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in **26.00** installments on a **Bi-Weekly** basis. *Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)*
6. This Contract may be cancelled during its term for any of the grounds set forth in *Ind. Code 20-28-7.5-1(b)* pursuant to the procedures set forth in *Ind. Code 20-28-7.5-2* and *Ind. Code 20-28-7.5-3*.
7. This Contract is a public record pursuant to *Ind. Code 20-28-6-2(d)* and *Ind. Code 5-14-3*.

Agreed this **2nd** day of **June, 2025**

Teacher

School Corporation by:

President

Attested:

Superintendent

Secretary

Added Pay Contract

In consideration of the undersigned teacher agreeing to perform the following designated services (not to include Summer or Evening School) in addition to the services rendered pursuant to the Regular Teachers' Contract, the employer agrees to pay the said teacher as follows for the Services to be Rendered:

This agreement for additional services is executed this **2nd** day of **June 2025**

Teacher

	Regular	Special	Total
Contract Summary:	91,315.00	0.00	91,315.00

Printed: 07/09/2025 08:55 AM

School Corporation

Degree: MS Masters Degree
Classification: MS + 24
Experience: 21.00

For Office Use Only

Location: 0113 Pinewood
Pay Record: 1

REGULAR TEACHERS 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 Elkhart Community Schools ("Corporation") and Elizabeth A Hawn ("Teacher"). Elizabeth A Hawn is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning, **August 01, 2025** and ending on **June 15, 2026**. Ind. Code 20-28-6-2(a)(3)(A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **208.0** days. Ind. Code 20-28-6-2(a)(3)(B)
3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to Ind. Code 20-29-6-7, the number of hours per day the Teacher is expected to work is established pursuant to agreements entered into by the Exclusive Representative for Certified Teachers and the Board of School Trustees for the Corporation.
Ind. Code 20-28-6-2(a)(3)(E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **88,245.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in **26.00** installments on a **Bi-Weekly** basis. Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(b) pursuant to the procedures set forth in Ind Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this **18th** day of **November, 2025**

Teacher



School Corporation by:



President

Attested:



Superintendent



Secretary

Added Pay Contract

In consideration of the undersigned teacher agreeing to perform the following designated services (not to include Summer or Evening School) in addition to the services rendered pursuant to the Regular Teachers' Contract, the employer agrees to pay the said teacher as follows for the Services to be Rendered:

This agreement for additional services is executed this **18th** day of **November 2025**

Tea



	Regular	Special	Total
Contract Summary:	88,245.00	0.00	88,245.00

Printed: 11/18/2025 09:12 AM

School Corporation

Degree: MA Masters Degree (18-)
Classification: MS + 0 / BS+42
Experience: 22.00

For Office Use Only

Location: 0203 Pierre Moran

Pay Record: 1B

REGULAR TEACHERS 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)

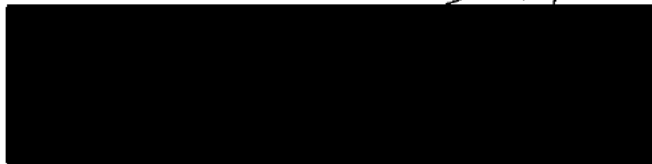
This regular teacher contract ("Contract") is by and between the governing body of the **Elkhart Community Schools** ("Corporation") and **Jeffrey R Hemmerlein** ("Teacher"). Jeffrey R Hemmerlein is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning, **August 01, 2025** and ending on **June 30, 2026**. Ind. Code 20-28-6-2(a)(3)(A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **219.0** days. Ind. Code 20-28-6-2(a)(3)(B)
3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to Ind. Code 20-29-6-7, the number of hours per day the Teacher is expected to work is established pursuant to agreements entered into by the Exclusive Representative for Certified Teachers and the Board of School Trustees for the Corporation.
Ind. Code 20-28-6-2(a)(3)(E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **111,415.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in **26.00** installments on a **Bi-Weekly** basis. Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this **18th** day of **November, 2025**

Teacher



Attested:



Superintendent

School Corporation by:



President

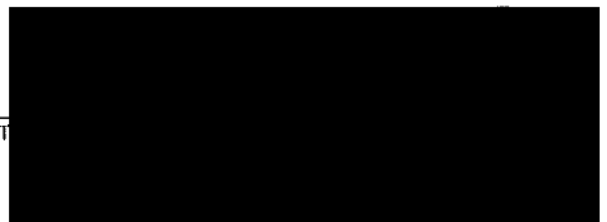


Secretary

Added Pay Contract

In consideration of the undersigned teacher agreeing to perform the following designated services (not to include Summer or Evening School) in addition to the services rendered pursuant to the Regular Teachers' Contract, the employer agrees to pay the said teacher as follows for the Services to be Rendered:

This agreement for additional services is executed this **18th** day of **November 2025**



	Regular	Special	Total
Contract Summary:	111,415.00	0.00	111,415.00

Printed: 11/18/2025 09:12 AM

School Corporation

Degree: MS Masters Degree
Classification: MS + 0 / BS+42
Experience: 10.00

For Office Use Only

Location: 0005 Exceptional Learner

Pay Record: 1

REGULAR TEACHERS 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 Elkhart Community Schools ("Corporation") and Traci L Henn ("Teacher"). Traci L Henn is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning, **July 01, 2025** and ending on **June 30, 2026**. Ind. Code 20-28-6-2(a)(3)(A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **261.0** days. Ind. Code 20-28-6-2(a)(3)(B)
3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to Ind. Code 20-29-6-7, the number of hours per day the Teacher is expected to work is established pursuant to agreements entered into by the Exclusive Representative for Certified Teachers and the Board of School Trustees for the Corporation. Ind. Code 20-28-6-2(a)(3)(E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **99,435.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in **26.00** installments on a **Bi-Weekly** basis. Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(b) pursuant to the procedures set forth in Ind Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this 18th day of November, 2025

Teacher

School Corporation by:

President

Attested:

Superintendent

Secretary

Added Pay Contract

In consideration of the undersigned teacher agreeing to perform the following designated services (not to include Summer or Evening School) in addition to the services rendered pursuant to the Regular Teachers' Contract, the employer agrees to pay the said teacher as follows for the Services to be Rendered:

Begin Date	End Date	Amount	Description	Begin Date	End Date	Amount	Description
07/01/2025	06/30/2026		Vacation 20 Days				

This agreement for additional services is executed this 18th day of November 2025

	Regular	Special	Total
Contract Summary:	99,435.00	0.00	99,435.00

Printed: 11/18/2025 09:12 AM

School Corporation

Degree: MS Masters Degree
Classification: MS + 0 / BS+42
Experience: 25.00

For Office Use Only

Location: 0301 Elkhart HS
Pay Record: 1B

REGULAR TEACHERS 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 Elkhart Community Schools ("Corporation") and
Krista N Hennings ("Teacher"). Krista N Hennings is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning, **July 01, 2025** and ending on **June 30, 2026**. Ind. Code 20-28-6-2(a)(3)(A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **261.0** days. Ind. Code 20-28-6-2(a)(3)(B)
3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to Ind. Code 20-28-6-7, the number of hours per day the Teacher is expected to work is established pursuant to agreements entered into by the Exclusive Representative for Certified Teachers and the Board of School Trustees for the Corporation. Ind. Code 20-28-6-2(a)(3)(E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **112,250.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in **26.00** installments on a **Bi-Weekly** basis. Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(b) pursuant to the procedures set forth in Ind Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this **18th** day of **November, 2025**

Teacher

School Corporation by:

Attested:

President

Superintendent

Secretary

Added Pay Contract

In consideration of the undersigned teacher agreeing to perform the following designated services (not to include Summer or Evening School) in addition to the services rendered pursuant to the Regular Teachers' Contract, the employer agrees to pay the said teacher as follows for the Services to be Rendered:

Begin Date	End Date	Amount	Description	Begin Date	End Date	Amount	Description
07/01/2025	06/30/2026		Vacation 25 Days				

This agreement for additional services is executed this **18th** day of **November 2025**

Contract Summary:	Regular	Special	Total
	112,250.00	0.00	112,250.00

Printed: 11/18/2025 09:12 AM

School Corporation

Degree: MS Masters Degree
Classification: MS + 06
Experience: 33.00

For Office Use Only

Location: 0202 North Side
Pay Record: 1B

REGULAR TEACHERS 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 Elkhart Community Schools ("Corporation") and Sara M Jackowiak ("Teacher"). Sara M Jackowiak is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning, **August 01, 2025** and ending on **June 30, 2026**. *Ind. Code 20-28-6-2(a)(3)(A)*
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **219.0** days. *Ind. Code 20-28-6-2(a)(3)(B)*
3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to *Ind. Code 20-29-6-7*, the number of hours per day the Teacher is expected to work is established pursuant to agreements entered into by the Exclusive Representative for Certified Teachers and the Board of School Trustees for the Corporation.
Ind. Code 20-28-6-2(a)(3)(E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **122,165.00** during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in **26.00** installments on a **Bi-Weekly** basis. *Ind. Code 20-28-6-2(a)(3)(D)* *Ind. Code 20-28-6-5(1)*
6. This Contract may be cancelled during its term for any of the grounds set forth in *Ind. Code 20-28-7.5-1(b)* pursuant to the procedures set forth in *Ind. Code 20-28-7.5-2* and *Ind. Code 20-28-7.5-3*.
7. This Contract is a public record pursuant to *Ind. Code 20-28-6-2(d)* and *Ind. Code 5-14-3*.

Agreed this **18th** day of **November, 2025**

Teacher

School Corporation by:

President

Secretary

Superintendent

Added Pay Contract

In consideration of the undersigned teacher agreeing to perform the following designated services (not to include Summer or Evening School) in addition to the services rendered pursuant to the Regular Teachers' Contract, the employer agrees to pay the said teacher as follows for the Services to be Rendered:

This agreement for additional services is executed this **18th day of November 2025**

Teacher

	Regular	Special	Total
Contract Summary:	122,165.00	0.00	122,165.00

Printed: 11/18/2025 09:12 AM

School Corporation

Degree: MS Masters Degree (24-4
Classification: MS + 0 / BS+42
Experience: 9.00

For Office Use Only

Location: 0203 Pierre Moran
Pay Record: 1

REGULAR TEACHERS 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 **Elkhart Community Schools** ("Corporation") and **Benjamin F Kain** ("Teacher"). Benjamin F Kain is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning, **August 01, 2025** and ending on **June 15, 2026**. Ind. Code 20-28-6-2(a)(3)(A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **208.0** days. Ind. Code 20-28-6-2(a)(3)(B)
3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to Ind. Code 20-29-6-7, the number of hours per day the Teacher is expected to work is established pursuant to agreements entered into by the Exclusive Representative for Certified Teachers and the Board of School Trustees for the Corporation.
Ind. Code 20-28-6-2(a)(3)(E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **89,605.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in **26.00** installments on a **Bi-Weekly** basis. Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(b) pursuant to the procedures set forth in Ind Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this **18th** day of **November, 2025**

Teacher

School Corporation by:

President

Attested:

Superintendent

Secretary

Added Pay Contract

In consideration of the undersigned teacher agreeing to perform the following designated services (not to include Summer or Evening School) in addition to the services rendered pursuant to the Regular Teachers' Contract, the employer agrees to pay the said teacher as follows for the Services to be Rendered:

This agreement for additional services is executed this **18th** day of **November 2025**

Teacher

	Regular	Special	Total
Contract Summary:	89,605.00	0.00	89,605.00

Printed: 11/18/2025 09:12 AM

School Corporation

Degree: MS Masters Degree
Classification: MS + 08
Experience: 35.00

For Office Use Only

Location: 0104 Cleveland
Pay Record: 1B

REGULAR TEACHERS 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)

