Oscar Haughs
HIGH SCHOOL PRINCIPAL

-ADDENDUM-
240 Days

Length of Contract:
Three (3) Years
Year 1 – July 1, 2026 to June 30, 2027 – $105,880.68
Year 2 – July 1, 2027 to June 30, 2028 – TBD
Year 3 – July 1, 2028 to June 30, 2029 -- TBD

The salary for the Rochester High School (RHS) Principal has been negotiated between the Principal and Superintendent. The administrative position is set at 240 contract days, between July 1 and June 30, with benefits under the Administrative Policy. The contract amount will be adjusted based on performance, and no increase may be given without an evaluation result of Highly Effective or Effective. The salary is subject to state law and limitations, including the Rochester Community School Corporation's (Corporation) need to avoid deficit spending. The Corporation shall pay its administrators in a fair and proper manner.

Insurance:
Medical – RHS Principal will pay according to the Corporation Educational Leaders benefit package based on the medical plan chosen by the employee. The employee agrees to pay 15% of the total premium and the corporation agrees to pay 85% of the total premium.

Dental - RHS Principal will pay according to the Corporation Educational Leaders benefit package. The value of dental benefit is $174.00

LTD - Single coverage – Corporation will pay all but $0.01. RHS Principal will pay $0.01.

Life Insurance – RHS Principal will have a $50,000 term life insurance policy. Corporation will pay all but $0.01. RHS Principal will pay $0.01.

Other Leaves/Benefits:
All other leaves will be the same as allowed for other certificated employees.

Any unused days shall accumulate to a total of one hundred fifty (150) days. An amount equal to seventy-five dollars ($75) times the number of absence days in excess of one hundred fifty (150) days will be paid annually in the form of a check or into a 403b to the RHS Principal on his/her last paycheck in July, unless the Principal retires before the end of the year. If the Principal retires, it will be paid out with his/her last paycheck.

A Principal retiring from the Corporation will receive fifty-five dollars ($55) per day of unused accumulated sick leave days up to one hundred fifty (150) days.

Principals are permitted to attend a national conference no more often than every other year. The Corporation may not wish to approve more than two (2) principals on this leave in any one year. Reimbursement will be made for travel, registration, rooms, meals, and other meeting expenses at reasonable and customary rates upon receipt of itemized claims and proper documentation for said expenses.

The Corporation will reimburse a maximum of $150 annually of $300 bi-annually toward a physical examination made by a licensed medical physician of your choice. Reimbursement will be made upon receipt of claim and proper documentation of said expense and intended purpose.

The Corporation will reimburse mileage directly related to school purposes. The adopted mileage rate for the school Corporation may be claimed by submitting a properly documented mileage claim Form No. 101.

An amount up to five hundred ($500) dollars will be allowed to the principal at his/her option for membership(s) in professional organizations.

ISTRF Employee Contribution - In addition to the other consideration provided to the Principal by this paragraph of this Contract, the Board shall make any contribution to the Indiana State Teachers' Retirement Fund that would otherwise be required to be paid by the Principal. All payments to the Principal are subject to federal income tax and the Principal's contribution to the Indiana State Teachers' Retirement Fund shall be included in the Principal's salary for purposes of the Indiana State Teachers' Retirement Fund.

Equipment:
The Corporation shall provide a cell phone and service.

_____	_____
Date	Casi Cowles, Board President
_____	_____
Date	Jennifer Smith, Board Secretary
_____	_____
Date	Oscar Haughs, RHS Principal
_____	_____
Date	Jana Vance, Superintendent

Lauryn Atkinson
RHS ASSISTANT PRINCIPAL

-ADDENDUM-
205 Days

Length of Contract:
Three (3) Years
Year 1 – July 1, 2026 to June 30, 2027 – $86,699.17
Year 2 – July 1, 2027 to June 30, 2028 – TBD
Year 3 – July 1, 2028 to June 30, 2029 -- TBD

The salary for the Rochester High School (RHS) Assistant Principal has been negotiated between the Assistant Principal and Superintendent. The administrative position is set at 205 contract days, between July 1 and June 30, with benefits under the Administrative Policy. The contract amount will be adjusted based on performance, and no increase may be given without an evaluation result of Highly Effective or Effective. The salary is subject to state law and limitations, including the Rochester Community School Corporation's (Corporation) need to avoid deficit spending. The Corporation shall pay its administrators in a fair and proper manner.

Insurance:
Medical – RHS Assistant Principal will pay according to the Corporation Educational Leaders benefit package based on the medical plan chosen by the employee. The employee agrees to pay 15% of the total premium and the corporation agrees to pay 85% of the total premium.

Dental – RHS Assistant Principal will pay according to the Corporation Educational Leaders benefit package. The value of dental benefit is $174.00

LTD - Single coverage – Corporation will pay all but $0.01. RHS Assistant Principal will pay $0.01.