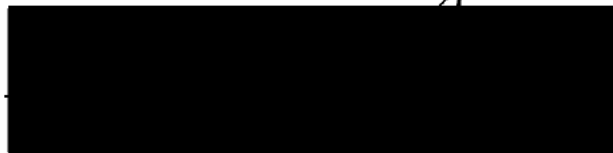
This regular teacher contract ("Contract") is by and between the governing body of the Elkhart Community Schools ("Corporation") and Jeffrey D Komins ("Teacher"). Jeffrey D Komins is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning, **August 01, 2025** and ending on **June 15, 2026**. Ind. Code 20-28-6-2(a)(3)(A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **208.0** days. Ind. Code 20-28-6-2(a)(3)(B)
3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to Ind. Code 20-29-6-7, the number of hours per day the Teacher is expected to work is established pursuant to agreements entered into by the Exclusive Representative for Certified Teachers and the Board of School Trustees for the Corporation. Ind. Code 20-28-6-2(a)(3)(E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **97,285.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in **26.00** installments on a **Bi-Weekly** basis. Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(b) pursuant to the procedures set forth in Ind Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this 18th day of **November, 2025**

Teacher



Attested:



Superintendent

School Corporation by:



President



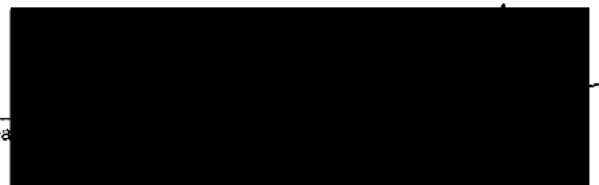
Secretary

Added Pay Contract

In consideration of the undersigned teacher agreeing to perform the following designated services (not to include Summer or Evening School) in addition to the services rendered pursuant to the Regular Teachers' Contract, the employer agrees to pay the said teacher as follows for the Services to be Rendered:

This agreement for additional services is executed this **18th day of November 2025**

Tea



	Regular	Special	Total
Contract Summary:	97,285.00	0.00	97,285.00

Printed: 11/18/2025 09:12 AM

School Corporation

Degree: MS Masters Degree
Classification: MS + 12
Experience: 16.00

For Office Use Only

Location: 0115 Riverview
Pay Record: 1

REGULAR TEACHERS 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 Elkhart Community Schools ("Corporation") and
Jamie L Krempec ("Teacher"). Jamie L Krempec is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning, **August 01, 2025** and ending on **June 15, 2026**. Ind. Code 20-28-6-2(a)(3)(A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **208.0** days. Ind. Code 20-28-6-2(a)(3)(B)
3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to Ind. Code 20-29-6-7, the number of hours per day the Teacher is expected to work
is established pursuant to agreements entered into by the Exclusive Representative for Certified Teachers and the Board of School Trustees for the Corporation.
Ind. Code 20-28-6-2(a)(3)(E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **84,875.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in **26.00** installments on a **Bi-Weekly** basis. Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(b) pursuant to the procedures set forth in Ind Code 20-28-7.5-2
and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this 18th day of **November, 2025**

Teacher

School Corporation by:

President

Attested:

Secretary

Superintendent

Added Pay Contract

In consideration of the undersigned teacher agreeing to perform the following designated services (not to include Summer or Evening School) in addition to the services rendered
pursuant to the Regular Teachers' Contract, the employer agrees to pay the said teacher as follows for the Services to be Rendered:

This agreement for additional services is executed this 18th day of November 2025

	Regular	Special	Total
Contract Summary:	84,875.00	0.00	84,875.00

Printed: 11/18/2025 09:12 AM

School Corporation

Degree: MS Masters Degree
Classification: MS + 0 / BS+42
Experience: 26.00

For Office Use Only

Location: 0301 Elkhart HS

Pay Record: 1B

REGULAR TEACHERS 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 **Elkhart Community Schools** ("Corporation") and **Frank E Kurth** ("Teacher"). **Frank E Kurth** is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning, **July 01, 2025** and ending on **June 30, 2026**. Ind. Code 20-28-6-2(a)(3)(A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **261.0** days. Ind. Code 20-28-6-2(a)(3)(B)
3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to Ind. Code 20-29-6-7, the number of hours per day the Teacher is expected to work is established pursuant to agreements entered into by the Exclusive Representative for Certified Teachers and the Board of School Trustees for the Corporation.
Ind. Code 20-28-6-2(a)(3)(E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **122,165.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in **26.00** installments on a **Bi-Weekly** basis. Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(b) pursuant to the procedures set forth in Ind Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this **18th** day of **November, 2025**

Teacher



Attested:



Superintendent

School Corporation by:



President



Secretary

Added Pay Contract

In consideration of the undersigned teacher agreeing to perform the following designated services (not to include Summer or Evening School) in addition to the services rendered pursuant to the Regular Teachers' Contract, the employer agrees to pay the said teacher as follows for the Services to be Rendered:

Begin Date	End Date	Amount	Description	Begin Date	End Date	Amount	Description
07/01/2025	06/30/2026		Vacation 25 Days				

This agreement for additional services is executed this **18th** day of **November 2025**

Te

Contract Summary:

	Regular	Special	Total
	122,165.00	0.00	122,165.00

Printed: 11/18/2025 09:12 AM

School Corporation

Degree: MS Masters Degree
Classification: MS + 24
Experience: 4.00

For Office Use Only

Location: 0202 North Side
Pay Record: NH26

REGULAR TEACHERS 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 Elkhart Community Schools ("Corporation") and
Adriana L Largotta ("Teacher"). Adriana L Largotta is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning, **August 01, 2025** and ending on **June 15, 2026**. *Ind. Code 20-28-6-2(a)(3)(A)*
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **208.0** days. *Ind. Code 20-28-6-2(a)(3)(B)*
3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to *Ind. Code 20-29-6-7*, the number of hours per day the Teacher is expected to work is established pursuant to agreements entered into by the Exclusive Representative for Certified Teachers and the Board of School Trustees for the Corporation.
Ind. Code 20-28-6-2(a)(3)(E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **89,605.00** during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in **26.00** installments on a **Bi-Weekly** basis. *Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)*
6. This Contract may be cancelled during its term for any of the grounds set forth in *Ind. Code 20-28-7.5-1(b)* pursuant to the procedures set forth in *Ind. Code 20-28-7.5-2* and *Ind. Code 20-28-7.5-3*.
7. This Contract is a public record pursuant to *Ind. Code 20-28-6-2(d)* and *Ind. Code 5-14-3*.

Agreed this 2nd day of June, 2025

Teacher

School Corporation by:

Attested:

President

Superintendent

Secretary

Added Pay Contract

In consideration of the undersigned teacher agreeing to perform the following designated services (not to include Summer or Evening School) in addition to the services rendered pursuant to the Regular Teachers' Contract, the employer agrees to pay the said teacher as follows for the Services to be Rendered:

This agreement for additional services is executed this 2nd day of June 2025

Teacher

	Regular	Special	Total
Contract Summary:	89,605.00	0.00	89,605.00

Printed: 07/27/2025 12:25 PM

School Corporation

Degree: MS Masters Degree
Classification: MS + 36
Experience: 25.00

For Office Use Only

Location: 0204 West Side
Pay Record: 1

REGULAR TEACHERS 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 Elkhart Community Schools ("Corporation") and
Kerry M Leader ("Teacher"). Kerry M Leader is a teacher as defined in Ind. Code 20-18-2-22.

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

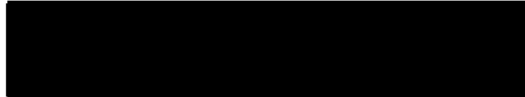
1. The Teacher shall teach in the schools of the Corporation for the school term beginning, **August 01, 2025** and ending on **June 30, 2026**. *Ind. Code 20-28-6-2(a)(3)(A)*
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **219.0** days. *Ind. Code 20-28-6-2(a)(3)(B)*
3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to *Ind. Code 20-29-6-7*, the number of hours per day the Teacher is expected to work
is established pursuant to agreements entered into by the Exclusive Representative for Certified Teachers and the Board of School Trustees for the Corporation.
Ind. Code 20-28-6-2(a)(3)(E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **111,415.00** during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in **26.00** installments on a **Bi-Weekly** basis. *Ind. Code 20-28-6-2(a)(3)(D)* *Ind. Code 20-28-6-5(1)*
6. This Contract may be cancelled during its term for any of the grounds set forth in *Ind. Code 20-28-7.5-1(b)* pursuant to the procedures set forth in *Ind. Code 20-28-7.5-2*
and *Ind. Code 20-28-7.5-3*.
7. This Contract is a public record pursuant to *Ind. Code 20-28-6-2(d)* and *Ind. Code 5-14-3*.

Agreed this **18th** day of **November, 2025**

Teacher



School Corporation by:



President

Attested:



Superintendent



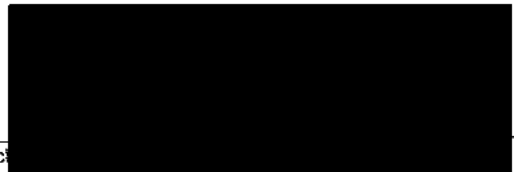
Secretary

Added Pay Contract

In consideration of the undersigned teacher agreeing to perform the following designated services (not to include Summer or Evening School) in addition to the services rendered
pursuant to the Regular Teachers' Contract, the employer agrees to pay the said teacher as follows for the Services to be Rendered:

This agreement for additional services is executed this **18th** day of **November 2025**

Teacher



	Regular	Special	Total
Contract Summary:	111,415.00	0.00	111,415.00

Printed: 11/18/2025 09:12 AM

School Corporation

***SUPERVISOR OF ACCOUNTING, AUDITS, AND INVESTMENTS
EMPLOYMENT AGREEMENT***

THIS AGREEMENT, made and entered into as of the 1st day of July, 2025 by and between ***ELKHART COMMUNITY SCHOOLS***, an Indiana School Corporation, hereinafter referred to as "***EMPLOYER***", and Jennifer L. Lee, hereinafter referred to as "***EMPLOYEE***".

WITNESSETH:

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

WHEREAS, it is the desire of the parties to agree upon the terms of employment.

NOW, THEREFORE, in consideration of the premises and the covenants of the parties hereinafter contained, the parties agree as follows:

1. Employer hereby employs Employee in the capacity of "Supervisor of Accounting, Audits, and Investments" for a period beginning **July 1, 2025**, consisting of **261 days**, and ending **June 30, 2026**.
2. Employee agrees to perform services for Employer as described in "Elkhart Community Schools Board Policies and Administrative Regulation Book" and the "Position Description for Supervisor of Accounting, Audits, and Investments."
3. In consideration of the furnishing of such services by Employee, Employer agrees to pay Employee the Sum of **\$97,575** for the period beginning July 1, 2025, through June 30, 2026.
4. Employer agrees to provide Fringe Benefits in accordance with applicable Board Policies.
5. The terms of this Employment Agreement shall be governed by applicable Board Policies and Administrative Regulations, including, but not limited to, the provisions for dismissal.

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

ELKHART COMMUNITY SCHOOLS

By: 
By: 
(Employee)

BOARD OF SCHOOL TRUSTEES



SUMMARY: Regular Contract	<u>\$97,575</u>	Days in 2025/26	<u>261</u>
Performance Award	<u>0</u>	Vacation	<u>20</u>
TOTAL CONTRACT	<u>\$97,575</u>	Contract Effective Date	<u>7/1/2025</u>

**DIRECTOR OF HUMAN RESOURCES
EMPLOYMENT AGREEMENT**

THIS AGREEMENT, made and entered into as of the 1st day of July, 2025 by and between **ELKHART COMMUNITY SCHOOLS**, an Indiana School Corporation, hereinafter referred to as "**EMPLOYER**", and Magdalena Lozano, hereinafter referred to as "**EMPLOYEE**".

WITNESSETH:

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

WHEREAS, it is the desire of the parties to agree upon the terms of employment.

NOW, THEREFORE, in consideration of the premises and the covenants of the parties hereinafter contained, the parties agree as follows:

1. Employer hereby employs Employee in the capacity of "Director of Human Resources" for a period beginning **July 1, 2025**, consisting of **261** days, and ending **June 30, 2026**.
2. Employee agrees to perform services for Employer as described in "Elkhart Community Schools Board Policies and Administrative Regulation Book" and the "Position Description for Director of Human Resources."
3. In consideration of the furnishing of such services by Employee, Employer agrees to pay Employee the Sum of **\$118,340** for the period beginning July 1, 2025, through June 30, 2026.
4. Employer agrees to provide Fringe Benefits in accordance with applicable Board Policies.
5. The terms of this Employment Agreement shall be governed by applicable Board Policies and Administrative Regulations, including, but not limited to, the provisions for dismissal.

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

ELKHART COMMUNITY SCHOOLS

By: _____
(Employer)

By: _____

BOARD OF SCHOOL TRUSTEES

SUMMARY: Regular Contract \$118,340
Performance Award 0
TOTAL CONTRACT \$118,340

Days in 2025/26 261
Vacation 25
Contract Effective Date 7/1/2025

Degree: MS Masters Degree
Classification: MS + 0 / BS+42
Experience: 1.00

For Office Use Only

Location: 0113 Pinewood
Pay Record: NH26

REGULAR TEACHERS 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 **Eikhart Community Schools** ("Corporation") and **Tracy M Martin** ("Teacher"). **Tracy M Martin** is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning, **August 01, 2025** and ending on **June 15, 2026**. *Ind. Code 20-28-6-2(a)(3)(A)*
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **208.0** days. *Ind. Code 20-28-6-2(a)(3)(B)*
3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to *Ind. Code 20-29-6-7*, the number of hours per day the Teacher is expected to work is established pursuant to agreements entered into by the Exclusive Representative for Certified Teachers and the Board of School Trustees for the Corporation.
Ind. Code 20-28-6-2(a)(3)(E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **99,435.00** during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in **26.00** installments on a **Bi-Weekly** basis. *Ind. Code 20-28-6-2(a)(3)(D)* *Ind. Code 20-28-6-5(1)*
6. This Contract may be cancelled during its term for any of the grounds set forth in *Ind. Code 20-28-7.5-1(b)* pursuant to the procedures set forth in *Ind. Code 20-28-7.5-2* and *Ind. Code 20-29-7.5-3*.
7. This Contract is a public record pursuant to *Ind. Code 20-28-6-2(d)* and *Ind. Code 5-14-3*.

Agreed this **18th** day of **November, 2025**

Teacher

School Corporation by:

President

Attested:

Superintendent

Secretary

Added Pay Contract

In consideration of the undersigned teacher agreeing to perform the following designated services (not to include Summer or Evening School) in addition to the services rendered pursuant to the Regular Teachers' Contract, the employer agrees to pay the said teacher as follows for the Services to be Rendered:

This agreement for additional services is executed this **18th** day of **November 2025**

Teacher

Contract Summary:	Regular	Special	Total
	99,435.00	0.00	99,435.00

Printed: 11/18/2025 09:12 AM

School Corporation

ECS - Pinewood

Degree: MS Masters Degree
Classification: MS + 0 / BS+42
Experience: 9.00

For Office Use Only

Location: 0204 West Side

Pay Record: NH26

REGULAR TEACHERS 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 Elkhart Community Schools ("Corporation") and Allyson E Miller ("Teacher"). Allyson E Miller is a teacher as defined in Ind. Code 20-16-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning, **August 01, 2025** and ending on **June 15, 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 **208.0** days. Ind. Code 20-28-6-2(a)(3)(B)
3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to Ind. Code 20-29-6-7, the number of hours per day the Teacher is expected to work is established pursuant to agreements entered into by the Exclusive Representative for Certified Teachers and the Board of School Trustees for the Corporation.
Ind. Code 20-28-6-2(a)(3)(E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **91,315.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in **26.00** installments on a **Bi-Weekly** basis. Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(b) pursuant to the procedures set forth in Ind Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this **2nd** day of **June, 2025**

Teacher

School Corporation by:

Attested:

President

Superintendent

Secretary

Added Pay Contract

In consideration of the undersigned teacher agreeing to perform the following designated services (not to include Summer or Evening School) in addition to the services rendered pursuant to the Regular Teachers' Contract, the employer agrees to pay the said teacher as follows for the Services to be Rendered:

This agreement for additional services is executed this **2nd** day of **June 2025**

Teacher

	Regular	Special	Total
Contract Summary:	91,315.00	0.00	91,315.00

Printed: 06/24/2025 09:34 AM

School Corporation

Degree: MS Masters Degree
Classification: MS + 18
Experience: 23.00

For Office Use Only

Location: 0107 Feaser

Pay Record: 1

REGULAR TEACHERS 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 Elkhart Community Schools ("Corporation") and
Christina J Morris ("Teacher"). Christina J Morris is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning, **August 01, 2025** and ending on **June 15, 2026**. Ind. Code 20-28-6-2(a)(3)(A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **208.0** days. Ind. Code 20-28-6-2(a)(3)(B)
3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to Ind. Code 20-29-6-7, the number of hours per day the Teacher is expected to work
is established pursuant to agreements entered into by the Exclusive Representative for Certified Teachers and the Board of School Trustees for the Corporation.
Ind. Code 20-28-6-2(a)(3)(E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **88,200.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in **26.00** installments on a **Bi-Weekly** basis. Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(b) pursuant to the procedures set forth in Ind Code 20-28-7.5-2
and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this 18th day of **November, 2025**

Teacher

[Redacted Signature]

School Corporation by:

[Redacted Signature]

President

Attested:

[Redacted Signature]

Superintendent

[Redacted Signature]

Secretary

Added Pay Contract

In consideration of the undersigned teacher agreeing to perform the following designated services (not to include Summer or Evening School) in addition to the services rendered
pursuant to the Regular Teachers' Contract, the employer agrees to pay the said teacher as follows for the Services to be Rendered:

This agreement for additional services is executed this 18th day of November 2025

Teacher

[Redacted Signature]

	Regular	Special	Total
Contract Summary:	88,200.00	0.00	88,200.00

Printed: 11/18/2025 09:12 AM

School Corporation

Degree: MS Masters Degree
Classification: MS + D / BS+42
Experience: 8.00

For Office Use Only

Location: 0101 Beardsley
Pay Record: 1

REGULAR TEACHERS 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)

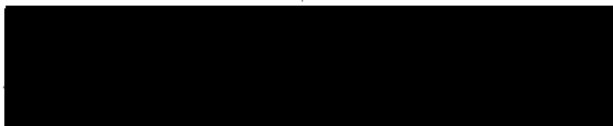
This regular teacher contract ("Contract") is by and between the governing body of the Elkhart Community Schools ("Corporation") and Angelica H Nagy ("Teacher"). Angelica H Nagy is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning, **August 01, 2025** and ending on **June 15, 2026**. Ind. Code 20-28-6-2(a)(3)(A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **208.0** days. Ind. Code 20-28-6-2(a)(3)(B)
3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to Ind. Code 20-29-6-7, the number of hours per day the Teacher is expected to work is established pursuant to agreements entered into by the Exclusive Representative for Certified Teachers and the Board of School Trustees for the Corporation.
Ind. Code 20-28-6-2(a)(3)(E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **83,290.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in **26.00** installments on a **Bi-Weekly** basis. Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(b) pursuant to the procedures set forth in Ind Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this 18th day of **November, 2025**

Teacher



Attested:



Superintendent

School Corporation by:



President



Secretary

Added Pay Contract

In consideration of the undersigned teacher agreeing to perform the following designated services (not to include Summer or Evening School) in addition to the services rendered pursuant to the Regular Teachers' Contract, the employer agrees to pay the said teacher as follows for the Services to be Rendered:

This agreement for additional services is executed this 18th day of November 2025



Teacher

Contract Summary:	Regular	Special	Total
	83,290.00	0.00	83,290.00

Printed: 11/18/2025 09:12 AM

Beardsley / Elkhart
School Corporation

Degree: MS Masters Degree
Classification: MS + 18
Experience: 30.00

For Office Use Only

Location: 0106 Eastwood
Pay Record: NH26B

REGULAR TEACHERS 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 Elkhart Community Schools ("Corporation") and
Cambria L Neely ("Teacher"). Cambria L Neely is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning, **August 01, 2025** and ending on **June 15, 2026**. Ind. Code 20-28-6-2(a)(3)(A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **208.0** days. Ind. Code 20-28-6-2(a)(3)(B)
3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to Ind. Code 20-29-6-7, the number of hours per day the Teacher is expected to work is established pursuant to agreements entered into by the Exclusive Representative for Certified Teachers and the Board of School Trustees for the Corporation.
Ind. Code 20-28-6-2(a)(3)(E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **95,000.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in **26.00** installments on a **Bi-Weekly** basis. Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(b) pursuant to the procedures set forth in Ind Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this **18th** day of **November, 2025**

Teacher



School Corporation by:



President

Attested:



Superintendent

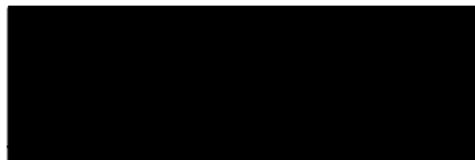


Secretary

Added Pay Contract

In consideration of the undersigned teacher agreeing to perform the following designated services (not to include Summer or Evening School) in addition to the services rendered pursuant to the Regular Teachers' Contract, the employer agrees to pay the said teacher as follows for the Services to be Rendered:

This agreement for additional services is executed this **18th** day of **November 2025**

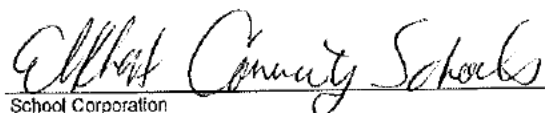


Teacher

Contract Summary:

	Regular	Special	Total
	95,000.00	0.00	95,000.00

Printed: 11/18/2025 09:12 AM


School Corporation

Degree: DR Doctorate
Classification: MS + 66
Experience: 31.00

For Office Use Only

Location: 0301-1 EHS Arts & Com
Pay Record: 1

REGULAR TEACHERS 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 Elkhart Community Schools ("Corporation") and Elizabeth A Oppenheim ("Teacher"). Elizabeth A Oppenheim is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning, **August 01, 2025** and ending on **June 30, 2026**. *Ind. Code 20-28-6-2(a)(3)(A)*
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **219.0** days. *Ind. Code 20-28-6-2(a)(3)(B)*
3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to *Ind. Code 20-29-6-7*, the number of hours per day the Teacher is expected to work is established pursuant to agreements entered into by the Exclusive Representative for Certified Teachers and the Board of School Trustees for the Corporation.
Ind. Code 20-28-6-2(a)(3)(E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **105,170.00** during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in **26.00** installments on a **Bi-Weekly** basis. *Ind. Code 20-28-6-2(a)(3)(D)* *Ind. Code 20-28-6-5(1)*
6. This Contract may be cancelled during its term for any of the grounds set forth in *Ind. Code 20-28-7.5-1(b)* pursuant to the procedures set forth in *Ind. Code 20-28-7.5-2* and *Ind. Code 20-28-7.5-3*.
7. This Contract is a public record pursuant to *Ind. Code 20-28-6-2(d)* and *Ind. Code 5-14-3*.