Life Insurance – RHS Assistant Principal will have a $50,000 term life insurance policy. Corporation will pay all but $0.01. RHS Assistant Principal will pay $0.01.

Other Leaves/Benefits:
All other leaves will be the same as allowed for other certificated employees.

Any unused days shall accumulate to a total of one hundred fifty (150) days. An amount equal to seventy-five dollars ($75) times the number of absence days in excess of one hundred fifty (150) days will be paid annually in the form of a check or into a 403b to the RHS Assistant Principal on his/her last paycheck in July, unless the Principal retires before the end of the year. If the Assistant Principal retires, it will be paid out with his/her last paycheck.

An Assistant Principal retiring from the Corporation will receive fifty-five dollars ($55) per day of unused accumulated sick leave days up to one hundred fifty (150) days. Principals are permitted to attend a national conference no more often than every other year. The Corporation may not wish to approve more than two (2) principals on this leave in any one year. Reimbursement will be made for travel, registration, rooms, meals, and other meeting expenses at reasonable and customary rates upon receipt of itemized claims and proper documentation for said expenses.

The Corporation will reimburse a maximum of $150 annually of $300 bi-annually toward a physical examination made by a licensed medical physician of your choice. Reimbursement will be made upon receipt of claim and proper documentation of said expense and intended purpose.

The Corporation will reimburse mileage directly related to school purposes. The adopted mileage rate for the school Corporation may be claimed by submitting a properly documented mileage claim Form No. 101.

An amount up to five hundred ($500) dollars will be allowed to the principal at his/her option for membership(s) in professional organizations.

ISTRF Employee Contribution - In addition to the other consideration provided to the Assistant Principal by this paragraph of this Contract, the Board shall make any contribution to the Indiana State Teachers' Retirement Fund that would otherwise be required to be paid by the Principal. All payments to the Assistant Principal are subject to federal income tax and the Assistant Principal's contribution to the Indiana State Teachers' Retirement Fund shall be included in the Assistant Principal's salary for purposes of the Indiana State Teachers' Retirement Fund.

Equipment:
The Corporation shall provide a cell phone and service.

_____	_____
Date	Casi Cowles, Board President
_____	_____
Date	Jennifer Smith, Board Secretary
_____	_____
Date	Lauryn Atkinson, RHS Assistant Principal
_____	_____
Date	Jana Vance, Superintendent

Cal Stone
ATHLETIC DIRECTOR

-ADDENDUM-
220 Days

Length of Contract – 2 years

Year 1 – July 1, 2026 to June 30, 2027 -- $68,500
Year 2 – July 1, 2027 to June 30, 2028 -- TBD

The salary for the Rochester Community School Corporation Athletic Director has been negotiated between the Athletic Director and Superintendent. The administrative position is set at 220 contract days, between July 1 and June 30, with benefits under the Administrative Policy. The contract amount will be adjusted based on performance, and no increase may be given without an evaluation result of Highly Effective or Effective. The salary is subject to state law and limitations, including the corporation's need to avoid deficit spending. The corporation shall pay its administrators in a fair and proper manner.

Insurance:

Medical – Athletic Director will pay according to the Corporation Educational Leaders benefit package based on the medical plan chosen by the employee. The employee agrees to pay 15% of the total premium and the corporation agrees to pay 85% of the total premium.

Dental - Athletic Director will pay according to the Corporation Educational Leaders benefit package. The value of dental benefit is $174.00

LTD - Single coverage – Corporation will pay all but $0.01. Athletic Director will pay $0.01.

Life Insurance – Athletic Director will have a $50,000 term life insurance policy. Corporation will pay all but $0.01. Athletic Director will pay $0.01.

Other Leaves/Benefits:

All other leaves will be the same as allowed for other certified employees.

The corporation will reimburse a maximum of $150 annually of $300 bi-annually toward a physical examination made by a licensed medical physician of your choice. Reimbursement will be made upon receipt of claim and proper documentation of said expense and intended purpose.

The corporation will reimburse mileage directly related to school purposes. The adopted mileage rate for the school corporation may be claimed by submitting a properly documented mileage claim Form No. 101.

Leave days will have a "term value" and have no cash value other than for the intended purpose and use. Leave days shall not accumulate more than one (1) annual contract year.

An amount up to five hundred ($500) dollars will be allowed to the Athletic Director at his option for membership(s) in professional organizations.

ISTRF Employee Contribution - In addition to the other consideration provided to the Athletic Director by this paragraph of this Contract, the Board shall make any contribution to the Indiana State Teachers' Retirement Fund that would otherwise be required to be paid by the Athletic Director. All payments to the Athletic Director are subject to federal income tax and the Athletic Director's contribution to the Indiana State Teachers' Retirement Fund shall be included in the Athletic Director's salary for purposes of the Indiana State Teachers' Retirement Fund.