Agreed this **18th** day of **November, 2025**

Teacher



School Corporation by:



President

Attested:



Superintendent



Secretary

Added Pay Contract

In consideration of the undersigned teacher agreeing to perform the following designated services (not to include Summer or Evening School) in addition to the services rendered pursuant to the Regular Teachers' Contract, the employer agrees to pay the said teacher as follows for the Services to be Rendered:

This agreement for additional services is executed this **18th** day of **November 2025**

Teacher



	Regular	Special	Total
Contract Summary:	105,170.00	0.00	105,170.00

Printed: 11/18/2025 09:12 AM

School Corporation

Degree: BS Bachelors Degree
Classification: BS + 18
Experience: 14.00

For Office Use Only

Location: 0103 Bristol
Pay Record: 1

REGULAR TEACHERS 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 Elkhart Community Schools ("Corporation") and Timothy I Pedley ("Teacher"). Timothy I Pedley is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning, **August 01, 2025** and ending on **June 15, 2026**. *Ind. Code 20-28-6-2(a)(3)(A)*
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **208.0** days. *Ind. Code 20-28-6-2(a)(3)(B)*
3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to *Ind. Code 20-29-6-7*, the number of hours per day the Teacher is expected to work is established pursuant to agreements entered into by the Exclusive Representative for Certified Teachers and the Board of School Trustees for the Corporation.
Ind. Code 20-28-6-2(a)(3)(E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **104,385.00** during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in **26.00** installments on a **Bi-Weekly** basis. *Ind. Code 20-28-6-2(a)(3)(D)* *Ind. Code 20-28-6-5(1)*
6. This Contract may be cancelled during its term for any of the grounds set forth in *Ind. Code 20-28-7.5-1(b)* pursuant to the procedures set forth in *Ind. Code 20-28-7.5-2* and *Ind. Code 20-28-7.5-3*.
7. This Contract is a public record pursuant to *Ind. Code 20-28-6-2(d)* and *Ind. Code 5-14-3*.

Agreed this **18th** day of **November**, 2025

Teacher

School Corporation by:

President

Attested:

Superintendent

Secretary

Added Pay Contract

In consideration of the undersigned teacher agreeing to perform the following designated services (not to include Summer or Evening School) in addition to the services rendered pursuant to the Regular Teachers' Contract, the employer agrees to pay the said teacher as follows for the Services to be Rendered:

This agreement for additional services is executed this **18th** day of **November** 2025

Teacher

	Regular	Special	Total
Contract Summary:	104,385.00	0.00	104,385.00

Printed: 11/18/2025 09:12 AM

School Corporation

CONTROLLER
EMPLOYMENT AGREEMENT

THIS AGREEMENT, made and entered into as of the **1st** day of **July, 2025** by and between **ELKHART COMMUNITY SCHOOLS**, an Indiana School Corporation, hereinafter referred to as "**EMPLOYER**", and **Erica Purvis**, hereinafter referred to as "**EMPLOYEE**".

WITNESSETH:

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

WHEREAS, it is the desire of the parties to agree upon the terms of employment.

NOW, THEREFORE, in consideration of the premises and the covenants of the parties hereinafter contained, the parties agree as follows:

1. Employer hereby employs Employee in the capacity of "Controller" for a period beginning **July 1, 2025**, consisting of **261** days, and ending **June 30, 2026**.
2. Employee agrees to perform services for Employer as described in "Elkhart Community Schools Board Policies and Administrative Regulation Book" and the "Position Description for Controller."
3. In consideration of the furnishing of such services by Employee, Employer agrees to pay Employee the Sum of **\$101,095** for the period beginning July 1, 2025, through June 30, 2026.
4. Employer agrees to provide Fringe Benefits in accordance with applicable Board Policies.
5. The terms of this Employment Agreement shall be governed by applicable Board Policies and Administrative Regulations, including, but not limited to, the provisions for dismissal.

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

ELKHART COMMUNITY SCHOOLS

By: _____

By: _____

(Employee)

BOARD OF SCHOOL TRUSTEES

SUMMARY: Regular Contract	<u>\$101,095</u>	Days in 2025/26	<u>261</u>
Performance Award	<u>0</u>	Vacation	<u>25</u>
TOTAL CONTRACT	<u>\$101,095</u>	Contract Effective Date	<u>7/1/2025</u>



Degree: DR Doctorate
Classification:
Experience: 22.00

For Office Use Only

Location: 0011.8 Instruct Leadership

Pay Record: 1

REGULAR TEACHERS 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 Elkhart Community Schools ("Corporation") and Amy M Rauch ("Teacher"). Amy M Rauch 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, **April 03, 2026** and ending on **June 30, 2026**. *Ind. Code 20-28-6-2(a)(3)(A)*
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **63.0** days. *Ind. Code 20-28-6-2(a)(3)(B)*
3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to *Ind. Code 20-29-6-7*, the number of hours per day the Teacher is expected to work is established pursuant to agreements entered into by the Exclusive Representative for Certified Teachers and the Board of School Trustees for the Corporation.
Ind. Code 20-28-6-2(a)(3)(E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **42,241.38** during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in **5.00** installments on a **Bi-Weekly** basis. *Ind. Code 20-28-6-2(a)(3)(D)* *Ind. Code 20-28-6-5(1)*
6. This Contract may be cancelled during its term for any of the grounds set forth in *Ind. Code 20-28-7.5-1(b)* pursuant to the procedures set forth in *Ind. Code 20-28-7.5-2* and *Ind. Code 20-28-7.5-3*.
7. This Contract is a public record pursuant to *Ind. Code 20-28-6-2(d)* and *Ind. Code 5-14-3*.

Agreed this 3rd day of **April, 2026**

Teacher

School Corporation by:

President

Attested:

Superintendent

Secretary

Added Pay Contract

In consideration of the undersigned teacher agreeing to perform the following designated services (not to include Summer or Evening School) in addition to the services rendered pursuant to the Regular Teachers' Contract, the employer agrees to pay the said teacher as follows for the Services to be Rendered:

Begin Date	End Date	Amount	Description	Begin Date	End Date	Amount	Description
04/03/2026	06/30/2026	\$1,448.28	Plus: Vehicle Allow PR				
07/01/2026	06/30/2026		Vacation 20 Days				

This agreement for additional services is executed this 3rd day of April 2026

Teacher

School Corporation

Contract Summary:

	Regular	Special	Total
	42,241.38	1,448.28	43,689.66

Printed: 04/21/2026 09:08 AM



Degree: DR Doctorate
Classification:
Experience: 22.00

For Office Use Only

Location: 0011.6 Instruct Leadership

Pay Record: 1

REGULAR TEACHERS 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 Elkhart Community Schools ("Corporation") and Amy M Rauch ("Teacher"). Amy M Rauch is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning, **July 01, 2025** and ending on **April 02, 2026**. *Ind. Code 20-28-6-2(a)(3)(A)*
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **198.0** days. *Ind. Code 20-28-6-2(a)(3)(B)*
3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to *Ind. Code 20-29-6-7*, the number of hours per day the Teacher is expected to work is established pursuant to agreements entered into by the Exclusive Representative for Certified Teachers and the Board of School Trustees for the Corporation.
Ind. Code 20-28-6-2(a)(3)(E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **114,551.72** during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in **21.00** installments on a **Bi-Weekly** basis. *Ind. Code 20-28-6-2(a)(3)(D)* *Ind. Code 20-28-6-5(1)*
6. This Contract may be cancelled during its term for any of the grounds set forth in *Ind. Code 20-28-7.5-1(b)* pursuant to the procedures set forth in *Ind. Code 20-28-7.5-2* and *Ind. Code 20-28-7.5-3*.
7. This Contract is a public record pursuant to *Ind. Code 20-28-6-2(d)* and *Ind. Code 5-14-3*.

Agreed this **3rd** day of **April**, 2026

Teacher

School Corporation by:

President

Attested:

Superintendent

Secretary

Added Pay Contract

In consideration of the undersigned teacher agreeing to perform the following designated services (not to include Summer or Evening School) in addition to the services rendered pursuant to the Regular Teachers' Contract, the employer agrees to pay the said teacher as follows for the Services to be Rendered:

Begin Date	End Date	Amount	Description	Begin Date	End Date	Amount	Description
07/01/2025	06/30/2026		Vacation 20 Days				

This agreement for additional services is executed this **3rd** day of **April** 2026

Teacher

School Corporation

Contract Summary:	Regular	Special	Total
	114,551.72	0.00	114,551.72

Printed: 04/21/2026 08:53 AM

AD REVIEW

**DIRECTOR OF TECHNOLOGY
EMPLOYMENT AGREEMENT**

THIS AGREEMENT, made and entered into as of the 23rd day of July, 2025 by and between **ELKHART COMMUNITY SCHOOLS**, an Indiana School Corporation, hereinafter referred to as "**EMPLOYER**", and Dwight J Rhoades, hereinafter referred to as "**EMPLOYEE**".

WITNESSETH:

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

WHEREAS, it is the desire of the parties to agree upon the terms of employment.

NOW, THEREFORE, in consideration of the premises and the covenants of the parties hereinafter contained, the parties agree as follows:

1. Employer hereby employs Employee in the capacity of "Director of Technology" for a period beginning **July 23, 2025**, consisting of **245** days, and ending **June 30, 2026**.
2. Employee agrees to perform services for Employer as described in "Elkhart Community Schools Board Policies and Administrative Regulation Book" and the "Position Description for Director of Technology."
3. In consideration of the furnishing of such services by Employee, Employer agrees to pay Employee the Prorated Sum of **\$101,380** for the period beginning **July 23, 2025**, through **June 30, 2026**.
4. Employer agrees to provide Fringe Benefits in accordance with applicable Board Policies.
5. The terms of this Employment Agreement shall be governed by applicable Board Policies and Administrative Regulations, including, but not limited to, the provisions for dismissal.