Equipment:

The Employer shall provide cell phone and service.

_____	_____
Date	Casi Cowles, Board President
_____	_____
Date	Jennifer Smith, Board Secretary
_____	_____
Date	Cal Stone, Athletic Director
_____	_____
Date	Jana Vance, Superintendent

ROCHESTER COMMUNITY SCHOOL CORPORATION
EMPLOYMENT AGREEMENT

THIS AGREEMENT made and entered into as of the **16th day** of **November, 2026** by and between ***ROCHESTER COMMUNITY SCHOOLS***, an Indiana School Corporation, hereinafter referred to as ***"EMPLOYER"***, and **Greg Martz**, hereinafter referred to as ***"EMPLOYEE"***.

WITNESSETH:

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

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

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

1. Employer hereby employs Employee in the capacity of "**Athletic Secretary**" for a period beginning **July 1, 2026**, consisting of **120 days**, and ending **June 30, 2027.**

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

3. In consideration of the furnishing of such services by Employee, Employer agrees to pay Employee the Sum of **$27,150.00**. Employee shall be eligible for performance bonuses as approved by the Board of School Trustees, upon completion of previously established goals as set forth by the Superintendent.

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

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

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

ROCHESTER COMMUNITY SCHOOLS

By: _____
Jana Vance, Superintendent

By: _____
Greg Martz

BOARD OF SCHOOL TRUSTEES

_____
Casi Cowles, Board President

_____
Jennifer Smith, Board Secretary

CASSIE MURPHY
MIDDLE SCHOOL PRINCIPAL

-ADDENDUM-
230 Days

Length of Contract:
Three (3) Years
Year 1 – July 1, 2026 to June 30, 2027 – $98,690.10
Year 2 – July 1, 2027 to June 30, 2028 – TBD
Year 3 – July 1, 2028 to June 30, 2029 -- TBD

The salary for the Rochester Middle School (RMS) Principal has been negotiated between the Principal and Superintendent. The administrative position is set at 230 contract days, between July 1 and June 30, with benefits under the Administrative Policy. The contract amount will be adjusted based on performance, and no increase may be given without an evaluation result of Highly Effective or Effective. The salary is subject to state law and limitations, including the Rochester Community School Corporation's (Corporation) need to avoid deficit spending. The Corporation shall pay its administrators in a fair and proper manner.

Insurance:

Medical – RMS Principal will pay according to the Corporation Educational Leaders benefit package based on the medical plan chosen by the employee. The employee agrees to pay 15% of the total premium and the corporation agrees to pay 85% of the total premium.

Dental - RMS Principal will pay according to the Corporation Educational Leaders benefit package. The value of dental benefit is $174.00

LTD - Single coverage – Corporation will pay all but $0.01. RMS Principal will pay $0.01.

Life Insurance – RMS Principal will have a $50,000 term life insurance policy. Corporation will pay all but $0.01. RMS Principal will pay $0.01.

Other Leaves/Benefits:

All other leaves will be the same as allowed for other certificated employees.

Any unused days shall accumulate to a total of one hundred fifty (150) days. An amount equal to seventy-five dollars ($75) times the number of absence days in excess of one hundred fifty (150) days will be paid annually in the form of a check or into a 403b to the RMS Principal on his/her last paycheck in July, unless the Principal retires before the end of the year. If the Principal retires, it will be paid out with his/her last paycheck.

A Principal retiring from the Corporation will receive fifty-five dollar ($55) per day of unused accumulated sick leave days up to one hundred fifty (150) days.
Principals are permitted to attend a national conference no more often than every other year. The Corporation may not wish to approve more than two (2) principals on this leave in any one year. Reimbursement will be made for travel, registration, rooms, meals, and other meeting expenses at reasonable and customary rates upon receipt of itemized claims and proper documentation for said expenses.

The Corporation will reimburse a maximum of $150 annually of $300 bi-annually toward a physical examination made by a licensed medical physician of your choice. Reimbursement will be made upon receipt of claim and proper documentation of said expense and intended purpose.

The Corporation will reimburse mileage directly related to school purposes. The adopted mileage rate for the school Corporation may be claimed by submitting a properly documented mileage claim Form No. 101.

An amount up to five hundred ($500) dollars will be allowed to the principal at his/her option for membership(s) in professional organizations.

ISTRF Employee Contribution - In addition to the other consideration provided to the Principal by this paragraph of this Contract, the Board shall make any contribution to the Indiana State Teachers' Retirement Fund that would otherwise be required to be paid by the Principal. All payments to the Principal are subject to federal income tax and the Principal's contribution to the Indiana State Teachers' Retirement Fund shall be included in the Principal's salary for purposes of the Indiana State Teachers' Retirement Fund.

Equipment:
The Corporation shall provide a cell phone and service.