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

ELKHART COMMUNITY SCHOOLS

By: _____
(Employer)
By: _____
(Employee)

BOARD OF SCHOOL TRUSTEES

SUMMARY: Regular Contract	<u>\$101,380</u>	Days in 2025/26	<u>245</u>
Performance Award	<u>0</u>	Vacation	<u>20</u>
TOTAL CONTRACT	<u>\$101,380</u>	Contract Effective Date	<u>7/23/2025</u>

Degree: MS Masters Degree
Classification: MS + 30
Experience: 29.00

For Office Use Only

Location: 0301-4 EHS Health/Pub :

Pay Record: 1

REGULAR TEACHERS 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 Elkhart Community Schools ("Corporation") and Krista K Riblet ("Teacher"). Krista K Riblet is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning, **August 01, 2025** and ending on **June 30, 2026**. Ind. Code 20-28-6-2(a)(3)(A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **219.0** days. Ind. Code 20-28-6-2(a)(3)(B)
3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to Ind. Code 20-29-6-7, the number of hours per day the Teacher is expected to work is established pursuant to agreements entered into by the Exclusive Representative for Certified Teachers and the Board of School Trustees for the Corporation.
Ind. Code 20-28-6-2(a)(3)(E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **102,420.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in **26.00** installments on a **Bi-Weekly** basis. Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(b) pursuant to the procedures set forth in Ind Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this **18th** day of **November, 2025**

Teacher

School Corporation by:

Attested:

President

Superintendent

Secretary

Added Pay Contract

In consideration of the undersigned teacher agreeing to perform the following designated services (not to include Summer or Evening School) in addition to the services rendered pursuant to the Regular Teachers' Contract, the employer agrees to pay the said teacher as follows for the Services to be Rendered:

This agreement for additional services is executed this **18th** day of **November 2025**

Teacher

	Regular	Special	Total
Contract Summary:	102,420.00	0.00	102,420.00

Printed: 11/18/2025 09:12 AM

School Corporation



Degree: SP Specialist
Classification: MS + 66
Experience: 12.00

For Office Use Only

Location: 0011 Educational Serv C

Pay Record: 1

REGULAR TEACHERS 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 Elkhart Community Schools ("Corporation") and
Michele A Riise ("Teacher"). **Michele A Riise** is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning, **July 01, 2025** and ending on **April 02, 2026**. *Ind. Code 20-28-6-2(a)(3)(A)*
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **198.0** days. *Ind. Code 20-28-6-2(a)(3)(B)*
3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to *Ind. Code 20-29-6-7*, the number of hours per day the Teacher is expected to work is established pursuant to agreements entered into by the Exclusive Representative for Certified Teachers and the Board of School Trustees for the Corporation.
Ind. Code 20-28-6-2(a)(3)(E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **122,137.93** during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in **21.00** installments on a **Bi-Weekly** basis. *Ind. Code 20-28-6-2(a)(3)(D)* *Ind. Code 20-28-6-5(1)*
6. This Contract may be cancelled during its term for any of the grounds set forth in *Ind. Code 20-28-7.5-1(b)* pursuant to the procedures set forth in *Ind. Code 20-28-7.5-2* and *Ind. Code 20-28-7.5-3*.
7. This Contract is a public record pursuant to *Ind. Code 20-28-6-2(d)* and *Ind. Code 5-14-3*.

Agreed this 3rd day of **April, 2026**

Teacher

School Corporation by:

President

Attested:

Secretary

Superintendent

Added Pay Contract

In consideration of the undersigned teacher agreeing to perform the following designated services (not to include Summer or Evening School) in addition to the services rendered pursuant to the Regular Teachers' Contract, the employer agrees to pay the said teacher as follows for the Services to be Rendered:

Begin Date	End Date	Amount	Description	Begin Date	End Date	Amount	Description
07/01/2025	06/30/2026		Vacation 20 Days				

This agreement for additional services is executed this 3rd day of April 2026

Teacher

	Regular	Special	Total
Contract Summary:	122,137.93	0.00	122,137.93

Printed: 06/25/2026 04:20 PM

School Corporation

Degree: SP Specialist
Classification: MS + 66
Experience: 12.00



For Office Use Only

Location: 0011 Educational Serv C

Pay Record: 1

REGULAR TEACHERS 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 Elkhart Community Schools ("Corporation") and Michele A Riise ("Teacher"). Michele A Riise 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, **April 03, 2026** and ending on **June 30, 2026**. Ind. Code 20-28-6-2(a)(3)(A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **63.0** days. Ind. Code 20-28-6-2(a)(3)(B)
3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to Ind. Code 20-28-6-7, the number of hours per day the Teacher is expected to work is established pursuant to agreements entered into by the Exclusive Representative for Certified Teachers and the Board of School Trustees for the Corporation.
Ind. Code 20-28-6-2(a)(3)(E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **47,068.97** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in **5.00** installments on a **Bi-Weekly** basis. Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(b) pursuant to the procedures set forth in Ind Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this 3rd day of April, 2026

Teacher

Attested:

Superintendent

School Corporation by:

President

Secretary

Added Pay Contract

In consideration of the undersigned teacher agreeing to perform the following designated services (not to include Summer or Evening School) in addition to the services rendered pursuant to the Regular Teachers' Contract, the employer agrees to pay the said teacher as follows for the Services to be Rendered:

Begin Date	End Date	Amount	Description	Begin Date	End Date	Amount	Description
04/03/2026	06/30/2026	\$450.00	Plus: Cell phone stipend				
04/03/2026	06/30/2026	\$2,413.79	Plus: Vehicle Allow PR				
07/01/2025	06/30/2026		Vacation 20 Days				

This agreement for additional services is executed this 3rd day of April 2026

Teacher

Contract Summary: Regular 47,068.97 Special 2,863.79 Total 49,932.76

Printed: 06/25/2026 04:25 PM

School Corporation

Degree: SP Specialist
Classification: MS + 68
Experience: 10.00

For Office Use Only

Location: 0011 Educational Serv C
Pay Record: NH26

REGULAR TEACHERS 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 Elkhart Community Schools ("Corporation") and Michele A Riise ("Teacher"). Michele A Riise is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning, July 01, 2025 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 261.0 days. *Ind. Code 20-28-6-2(a)(3)(B)*
3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to *Ind. Code 20-29-6-7*, the number of hours per day the Teacher is expected to work is established pursuant to agreements entered into by the Exclusive Representative for Certified Teachers and the Board of School Trustees for the Corporation.
Ind. Code 20-28-6-2(a)(3)(E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of 140,235.00 during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in 26.00 installments on a BI-Weekly basis. *Ind. Code 20-28-6-2(a)(3)(D)* *Ind. Code 20-28-6-5(1)*
6. This Contract may be cancelled during its term for any of the grounds set forth in *Ind. Code 20-28-7.5-1(b)* pursuant to the procedures set forth in *Ind. Code 20-28-7.5-2* and *Ind. Code 20-28-7.5-3*.
7. This Contract is a public record pursuant to *Ind. Code 20-28-6-2(d)* and *Ind. Code 5-14-3*.

Agreed this 26th day of March, 2025

Teacher

School Corporation by:

President

Attested:

Superintendent

Secretary

Added Pay Contract

In consideration of the undersigned teacher agreeing to perform the following designated services (not to include Summer or Evening School) in addition to the services rendered pursuant to the Regular Teachers' Contract, the employer agrees to pay the said teacher as follows for the Services to be Rendered:

Begin Date	End Date	Amount	Description	Begin Date	End Date	Amount	Description
07/01/2025	06/30/2027		Vacation 20 Days				

This agreement for additional services is executed this 26th day of March 2025

Teacher

	Regular	Special	Total
Contract Summary:	140,235.00	0.00	140,235.00

Printed: 03/26/2025 07:58 AM

School Corporation

Degree: MS Masters Degree
Classification: MS + 0 / BS+42
Experience: 15.00

For Office Use Only

Location: 0202 North Side
Pay Record: NH26

REGULAR TEACHERS 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 Elkhart Community Schools ("Corporation") and Jennifer M Roden ("Teacher"). Jennifer M Roden is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning, **August 01, 2025** and ending on **June 15, 2026**. Ind. Code 20-28-6-2(a)(3)(A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **208.0** days. Ind. Code 20-28-6-2(a)(3)(B)
3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to Ind. Code 20-29-6-7, the number of hours per day the Teacher is expected to work is established pursuant to agreements entered into by the Exclusive Representative for Certified Teachers and the Board of School Trustees for the Corporation.
Ind. Code 20-28-6-2(a)(3)(E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **89,605.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in **26.00** installments on a **Bi-Weekly** basis. Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(b) pursuant to the procedures set forth in Ind Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this **18th** day of **November, 2025**

Teacher

School Corporation by:

President

Attested:

Secretary

Superintendent

Added Pay Contract

In consideration of the undersigned teacher agreeing to perform the following designated services (not to include Summer or Evening School) in addition to the services rendered pursuant to the Regular Teachers' Contract, the employer agrees to pay the said teacher as follows for the Services to be Rendered:

This agreement for additional services is executed this **18th** day of **November 2025**

Teacher

	Regular	Special	Total
Contract Summary:	89,605.00	0.00	89,605.00

Printed: 11/18/2025 09:12 AM

School Corporation

Degree: MS Masters Degree
Classification: MS + 36
Experience: 11.00

For Office Use Only

Location: 0011.1 Business Office

Pay Record: NH25

REGULAR TEACHERS 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 **Elkhart Community Schools** ("Corporation") and **Ronda K Ross** ("Teacher"). **Ronda K Ross** 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, **May 14, 2025** and ending on **June 30, 2025**. *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 **33.0** days. *Ind. Code 20-28-6-2(a)(3)(B)*
3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to *Ind. Code 20-29-6-7*, the number of hours per day the Teacher is expected to work is established pursuant to agreements entered into by the Exclusive Representative for Certified Teachers and the Board of School Trustees for the Corporation.
Ind. Code 20-28-6-2(a)(3)(E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **17,135.00** during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in **3.00** installments on a **Bi-Weekly** basis. *Ind. Code 20-28-6-2(a)(3)(D)* *Ind. Code 20-28-6-5(1)*
6. This Contract may be cancelled during its term for any of the grounds set forth in *Ind. Code 20-28-7.5-1(b)* pursuant to the procedures set forth in *Ind. Code 20-28-7.5-2* and *Ind. Code 20-28-7.5-3*.
7. This Contract is a public record pursuant to *Ind. Code 20-28-6-2(d)* and *Ind. Code 5-14-3*.

Agreed this **9th** day of **December, 2024**

Teacher



School Corporation by:



President

Attested:



Superintendent



Secretary

Added Pay Contract

In consideration of the undersigned teacher agreeing to perform the following designated services (not to include Summer or Evening School) in addition to the services rendered pursuant to the Regular Teachers' Contract, the employer agrees to pay the said teacher as follows for the Services to be Rendered:

Begin Date	End Date	Amount	Description	Begin Date	End Date	Amount	Description
05/14/2025	06/30/2025		Vacation 2.5 Days				

This agreement for additional services is executed this **9th** day of **December 2024**



Teacher



School Corporation

Contract Summary:

Regular	Special	Total
17,135.00	0.00	17,135.00

Printed: 05/14/2025 08:40 AM

Degree: MS Masters Degree
Classification: MS + 0 / BS+42
Experience: 31.00

For Office Use Only

Location: 0301 Elkhart HS

Pay Record: 1B

REGULAR TEACHERS 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 Elkhart Community Schools ("Corporation") and
Jacqueline R Rost ("Teacher"). Jacqueline R Rost is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning, **July 01, 2025** and ending on **June 30, 2026**. Ind. Code 20-28-6-2(a)(3)(A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **261.0** days. Ind. Code 20-28-6-2(a)(3)(B)
3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to Ind. Code 20-29-6-7, the number of hours per day the Teacher is expected to work
is established pursuant to agreements entered into by the Exclusive Representative for Certified Teachers and the Board of School Trustees for the Corporation.
Ind. Code 20-28-6-2(a)(3)(E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **107,525.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in **26.00** installments on a **Bi-Weekly** basis. Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2
and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this **18th** day of **November, 2025**

Teacher

School Corporation by:

President

Attested:

Secretary

Superintendent

Added Pay Contract

In consideration of the undersigned teacher agreeing to perform the following designated services (not to include Summer or Evening School) in addition to the services rendered
pursuant to the Regular Teachers' Contract, the employer agrees to pay the said teacher as follows for the Services to be Rendered:

Begin Date	End Date	Amount	Description	Begin Date	End Date	Amount	Description
07/01/2025	06/30/2026		Vacation 25 Days				

This agreement for additional services is executed this **18th** day of **November 2025**

Teacher

Contract Summary:

	Regular	Special	Total
	107,525.00	0.00	107,525.00

Printed: 11/18/2025 09:12 AM

School Corporation

Degree: MS Masters Degree
Classification: MS + 0 / BS+42
Experience: 32.00

For Office Use Only

Location: 0301 Elkhart HS

Pay Record: 1

REGULAR TEACHERS 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 Elkhart Community Schools ("Corporation") and
Krista A Searls ("Teacher"). Krista A Searls is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning, **August 01, 2025** and ending on **June 30, 2026**. Ind. Code 20-28-6-2(a)(3)(A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **219.0** days. Ind. Code 20-28-6-2(a)(3)(B)
3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to Ind. Code 20-29-6-7, the number of hours per day the Teacher is expected to work
is established pursuant to agreements entered into by the Exclusive Representative for Certified Teachers and the Board of School Trustees for the Corporation.
Ind. Code 20-28-6-2(a)(3)(E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **86,275.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in **26.00** installments on a **Bi-Weekly** basis. Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2
and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this **18th** day of **November, 2025**

Teacher

School Corporation by:

President

Attested:

Secretary

Superintendent

Added Pay Contract

In consideration of the undersigned teacher agreeing to perform the following designated services (not to include Summer or Evening School) in addition to the services rendered
pursuant to the Regular Teachers' Contract, the employer agrees to pay the said teacher as follows for the Services to be Rendered:

This agreement for additional services is executed this **18th** day of **November 2025**

Teacher

	Regular	Special	Total
Contract Summary:	86,275.00	0.00	86,275.00

Printed: 11/18/2025 09:12 AM

School Corporation

Degree: MS Masters Degree
Classification: MS + 0 / BS+42
Experience: 28.00

For Office Use Only

Location: 0303 Career Center

Pay Record: 1

REGULAR TEACHERS 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 **Elkhart Community Schools** ("Corporation") and
Scott A Sassaman ("Teacher"). **Scott A Sassaman** is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning, **August 01, 2025** and ending on **June 30, 2026**. *Ind. Code 20-28-6-2(a)(3)(A)*
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **219.0** days. *Ind. Code 20-28-6-2(a)(3)(B)*
3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to *Ind. Code 20-29-6-7*, the number of hours per day the Teacher is expected to work
is established pursuant to agreements entered into by the Exclusive Representative for Certified Teachers and the Board of School Trustees for the Corporation.
Ind. Code 20-28-6-2(a)(3)(E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **115,720.00** during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in **26.00** installments on a **Bi-Weekly** basis. *Ind. Code 20-28-6-2(a)(3)(D)* *Ind. Code 20-28-6-5(1)*
6. This Contract may be cancelled during its term for any of the grounds set forth in *Ind. Code 20-28-7.5-1(b)* pursuant to the procedures set forth in *Ind. Code 20-28-7.5-2*
and *Ind. Code 20-28-7.5-3*.
7. This Contract is a public record pursuant to *Ind. Code 20-28-6-2(d)* and *Ind. Code 5-14-3*.

Agreed this **18th** day of **November, 2025**

Teacher

School Corporation by:

President

Attested:

Superintendent

Secretary

Added Pay Contract

In consideration of the undersigned teacher agreeing to perform the following designated services (not to include Summer or Evening School) in addition to the services rendered
pursuant to the Regular Teachers' Contract, the employer agrees to pay the said teacher as follows for the Services to be Rendered:

This agreement for additional services is executed this **18th** day of **November 2025**

Teacher

	Regular	Special	Total
Contract Summary:	115,720.00	0.00	115,720.00

Printed: 11/18/2025 09:12 AM

School Corporation

Degree: MS Masters Degree
Classification: MS + D / BS+42
Experience: 25.00



Location: 0011.6 Instruct Leadership
Pay Record: NH28

REGULAR TEACHERS 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 Elkhart Community Schools ("Corporation") and
Kristin A Sederberg ("Teacher"). Kristin A Sederberg 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, **April 03, 2026** and ending on **June 30, 2026**. *Ind. Code 20-28-6-2(a)(3)(A)*
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **63.0** days. *Ind. Code 20-28-6-2(a)(3)(B)*
3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to *Ind. Code 20-29-6-7*, the number of hours per day the Teacher is expected to work is established pursuant to agreements entered into by the Exclusive Representative for Certified Teachers and the Board of School Trustees for the Corporation.
Ind. Code 20-28-6-2(a)(3)(E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **27,966.00** during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in **5.00** installments on a **Bi-Weekly** basis. *Ind. Code 20-28-6-2(a)(3)(D)* *Ind. Code 20-28-6-5(1)*
6. This Contract may be cancelled during its term for any of the grounds set forth in *Ind. Code 20-28-7.5-1(b)* pursuant to the procedures set forth in *Ind Code 20-28-7.5-2*
and *Ind. Code 20-28-7.5-3*.
7. This Contract is a public record pursuant to *Ind. Code 20-28-6-2(d)* and *Ind. Code 5-14-3*.

Agreed this 3rd day of April, 2026

Teacher

School Corporation by:

President

Attested:

Superintendent

Secretary

Added Pay Contract

In consideration of the undersigned teacher agreeing to perform the following designated services (not to include Summer or Evening School) in addition to the services rendered pursuant to the Regular Teachers' Contract, the employer agrees to pay the said teacher as follows for the Services to be Rendered:

Begin Date	End Date	Amount	Description	Begin Date	End Date	Amount	Description
07/01/2025	06/30/2026		Vacation 20 Days				

This agreement for additional services is executed this 3rd day of April 2026

Contract Summary:	Regular	Special	Total
	27,966.00	0.00	27,966.00

Printed: 05/05/2026 12:28 PM

School Corporation

Degree: MS Masters Degree
Classification: MS + 0 / BS+42
Experience: 25.00



Location: 0011.6 Instruct Leadership
Pay Record: NH26

REGULAR TEACHERS 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 Elkhart Community Schools ("Corporation") and Kristin A Sederberg ("Teacher"). Kristin A Sederberg is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning, **July 01, 2025** and ending on **April 02, 2026**. Ind. Code 20-28-6-2(a)(3)(A).
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **198.0** days. Ind. Code 20-28-6-2(a)(3)(B).
3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to Ind. Code 20-29-6-7, the number of hours per day the Teacher is expected to work is established pursuant to agreements entered into by the Exclusive Representative for Certified Teachers and the Board of School Trustees for the Corporation. Ind. Code 20-28-6-2(a)(3)(E).
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **79,655.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C).
5. The Corporation shall pay this amount in **21.00** installments on a **Bi-Weekly** basis. Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1).
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(b) pursuant to the procedures set forth in Ind Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this **3rd** day of **April**, 2026

Teacher

School Corporation by:

President

Attested:

Superintendent

Secretary

Added Pay Contract

In consideration of the undersigned teacher agreeing to perform the following designated services (not to include Summer or Evening School) in addition to the services rendered pursuant to the Regular Teachers' Contract, the employer agrees to pay the said teacher as follows for the Services to be Rendered:

Begin Date	End Date	Amount	Description	Begin Date	End Date	Amount	Description
07/01/2025	06/30/2026		Vacation 20 Days				

This agreement for additional services is executed this **3rd** day of **April** 2026

Teacher

Contract Summary:	Regular	Special	Total
	79,655.00	0.00	79,655.00

Printed: 05/05/2026 12:25 PM

School Corporation

Degree: MS Masters Degree
Classification: MS + 18
Experience: 16.00

For Office Use Only

Location: 0101 Beardsley
Pay Record: 1

REGULAR TEACHERS 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 Elkhart Community Schools ("Corporation") and
Machelle S Seese ("Teacher"). **Machelle S Seese** is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning, **August 01, 2025** and ending on **June 15, 2026**. *Ind. Code 20-28-6-2(a)(3)(A)*
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **208.0** days. *Ind. Code 20-28-6-2(a)(3)(B)*
3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to *Ind. Code 20-29-6-7*, the number of hours per day the Teacher is expected to work
is established pursuant to agreements entered into by the Exclusive Representative for Certified Teachers and the Board of School Trustees for the Corporation.
Ind. Code 20-28-6-2(a)(3)(E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **104,385.00** during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in **26.00** installments on a **Bi-Weekly** basis. *Ind. Code 20-28-6-2(a)(3)(D)* *Ind. Code 20-28-6-5(1)*
6. This Contract may be cancelled during its term for any of the grounds set forth in *Ind. Code 20-28-7.5-1(b)* pursuant to the procedures set forth in *Ind. Code 20-28-7.5-2*
and *Ind. Code 20-28-7.5-3*.
7. This Contract is a public record pursuant to *Ind. Code 20-28-6-2(d)* and *Ind. Code 5-14-3*.

Agreed this 18th day of **November, 2025**

Teacher

School Corporation by:

President

Attested:

Superintendent

Secretary

Added Pay Contract

In consideration of the undersigned teacher agreeing to perform the following designated services (not to include Summer or Evening School) in addition to the services rendered
pursuant to the Regular Teachers' Contract, the employer agrees to pay the said teacher as follows for the Services to be Rendered:

This agreement for additional services is executed this **18th day of November 2025**

Teacher

	Regular	Special	Total
Contract Summary:	104,385.00	0.00	104,385.00

Printed: 11/18/2025 09:12 AM

School Corporation

Degree: MS Masters Degree
Classification: MS + 0 / BS+42
Experience: 20.00

For Office Use Only

Location: 0121 Woodland

Pay Record: 1

REGULAR TEACHERS 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 Elkhart Community Schools ("Corporation") and Nicole C Serge-Nemes ("Teacher"). Nicole C Serge-Nemes is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning, **August 01, 2025** and ending on **June 15, 2026**. Ind. Code 20-28-6-2(a)(3)(A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **208.0** days. Ind. Code 20-28-6-2(a)(3)(B)
3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to Ind. Code 20-29-6-7, the number of hours per day the Teacher is expected to work is established pursuant to agreements entered into by the Exclusive Representative for Certified Teachers and the Board of School Trustees for the Corporation. Ind. Code 20-28-6-2(a)(3)(E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **92,445.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in **26.00** installments on a **Bi-Weekly** basis. Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this 18th day of **November, 2025**

Teacher

School Corporation by:

President

Attested:

Secretary

Superintendent

Added Pay Contract

In consideration of the undersigned teacher agreeing to perform the following designated services (not to include Summer or Evening School) in addition to the services rendered pursuant to the Regular Teachers' Contract, the employer agrees to pay the said teacher as follows for the Services to be Rendered:

This agreement for additional services is executed this 18th day of November 2025

Teacher

	Regular	Special	Total
Contract Summary:	92,445.00	0.00	92,445.00

Printed: 11/18/2025 09:12 AM

School Corporation

Degree: MS Masters Degree
Classification: MS + 30
Experience: 12.00

For Office Use Only

Location: 0301 Elkhart HS

Pay Record: NH26

REGULAR TEACHERS 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 Elkhart Community Schools ("Corporation") and James P Shults ("Teacher"). James P Shults is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning, **July 01, 2025** 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 **261.0** days. Ind. Code 20-28-6-2(a)(3)(B)
3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to Ind. Code 20-29-6-7, the number of hours per day the Teacher is expected to work is established pursuant to agreements entered into by the Exclusive Representative for Certified Teachers and the Board of School Trustees for the Corporation.
Ind. Code 20-28-6-2(a)(3)(E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **137,040.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in **26.00** installments on a **Bi-Weekly** basis. Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(b) pursuant to the procedures set forth in Ind Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this **26th** day of **March, 2025**

Teacher



Attested:

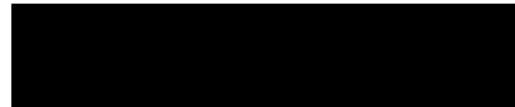


Superintendent

School Corporation by:



President



Secretary

Added Pay Contract

In consideration of the undersigned teacher agreeing to perform the following designated services (not to include Summer or Evening School) in addition to the services rendered pursuant to the Regular Teachers' Contract, the employer agrees to pay the said teacher as follows for the Services to be Rendered:

Begin Date	End Date	Amount	Description	Begin Date	End Date	Amount	Description
07/01/2025	06/30/2026		Vacation 20 Days				

This agreement for additional services is executed this **26th** day of **March 2025**

Teacher



School Corporation

Contract Summary:	Regular	Special	Total
	137,040.00	0.00	137,040.00

Printed: 05/20/2025 12:57 PM

**DIRECTOR OF TRANSPORTATION
EMPLOYMENT AGREEMENT**

THIS AGREEMENT, made and entered into as of the 8th day of July, 2025 by and between *ELKHART COMMUNITY SCHOOLS*, an Indiana School Corporation, hereinafter referred to as "*EMPLOYER*", and Tyrius T. Smith, hereinafter referred to as "*EMPLOYEE*".

WITNESSETH:

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

WHEREAS, it is the desire of the parties to agree upon the terms of employment.

NOW, THEREFORE, in consideration of the premises and the covenants of the parties hereinafter contained, the parties agree as follows:

1. Employer hereby employs Employee in the capacity of "Director of Transportation" for a period beginning July 8, 2025, consisting of 256 days, and ending June 30, 2026.
2. Employee agrees to perform services for Employer as described in "Elkhart Community Schools Board Policies and Administrative Regulation Book" and the "Position Description for Director of Transportation."
3. In consideration of the furnishing of such services by Employee, Employer agrees to pay Employee the Prorated Sum of \$102,990 for the period beginning July 8, 2025, through June 30, 2026.
4. Employer agrees to provide Fringe Benefits in accordance with applicable Board Policies.
5. The terms of this Employment Agreement shall be governed by applicable Board Policies and Administrative Regulations, including, but not limited to, the provisions for dismissal.

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

ELKHART COMMUNITY SCHOOLS

By: _____
(Employer)

By: _____
(Employee)

BOARD OF SCHOOL TRUSTEES

SUMMARY: Regular Contract	<u>\$102,990</u>
Performance Award	<u>0</u>
TOTAL CONTRACT	<u>\$102,990</u>

Days in 2025/26	<u>256</u>
Vacation	<u>20</u>
Contract Date	<u>7/8/25</u>

**DIRECTOR OF SAFETY, SECURITY, AND RISK MANAGEMENT
EMPLOYMENT AGREEMENT**

THIS AGREEMENT, made and entered into as of the 1st day of July, 2025 by and between **ELKHART COMMUNITY SCHOOLS**, an Indiana School Corporation, hereinafter referred to as "**EMPLOYER**", and James M. Snyder, hereinafter referred to as "**EMPLOYEE**".

WITNESSETH:

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

WHEREAS, it is the desire of the parties to agree upon the terms of employment.

NOW, THEREFORE, in consideration of the premises and the covenants of the parties hereinafter contained, the parties agree as follows:

1. Employer hereby employs Employee in the capacity of "Director of Safety, Security, and Risk Management" for a period beginning July 1, 2025, consisting of 261 days, and ending June 30, 2026.
2. Employee agrees to perform services for Employer as described in "Elkhart Community Schools Board Policies and Administrative Regulation Book" and the "Position Description for Director of Safety, Security, and Risk Management."
3. In consideration of the furnishing of such services by Employee, Employer agrees to pay Employee the Sum of \$113,470 for the period beginning July 1, 2025, through June 30, 2026.
4. Employer agrees to provide Fringe Benefits in accordance with applicable Board Policies.
5. The terms of this Employment Agreement shall be governed by applicable Board Policies and Administrative Regulations, including, but not limited to, the provisions for dismissal.

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

ELKHART COMMUNITY SCHOOLS

By: _____

(Employer)

By: _____

(Employee)

BOARD OF SCHOOL TRUSTEES

SUMMARY: Regular Contract \$113,470
Performance Award 0
TOTAL CONTRACT \$113,470

Days in 2025/26 261
Vacation 25
Contract Effective Date 7/1/2025

Degree: MS Masters Degree
Classification: MS + 0 / BS+42
Experience: 21.00

For Office Use Only

Location: 0116 Roosevelt

Pay Record: NH26

REGULAR TEACHERS 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 Elkhart Community Schools ("Corporation") and Shannon C Stanley ("Teacher"). Shannon C Stanley is a teacher as defined in Ind. Code 20-16-2-22.

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, **September 02, 2025** and ending on **June 15, 2026**. Ind. Code 20-28-6-2(a)(3)(A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **186.0** days. Ind. Code 20-28-6-2(a)(3)(B)
3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to Ind. Code 20-29-6-7, the number of hours per day the Teacher is expected to work is established pursuant to agreements entered into by the Exclusive Representative for Certified Teachers and the Board of School Trustees for the Corporation.
Ind. Code 20-28-6-2(a)(3)(E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **88,920.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in **24.00** installments on a **Bi-Weekly** basis. Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(a) and Ind. Code 5-14-3.

Agreed this **18th** day of **November, 2025**

Teacher

School Corporation by:

President

Attested:

Superintendent

Secretary

Added Pay Contract

In consideration of the undersigned teacher agreeing to perform the following designated services (not to include Summer or Evening School) in addition to the services rendered pursuant to the Regular Teachers' Contract, the employer agrees to pay the said teacher as follows for the Services to be Rendered:

This agreement for additional services is executed this **18th** day of **November 2025**

Contract Summary:	Regular	Special	Total
	88,920.00	0.00	88,920.00

Printed: 11/18/2025 09:40 AM

School Corporation

Degree: MS Masters Degree
Classification: MS + 0 / BS+42
Experience: 21.00

For Office Use Only

Location: 0116 Roosevelt

Pay Record: NH26

REGULAR TEACHERS 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 **Eikhart Community Schools** ("Corporation") and **Shannon C Stanley** ("Teacher"). Shannon C Stanley is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning, **August 01, 2025** and ending on **September 01, 2025**. 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 **22.0** days. Ind. Code 20-28-6-2(a)(3)(B)
3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to Ind. Code 20-29-6-7, the number of hours per day the Teacher is expected to work is established pursuant to agreements entered into by the Exclusive Representative for Certified Teachers and the Board of School Trustees for the Corporation.
Ind. Code 20-28-6-2(a)(3)(E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **9,595.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in **2.00** installments on a **Bi-Weekly** basis. Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(b) pursuant to the procedures set forth in Ind Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this 18th day of **November, 2025**

Teacher



School Corporation by:



President

Attested:



Superintendent

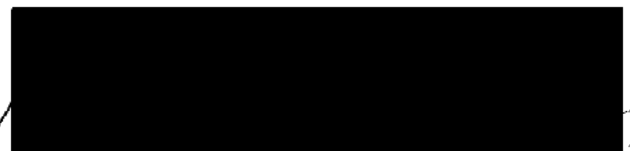


Secretary

Added Pay Contract

In consideration of the undersigned teacher agreeing to perform the following designated services (not to include Summer or Evening School) in addition to the services rendered pursuant to the Regular Teachers' Contract, the employer agrees to pay the said teacher as follows for the Services to be Rendered:

This agreement for additional services is executed this 18th day of November 2025



	Regular	Special	Total
Contract Summary:	9,595.00	0.00	9,595.00

Printed: 11/18/2025 09:36 AM

School Corporation

Degree: MS Masters Degree (20-4
Classification: MS + 0 / BS+42
Experience: 20.00

For Office Use Only

Location: 0204 West Side
Pay Record: 1

REGULAR TEACHERS 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 Elkhart Community Schools ("Corporation") and
Helen G Stegmann ("Teacher"). Helen G Stegmann is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning, **August 01, 2025** and ending on **June 15, 2026**. *Ind. Code 20-28-6-2(a)(3)(A)*
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **208.0** days. *Ind. Code 20-28-6-2(a)(3)(B)*
3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to *Ind. Code 20-29-6-7*, the number of hours per day the Teacher is expected to work
is established pursuant to agreements entered into by the Exclusive Representative for Certified Teachers and the Board of School Trustees for the Corporation.
Ind. Code 20-28-6-2(a)(3)(E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **94,055.00** during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in **26.00** installments on a **BI-Weekly** basis. *Ind. Code 20-28-6-2(a)(3)(D)* *Ind. Code 20-28-6-5(1)*
6. This Contract may be cancelled during its term for any of the grounds set forth in *Ind. Code 20-28-7.5-1(b)* pursuant to the procedures set forth in *Ind. Code 20-28-7.5-2*
and *Ind. Code 20-28-7.5-3*.
7. This Contract is a public record pursuant to *Ind. Code 20-28-6-2(d)* and *Ind. Code 5-14-3*.

Agreed this **18th** day of **November, 2025**

Teacher

School Corporation by:

President

Attested:

Superintendent

Secretary

Added Pay Contract

In consideration of the undersigned teacher agreeing to perform the following designated services (not to include Summer or Evening School) in addition to the services rendered
pursuant to the Regular Teachers' Contract, the employer agrees to pay the said teacher as follows for the Services to be Rendered:

This agreement for additional services is executed this **18th** day of **November 2025**

Teacher

	Regular	Special	Total
Contract Summary:	94,055.00	0.00	94,055.00

Printed: 11/18/2025 09:12 AM

School Corporation

Degree: MS Masters Degree
Classification: MS + 0 / BS+42
Experience: 20.00

For Office Use Only

Location: 0111 Monger

Pay Record: 1

REGULAR TEACHERS 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 Elkhart Community Schools ("Corporation") and Amy L Szakaly ("Teacher"). Amy L Szakaly is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning, **August 01, 2025** and ending on **June 15, 2026**. Ind. Code 20-28-6-2(a)(3)(A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **208.0** days. Ind. Code 20-28-6-2(a)(3)(B)
3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to Ind. Code 20-29-6-7, the number of hours per day the Teacher is expected to work is established pursuant to agreements entered into by the Exclusive Representative for Certified Teachers and the Board of School Trustees for the Corporation. Ind. Code 20-28-6-2(a)(3)(E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **84,875.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in **26.00** installments on a **Bi-Weekly** basis. Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(b) pursuant to the procedures set forth in Ind Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this **18th** day of **November, 2025**

Teacher



Attested:



Superintendent

School Corporation by:



President

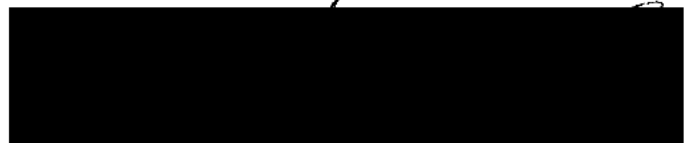


Secretary

Added Pay Contract

In consideration of the undersigned teacher agreeing to perform the following designated services (not to include Summer or Evening School) in addition to the services rendered pursuant to the Regular Teachers' Contract, the employer agrees to pay the said teacher as follows for the Services to be Rendered:

This agreement for additional services is executed this **18th** day of **November 2025**



	Regular	Special	Total
Contract Summary:	84,875.00	0.00	84,875.00

Printed: 11/18/2025 09:12 AM

School Corporation

Degree: MS Masters Degree
Classification: MS + 0 / BS+42
Experience: 0.00

For Office Use Only

Location: 0103 Bristol
Pay Record: NH26

REGULAR TEACHERS 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 Elkhart Community Schools ("Corporation") and
Marissa B Tinkle ("Teacher"). Marissa B Tinkle is a teacher as defined in Ind. Code 20-18-2-22.