_____	_____
Date	Casi Cowles, Board President
_____	_____
Date	Jennifer Smith, Board Secretary
_____	_____
Date	Cassie Murphy, RMS Principal
_____	_____
Date	Jana Vance, Superintendent

Nathanael Basham
ASSISTANT PRINCIPAL

-ADDENDUM-
205 Days

Length of Contract:
Three (3) Years
Year 1 – July 1, 2026 to June 30, 2027 – $73,950.00
Year 2 – July 1, 2027 to June 30, 2028 – TBD
Year 3 – July 1, 2028 to June 30, 2029 -- TBD

The salary for the Rochester Middle School (RMS) Assistant Principal has been negotiated between the Assistant Principal and Superintendent. The administrative position is set at 205 contract days, between July 1 and June 30, with benefits under the Administrative Policy. The contract amount will be adjusted based on performance, and no increase may be given without an evaluation result of Highly Effective or Effective. The salary is subject to state law and limitations, including the Rochester Community School Corporation's (Corporation) need to avoid deficit spending. The Corporation shall pay its administrators in a fair and proper manner.

Insurance:
Medical – RMS Assistant Principal will pay according to the Corporation Educational Leaders benefit package based on the medical plan chosen by the employee. The employee agrees to pay 15% of the total premium and the corporation agrees to pay 85% of the total premium.

Dental – RMS Assistant Principal will pay according to the Corporation Educational Leaders benefit package. The value of dental benefit is $174.00

LTD - Single coverage – Corporation will pay all but $0.01. RMS Assistant Principal will pay $0.01.

Life Insurance – RMS Assistant Principal will have a $50,000 term life insurance policy. Corporation will pay all but $0.01. RMS Assistant Principal will pay $0.01.

Other Leaves/Benefits:
All other leaves will be the same as allowed for other certificated employees.

Any unused days shall accumulate to a total of one hundred fifty (150) days. An amount equal to seventy-five dollars ($75) times the number of absence days in excess of one hundred fifty (150) days will be paid annually in the form of a check or into a 403b to the RMS Assistant Principal on his/her last paycheck in July, unless the RMS Assistant Principal retires before the end of the year. If the RMS Assistant Principal retires, it will be paid out with his/her last paycheck.

An Assistant Principal retiring from the Corporation will receive fifty-five dollars ($55) per day of unused accumulated sick leave days up to one hundred fifty (150) days.

Principals are permitted to attend a national conference no more often than every other year. The Corporation may not wish to approve more than two (2) principals on this leave in any one year. Reimbursement will be made for travel, registration, rooms, meals, and other meeting expenses at reasonable and customary rates upon receipt of itemized claims and proper documentation for said expenses.

The Corporation will reimburse a maximum of $150 annually of $300 bi-annually toward a physical examination made by a licensed medical physician of your choice. Reimbursement will be made upon receipt of claim and proper documentation of said expense and intended purpose.

The Corporation will reimburse mileage directly related to school purposes. The adopted mileage rate for the school Corporation may be claimed by submitting a properly documented mileage claim Form No. 101.

An amount up to five hundred ($500) dollars will be allowed to the principal at his/her option for membership(s) in professional organizations.

ISTRF Employee Contribution - In addition to the other consideration provided to the Assistant Principal by this paragraph of this Contract, the Board shall make any contribution to the Indiana State Teachers' Retirement Fund that would otherwise be required to be paid by the Assistant Principal. All payments to the Assistant Principal are subject to federal income tax and the Assistant Principal's contribution to the Indiana State Teachers' Retirement Fund shall be included in the Assistant Principal's salary for purposes of the Indiana State Teachers' Retirement Fund.

Equipment:
The Corporation shall provide a cell phone and service.

_____	_____
Date	Casi Cowles, Board President
_____	_____
Date	Jennifer Smith, Board Secretary
_____	_____
Date	Nate Basham, RMS Assistant Principal
_____	_____
Date	Jana Vance, Superintendent

Luke Biernacki
ELEMENTARY PRINCIPAL

-ADDENDUM-
220 Days

Length of Contract:
Three (3) Years
Year 1 – July 1, 2026 to June 30, 2027 – $94,985.26
Year 2 – July 1, 2027 to June 30, 2028 – TBD
Year 3 – July 1, 2028 to June 30, 2029 -- TBD

The salary for the Riddle Elementary School (RES) Principal has been negotiated between the Principal and Superintendent. The administrative position is set at 220 contract days, between July 1 and June 30, with benefits under the Administrative Policy. The contract amount will be adjusted based on performance, and no increase may be given without an evaluation result of Highly Effective or Effective. The salary is subject to state law and limitations, including the Rochester Community School Corporation's (Corporation) need to avoid deficit spending. The Corporation shall pay its administrators in a fair and proper manner.

Insurance:
Medical – RES Principal will pay according to the Corporation Educational Leaders benefit package based on the medical plan chosen by the employee. The employee agrees to pay 15% of the total premium and the corporation agrees to pay 85% of the total premium.

Dental - RES Principal will pay according to the Corporation Educational Leaders benefit package. The value of dental benefit is $174.00

LTD - Single coverage – Corporation will pay all but $0.01. RES Principal will pay $0.01.

Life Insurance – RES Principal will have a $50,000 term life insurance policy. Corporation will pay all but $0.01. RES Principal will pay $0.01.

Other Leaves/Benefits:
All other leaves will be the same as allowed for other certificated employees.

Any unused days shall accumulate to a total of one hundred fifty (150) days. An amount equal to seventy-five dollars ($75) times the number of absence days in excess of one hundred fifty (150) days will be paid annually in the form of a check or into a 403b to the RES Principal on his/her last paycheck in July, unless the Principal retires before the end of the year. If the Principal retires, it will be paid out with his/her last paycheck.

A Principal retiring from the Corporation will receive fifty-five dollars ($55) per day of unused accumulated sick leave days up to one hundred fifty (150) days

Principals are permitted to attend a national conference no more often than every other year. The Corporation may not wish to approve more than two (2) principals on this leave in any one year. Reimbursement will be made for travel, registration, rooms, meals, and other meeting expenses at reasonable and customary rates upon receipt of itemized claims and proper documentation for said expenses.

The Corporation will reimburse a maximum of $150 annually of $300 bi-annually toward a physical examination made by a licensed medical physician of your choice. Reimbursement will be made upon receipt of claim and proper documentation of said expense and intended purpose.

The Corporation will reimburse mileage directly related to school purposes. The adopted mileage rate for the school Corporation may be claimed by submitting a properly documented mileage claim Form No. 101.

An amount up to five hundred ($500) dollars will be allowed to the principal at his/her option for membership(s) in professional organizations.

ISTRF Employee Contribution - In addition to the other consideration provided to the Principal by this paragraph of this Contract, the Board shall make any contribution to the Indiana State Teachers' Retirement Fund that would otherwise be required to be paid by the Principal. All payments to the Principal are subject to federal income tax and the Principal's contribution to the Indiana State Teachers' Retirement Fund shall be included in the Principal's salary for purposes of the Indiana State Teachers' Retirement Fund.

Equipment:
The Corporation shall provide a cell phone and service.

_____	_____
Date	Casi Cowles, Board President
_____	_____
Date	Jennifer Smith, Board Secretary
_____	_____
Date	Luke Biernacki, Riddle Principal
_____	_____
Date	Jana Vance, Superintendent

Meghan McLochlin
CURRICULUM DIRECTOR
RIDDLE ELEMENTARY ASSISTANT PRINCIPAL
-ADDENDUM-
205 Days

Length of Contract:
Three (3) Years
Year 1 – July 1, 2026 to June 30, 2027 – $84,474.18
Year 2 – July 1, 2027 to June 30, 2028 – TBD
Year 3 – July 1, 2028 to June 30, 2029 -- TBD

The salary for the Rochester Community School Corporation Curriculum Director/Riddle Elementary School Asst Principal has been negotiated between the Curriculum Director/RES Asst Principal and Superintendent. The administrative position is set at 205 contract days, between July 1 and June 30, with benefits under the Administrative Policy. The contract amount will be adjusted based on performance, and no increase may be given without an evaluation result of Highly Effective or Effective. The salary is subject to state law and limitations, including the Rochester Community School Corporation's (Corporation) need to avoid deficit spending. The Corporation shall pay its administrators in a fair and proper manner.

Insurance:
Medical – Curriculum Director/RES Asst Principal will pay according to the Corporation Educational Leaders benefit package based on the medical plan chosen by the employee. The employee agrees to pay 15% of the total premium and the corporation agrees to pay 85% of the total premium.

Dental – Curriculum Director/RES Asst Principal will pay according to the Corporation Educational Leaders benefit package. The value of dental benefit is $174.00

LTD - Single coverage – Corporation will pay all but $0.01. Curriculum Director/RES Asst Principal will pay $0.01.

Life Insurance – Curriculum Director/RES Asst Principal will have a $50,000 term life insurance policy. Corporation will pay all but $0.01. Curriculum Director/RES Asst Principal will pay $0.01.

Other Leaves/Benefits:
All other leaves will be the same as allowed for other certificated employees.

Any unused days shall accumulate to a total of one hundred fifty (150) days. An amount equal to seventy-five dollars ($75) times the number of absence days in excess of one hundred fifty (150) days will be paid annually in the form of a check or into a 403b to the Curriculum Director/RES Asst Principal on his/her last paycheck in July, unless the Curriculum Director/RES Asst Principal retires before the end of the year. If the

Curriculum Director/RES Asst Principal retires, it will be paid out with his/her last paycheck.