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

- 1. The Teacher shall teach in the schools of the Corporation for the school term beginning, August 01, 2025 and ending on June 15, 2026. Ind. Code 20-28-6-2(a)(3)(A)
- 2. The school term described in paragraph 1 immediately above for services under this Contract consists of 208.0 days. Ind. Code 20-28-6-2(a)(3)(B)
- 3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to Ind. Code 20-29-6-7, the number of hours per day the Teacher is expected to work is established pursuant to agreements entered into by the Exclusive Representative for Certified Teachers and the Board of School Trustees for the Corporation. Ind. Code 20-28-6-2(a)(3)(E)
- 4. The Corporation shall pay the Teacher for services under this Contract the total salary of 87,000.00 during the school year. Ind. Code 20-28-6-2(a)(3)(C)
- 5. The Corporation shall pay this amount in 26.00 installments on a Bi-Weekly basis. Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)
- 6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(b) pursuant to the procedures set forth in Ind Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
- 7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this 16th day of December, 2024

Teacher
[Redacted Signature]

School Corporation by:
[Redacted Signature]
President

Attested:
[Redacted Signature]

[Redacted Signature]

Superintendent

Secretary

Added Pay Contract

In consideration of the undersigned teacher agreeing to perform the following designated services (not to include Summer or Evening School) in addition to the services rendered pursuant to the Regular Teachers' Contract, the employer agrees to pay the said teacher as follows for the Services to be Rendered:

This agreement for additional services is executed this 16th day of December 2024

Teacher

Contract Summary:	Regular 87,000.00	Special 0.00	Total 87,000.00
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Degree: MS Masters Degree
Classification: MS + 0 / BS+42
Experience: 23.00

For Office Use Only

Location: 0301-5 EHS Human Ser

Pay Record: 1B

REGULAR TEACHERS 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 Elkhart Community Schools ("Corporation") and Dennis L Trigg Jr ("Teacher"). Dennis L Trigg Jr is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning, **August 01, 2025** and ending on **June 30, 2026**. Ind. Code 20-28-6-2(a)(3)(A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **219.0** days. Ind. Code 20-28-6-2(a)(3)(B)
3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to Ind. Code 20-29-6-7, the number of hours per day the Teacher is expected to work is established pursuant to agreements entered into by the Exclusive Representative for Certified Teachers and the Board of School Trustees for the Corporation. Ind. Code 20-28-6-2(a)(3)(E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **109,495.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in **26.00** installments on a **Bi-Weekly** basis. Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(b) pursuant to the procedures set forth in Ind Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this **18th** day of **November, 2025**

Teacher



School Corporation by:



President

Attested:



Superintendent



Secretary

Added Pay Contract

In consideration of the undersigned teacher agreeing to perform the following designated services (not to include Summer or Evening School) in addition to the services rendered pursuant to the Regular Teachers' Contract, the employer agrees to pay the said teacher as follows for the Services to be Rendered:

This agreement for additional services is executed this **18th** day of **November 2025**



	Regular	Special	Total
Contract Summary:	109,495.00	0.00	109,495.00

Printed: 11/18/2025 09:12 AM

School Corporation

Degree: MS Masters Degree
Classification: MS + 0 / BS+42
Experience: 20.00

For Office Use Only

Location: 0111 Monger
Pay Record: 1

REGULAR TEACHERS 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 Elkhart Community Schools ("Corporation") and
April R Walker ("Teacher"). April R Walker is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning, **August 01, 2025** and ending on **June 15, 2026**. Ind. Code 20-28-6-2(a)(3)(A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **208.0** days. Ind. Code 20-28-6-2(a)(3)(B)
3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to Ind. Code 20-29-6-7, the number of hours per day the Teacher is expected to work
is established pursuant to agreements entered into by the Exclusive Representative for Certified Teachers and the Board of School Trustees for the Corporation.
Ind. Code 20-28-6-2(a)(3)(E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **109,495.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in **26.00** installments on a **Bi-Weekly** basis. Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-5-5(1)
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(b) pursuant to the procedures set forth in Ind Code 20-28-7.5-2
and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this **18th** day of **November, 2025**

Teacher

School Corporation by:

Attested:

President

Superintendent

Secretary

Added Pay Contract

In consideration of the undersigned teacher agreeing to perform the following designated services (not to include Summer or Evening School) in addition to the services rendered
pursuant to the Regular Teachers' Contract, the employer agrees to pay the said teacher as follows for the Services to be Rendered:

This agreement for additional services is executed this **18th** day of **November 2025**

Teacher

	Regular	Special	Total
Contract Summary:	109,495.00	0.00	109,495.00

Printed: 11/18/2025 09:12 AM

School Corporation

Degree: MS Masters Degree
Classification: MS + 30
Experience: 28.00

For Office Use Only

Location: 0108 Hawthorne
Pay Record: 1B

REGULAR TEACHERS 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 Elkhart Community Schools ("Corporation") and
Meredith E Warnock ("Teacher"). Meredith E Warnock is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning, **August 01, 2025** and ending on **June 15, 2026**. Ind. Code 20-28-6-2(a)(3)(A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **208.0** days. Ind. Code 20-28-6-2(a)(3)(B)
3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to Ind. Code 20-29-6-7, the number of hours per day the Teacher is expected to work is established pursuant to agreements entered into by the Exclusive Representative for Certified Teachers and the Board of School Trustees for the Corporation.
Ind. Code 20-28-6-2(a)(3)(E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **91,180.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in **26.00** installments on a **Bi-Weekly** basis. Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(b) pursuant to the procedures set forth in Ind Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this **18th** day of **November, 2025**

Teacher

School Corporation by:

President

Attested:

Secretary

Superintendent

Added Pay Contract

In consideration of the undersigned teacher agreeing to perform the following designated services (not to include Summer or Evening School) in addition to the services rendered pursuant to the Regular Teachers' Contract, the employer agrees to pay the said teacher as follows for the Services to be Rendered:

This agreement for additional services is executed this **18th** day of **November 2025**

Teacher

	Regular	Special	Total
Contract Summary:	91,180.00	0.00	91,180.00

Printed: 11/18/2025 09:12 AM

School Corporation

Degree: MA Masters Degree
Classification: MS + 0 / BS+42
Experience: 18.00

For Office Use Only

Location: 0102 Beck

Pay Record: 1

REGULAR TEACHERS 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 Elkhart Community Schools ("Corporation") and Tervonda M Washington ("Teacher"). Tervonda M Washington is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning, **August 01, 2025** and ending on **June 15, 2026**. Ind. Code 20-28-6-2(a)(3)(A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **208.0** days. Ind. Code 20-28-6-2(a)(3)(B)
3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to Ind. Code 20-29-6-7, the number of hours per day the Teacher is expected to work is established pursuant to agreements entered into by the Exclusive Representative for Certified Teachers and the Board of School Trustees for the Corporation. Ind. Code 20-28-6-2(a)(3)(E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **106,355.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in **26.00** installments on a **Bi-Weekly** basis. Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this 18th day of **November, 2025**

Teacher



School Corporation by:



President

Attested:



Superintendent

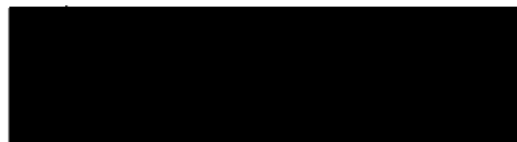


Secretary

Added Pay Contract

In consideration of the undersigned teacher agreeing to perform the following designated services (not to include Summer or Evening School) in addition to the services rendered pursuant to the Regular Teachers' Contract, the employer agrees to pay the said teacher as follows for the Services to be Rendered:

This agreement for additional services is executed this **18th day of November 2025**



Teacher

Contract Summary:	Regular	Special	Total
	106,355.00	0.00	106,355.00

Printed: 11/18/2025 09:12 AM

Elkhart Community Schools
School Corporation

Degree: MS Masters Degree
Classification: MS + 0 / BS+42
Experience: 34.00

For Office Use Only

Location: 0301-2 EHS Bus & Intern

Pay Record: 1B

REGULAR TEACHERS 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 Elkhart Community Schools ("Corporation") and Matthew Werbiansky ("Teacher"). Matthew Werbiansky is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning, **August 01, 2025** and ending on **June 30, 2026**. *Ind. Code 20-28-6-2(a)(3)(A)*
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **219.0** days. *Ind. Code 20-28-6-2(a)(3)(B)*
3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to *Ind. Code 20-29-6-7*, the number of hours per day the Teacher is expected to work is established pursuant to agreements entered into by the Exclusive Representative for Certified Teachers and the Board of School Trustees for the Corporation.
Ind. Code 20-28-6-2(a)(3)(E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **112,250.00** during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in **26.00** installments on a **Bi-Weekly** basis. *Ind. Code 20-28-6-2(a)(3)(D)* *Ind. Code 20-28-6-5(1)*
6. This Contract may be cancelled during its term for any of the grounds set forth in *Ind. Code 20-28-7.5-1(b)* pursuant to the procedures set forth in *Ind. Code 20-28-7.5-2* and *Ind. Code 20-28-7.5-3*.
7. This Contract is a public record pursuant to *Ind. Code 20-28-6-2(d)* and *Ind. Code 5-14-3*.

Agreed this **18th** day of **November, 2025**

Teacher



School Corporation by:

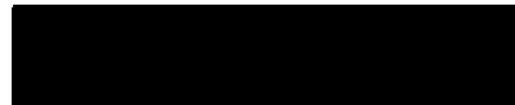


President

Attested:



Superintendent



Secretary

Added Pay Contract

In consideration of the undersigned teacher agreeing to perform the following designated services (not to include Summer or Evening School) in addition to the services rendered pursuant to the Regular Teachers' Contract, the employer agrees to pay the said teacher as follows for the Services to be Rendered:

This agreement for additional services is executed this **18th** day of **November 2025**



Teacher

	Regular	Special	Total
Contract Summary:	112,250.00	0.00	112,250.00

Printed: 11/18/2025 09:12 AM

School Corporation

**DIRECTOR OF COMMUNICATION
EMPLOYMENT AGREEMENT**

THIS AGREEMENT, made and entered into as of the 13th day of August, 2025 by and between **ELKHART COMMUNITY SCHOOLS**, an Indiana School Corporation, hereinafter referred to as "**EMPLOYER**", and **Wendy S. Wood**, hereinafter referred to as "**EMPLOYEE**".

WITNESSETH:

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

WHEREAS, it is the desire of the parties to agree upon the terms of employment.

NOW, THEREFORE, in consideration of the premises and the covenants of the parties hereinafter contained, the parties agree as follows:

1. Employer hereby employs Employee in the capacity of "Director of Communication" for a period beginning August 13, 2025, consisting of 230 days, and ending June 30, 2026.
2. Employee agrees to perform services for Employer as described in "Elkhart Community Schools Board Policies and Administrative Regulation Book" and the "Position Description for Director of Communication."
3. In consideration of the furnishing of such services by Employee, Employer agrees to pay Employee the Prorated Sum of \$73,885 for the period beginning August 13, 2025, through June 30, 2026.
4. Employer agrees to provide Fringe Benefits in accordance with applicable Board Policies.
5. The terms of this Employment Agreement shall be governed by applicable Board Policies and Administrative Regulations, including, but not limited to, the provisions for dismissal.

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

ELKHART COMMUNITY SCHOOLS

By: _____
(Employer)

By: _____
(Employee)

BOARD OF SCHOOL TRUSTEES

0

1

SUMMARY: Regular Contract \$73,885
Performance Award 0
TOTAL CONTRACT \$73,885

Days in 2025/26 230 ✓
Vacation 20
Contract Effective Date 8/13/2025