A Curriculum Director/RES Asst Principal retiring from the Corporation will receive fifty-five dollars ($55) per day of unused accumulated sick leave days up to one hundred fifty (150) days.

The Corporation will reimburse a maximum of $150 annually of $300 bi-annually toward a physical examination made by a licensed medical physician of your choice. Reimbursement will be made upon receipt of claim and proper documentation of said expense and intended purpose.

The Corporation will reimburse mileage directly related to school purposes. The adopted mileage rate for the school Corporation may be claimed by submitting a properly documented mileage claim Form No. 101.

An amount up to five hundred ($500) dollars will be allowed to the Curriculum Director/RES Asst Principal at his/her option for membership(s) in professional organizations.

ISTRF Employee Contribution - In addition to the other consideration provided to the Curriculum Director/RES Asst Principal by this paragraph of this Contract, the Board shall make any contribution to the Indiana State Teachers' Retirement Fund that would otherwise be required to be paid by the Curriculum Director/RES Asst Principal. All payments to the Curriculum Director/RES Asst Principal are subject to federal income tax and the Curriculum Director/RES Asst Principal's contribution to the Indiana State Teachers' Retirement Fund shall be included in the Curriculum Director/RES Asst Principal's salary for purposes of the Indiana State Teachers' Retirement Fund.

Equipment:
The Corporation shall provide a cell phone and service.

_____	_____
Date	Casi Cowles, Board President
_____	_____
Date	Jennifer Smith, Board Secretary
_____	_____
Date	Meghan McLochlin, Cur Dir/RES Asst Principal
_____	_____
Date	Jana Vance, Superintendent

Jason Snyder
ELEMENTARY PRINCIPAL

-ADDENDUM-
220 Days

Length of Contract:
Three (3) Years
Year 1 – July 1, 2026 to June 30, 2027 – $95,673.47
Year 2 – July 1, 2027 to June 30, 2028 – TBD
Year 3 – July 1, 2028 to June 30, 2029 -- TBD

The salary for the Columbia Elementary School (CES) Principal has been negotiated between the Principal and Superintendent. The administrative position is set at 220 contract days, between July 1 and June 30, with benefits under the Administrative Policy. The contract amount will be adjusted based on performance, and no increase may be given without an evaluation result of Highly Effective or Effective. The salary is subject to state law and limitations, including the Rochester Community School Corporation's (Corporation) need to avoid deficit spending. The Corporation shall pay its administrators in a fair and proper manner.

Insurance:

Medical – CES Principal will pay according to the Corporation Educational Leaders benefit package based on the medical plan chosen by the employee. The employee agrees to pay 15% of the total premium and the corporation agrees to pay 85% of the total premium.

Dental - CES Principal will pay according to the Corporation Educational Leaders benefit package. The value of dental benefit is $174.00

LTD - Single coverage – Corporation will pay all but $0.01. CES Principal will pay $0.01.

Life Insurance – CES Principal will have a $50,000 term life insurance policy. Corporation will pay all but $0.01. CES Principal will pay $0.01.

Other Leaves/Benefits:

All other leaves will be the same as allowed for other certificated employees.

Any unused days shall accumulate to a total of one hundred fifty (150) days. An amount equal to seventy-five dollars ($75) times the number of absence days in excess of one hundred fifty (150) days will be paid annually in the form of a check or into a 403b to the CES Principal on his/her last paycheck in July, unless the Principal retires before the end of the year. If the Principal retires, it will be paid out with his/her last paycheck.

A Principal retiring from the Corporation will receive fifty-five dollars ($55) per day of unused accumulated sick leave days up to one hundred fifty (150) days.
Principals are permitted to attend a national conference no more often than every other year. The Corporation may not wish to approve more than two (2) principals on this leave in any one year. Reimbursement will be made for travel, registration, rooms, meals, and other meeting expenses at reasonable and customary rates upon receipt of itemized claims and proper documentation for said expenses.

The Corporation will reimburse a maximum of $150 annually of $300 bi-annually toward a physical examination made by a licensed medical physician of your choice. Reimbursement will be made upon receipt of claim and proper documentation of said expense and intended purpose.

The Corporation will reimburse mileage directly related to school purposes. The adopted mileage rate for the school Corporation may be claimed by submitting a properly documented mileage claim Form No. 101.

An amount up to five hundred ($500) dollars will be allowed to the principal at his/her option for membership(s) in professional organizations.

ISTRF Employee Contribution - In addition to the other consideration provided to the Principal by this paragraph of this Contract, the Board shall make any contribution to the Indiana State Teachers' Retirement Fund that would otherwise be required to be paid by the Principal. All payments to the Principal are subject to federal income tax and the Principal's contribution to the Indiana State Teachers' Retirement Fund shall be included in the Principal's salary for purposes of the Indiana State Teachers' Retirement Fund.

Equipment:
The Corporation shall provide a cell phone and service.

_____	_____
Date	Casi Cowles, Board President
_____	_____
Date	Jennifer Smith, Board Secretary
_____	_____
Date	Jason Snyder, Columbia Principal
_____	_____
Date	Jana Vance, Superintendent

Lukas Schoenhals
DIRECTOR OF STUDENT SERVICES

-ADDENDUM-
220 Days

Length of Contract:
Three (3) Years
Year 1 – July 1, 2026 to June 30, 2027 – $91,208.25
Year 2 – July 1, 2027 to June 30, 2028 – TBD
Year 3 – July 1, 2028 to June 30, 2029 -- TBD

The salary for the Rochester Community School Corporation Director of Student Services has been negotiated between the Director and Superintendent. The administrative position is set at 220 contract days, between July 1 and June 30, with benefits under the Administrative Policy. The contract amount will be adjusted based on performance, and no increase may be given without an evaluation result of Highly Effective or Effective. The salary is subject to state law and limitations, including the Rochester Community School Corporation's (Corporation) need to avoid deficit spending. The Corporation shall pay its administrators in a fair and proper manner.

Insurance:
Medical – Director of Student Services will pay according to the Corporation Educational Leaders benefit package based on the medical plan chosen by the employee. The employee agrees to pay 15% of the total premium and the corporation agrees to pay 85% of the total premium.

Dental – Director of Student Services will pay according to the Corporation Educational Leaders benefit package. The value of dental benefit is $174.00

LTD - Single coverage – Corporation will pay all but $0.01. Director of Student Services will pay $0.01.

Life Insurance – Director of Student Services will have a $50,000 term life insurance policy. Corporation will pay all but $0.01. Director of Student Services will pay $0.01.

Other Leaves/Benefits:
All other leaves will be the same as allowed for other certificated employees.

Any unused days shall accumulate to a total of one hundred fifty (150) days. An amount equal to seventy-five dollars ($75) times the number of absence days in excess of one hundred fifty (150) days will be paid annually in the form of a check or into a 403b to the Director of Student Services on his/her last paycheck in July, unless the Director retires before the end of the year. If the Director of Student Services retires, it will be paid out with his/her last paycheck.

A Director of Student Services retiring from the Corporation will receive fifty-five dollars ($55) per day of unused accumulated sick leave days up to one hundred fifty (150) days.

The Corporation will reimburse a maximum of $150 annually of $300 bi-annually toward a physical examination made by a licensed medical physician of your choice. Reimbursement will be made upon receipt of claim and proper documentation of said expense and intended purpose.

The Corporation will reimburse mileage directly related to school purposes. The adopted mileage rate for the school Corporation may be claimed by submitting a properly documented mileage claim Form No. 101.

An amount up to five hundred ($500) dollars will be allowed to the Director of Student Services at his/her option for membership(s) in professional organizations.

ISTRF Employee Contribution - In addition to the other consideration provided to the Director of Student Services by this paragraph of this Contract, the Board shall make any contribution to the Indiana State Teachers' Retirement Fund that would otherwise be required to be paid by the Director. All payments to the Director are subject to federal income tax and the Directors's contribution to the Indiana State Teachers' Retirement Fund shall be included in the Directors's salary for purposes of the Indiana State Teachers' Retirement Fund.

Equipment:
The Corporation shall provide a cell phone and service.

_____	_____
Date	Casi Cowles, Board President
_____	_____
Date	Jennifer Smith, Board Secretary
_____	_____
Date	Lukas Schoenhals, Director of Student Services
_____	_____
Date	Jana Vance, Superintendent

ROCHESTER COMMUNITY SCHOOL CORPORATION
EMPLOYMENT AGREEMENT

THIS AGREEMENT made and entered into as of the **16th day** of **November, 2026,** by and between ***ROCHESTER COMMUNITY SCHOOLS***, an Indiana School Corporation, hereinafter referred to as ***"EMPLOYER"***, and **Katie L Miller**, hereinafter referred to as ***"EMPLOYEE"***.

WITNESSETH:

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

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

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

1. Employer hereby employs Employee in the capacity of "**Business Manager**" for a period beginning **July 1, 2026**, consisting of **260 days**, and ending **June 30, 2027.**

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

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

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

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

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

ROCHESTER COMMUNITY SCHOOLS

By: _____
Jana Vance, Superintendent

By: _____
Katie L Miller

BOARD OF SCHOOL TRUSTEES

_____
Casi Cowles, Board President

_____
Jennifer Smith, Board President

ROCHESTER COMMUNITY SCHOOL CORPORATION
EMPLOYMENT AGREEMENT

THIS AGREEMENT made and entered into as of the **16th day** of **November, 2026** by and between ***ROCHESTER COMMUNITY SCHOOLS***, an Indiana School Corporation, hereinafter referred to as ***"EMPLOYER"***, and **Evan Friel**, hereinafter referred to as ***"EMPLOYEE"***.

WITNESSETH:

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

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

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

1. Employer hereby employs Employee in the capacity of "**Director of Maintenance**" for a period beginning **July 1, 2026**, consisting of **260 days**, and ending **June 30, 2027.**

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

3. In consideration of the furnishing of such services by Employee, Employer agrees to pay Employee the Sum of **$60,000.00**. Employee shall be eligible for performance bonuses as approved by the Board of School Trustees, upon completion of previously established goals as set forth by the Superintendent.

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

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

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

ROCHESTER COMMUNITY SCHOOLS

By: _____
Jana Vance, Superintendent

By: _____
Evan Friel

BOARD OF SCHOOL TRUSTEES

_____
Casi Cowles, Board President

_____
Jennifer Smith, Board Secretary

ROCHESTER COMMUNITY SCHOOL CORPORATION
EMPLOYMENT AGREEMENT

THIS AGREEMENT made and entered into as of the **16th day** of **November, 2026,** by and between ***ROCHESTER COMMUNITY SCHOOLS***, an Indiana School Corporation, hereinafter referred to as ***"EMPLOYER"***, and **Kathie Adams**, hereinafter referred to as ***"EMPLOYEE"***.

WITNESSETH:

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

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

1. Employer hereby employs Employee in the capacity of "**Human Resources**" for a period beginning **July 1, 2026**, consisting of **260 days**, and ending **June 30, 2027.**

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

3. In consideration of the furnishing of such services by Employee, Employer agrees to pay Employee the Sum of **$54,150.00**. Employee shall be eligible for performance bonuses as approved by the Board of School Trustees, upon completion of previously established goals as set forth by the Superintendent. Employee may at times be required to work more than the allotted 2080 hours per year. An amount of 1.5 times regular hourly salary will be paid for these additional responsibilities.

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

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

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

ROCHESTER COMMUNITY SCHOOLS

By: _____
Jana Vance, Superintendent

By: _____
Kathie Adams

BOARD OF SCHOOL TRUSTEES

_____
Casi Cowles, Board President

_____
Jennifer Smith, Board Secretary

ROCHESTER COMMUNITY SCHOOL CORPORATION
EMPLOYMENT AGREEMENT

THIS AGREEMENT made and entered into as of the **16th day** of **November, 2026,** by and between ***ROCHESTER COMMUNITY SCHOOLS***, an Indiana School Corporation, hereinafter referred to as ***"EMPLOYER"***, and **Kevin Reinhold**, hereinafter referred to as ***"EMPLOYEE"***.

WITNESSETH:

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

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

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

1. Employer hereby employs Employee in the capacity of "**Head Bus Driver**" for a period beginning **July 1, 2026**, consisting of **230 days**, and ending **June 30, 2027.**

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

3. In consideration of the furnishing of such services by Employee, Employer agrees to pay Employee the Sum of **$53,850.00**. Employee shall be eligible for performance bonuses as approved by the Board of School Trustees, upon completion of previously established goals as set forth by the Superintendent.

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

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

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

ROCHESTER COMMUNITY SCHOOLS

By: _____
Jana Vance, Superintendent

By: _____
Kevin Reinhold

BOARD OF SCHOOL TRUSTEES

_____
Casi Cowles, Board President

_____
Jennifer Smith, Board Secretary

ROCHESTER COMMUNITY SCHOOL CORPORATION
EMPLOYMENT AGREEMENT

THIS AGREEMENT made and entered into as of the **16th day** of **November 2026,** by and between ***ROCHESTER COMMUNITY SCHOOLS***, an Indiana School Corporation, hereinafter referred to as ***"EMPLOYER"***, and **Stacey Ropp** hereinafter referred to as ***"EMPLOYEE"***.

WITNESSETH:

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

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

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

1. Employer hereby employs Employee in the capacity of "**Head Nurse**" for a period beginning **July 1, 2026**, consisting of **195 days**, and ending **June 30, 2027.**

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

3. In consideration of the furnishing of such services by Employee, Employer agrees to pay Employee the Sum of **$41,936.00**.

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

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

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

ROCHESTER COMMUNITY SCHOOLS

By: _____
Jana Vance, Superintendent

By: _____
Stacey Ropp, Head Nurse

BOARD OF SCHOOL TRUSTEES

_____
Casi Cowles, Board President

_____
Jennifer Smith, Board Secretary

ROCHESTER COMMUNITY SCHOOL CORPORATION
EMPLOYMENT AGREEMENT

THIS AGREEMENT made and entered into as of the **16th day** of **November, 2026,** by and between ***ROCHESTER COMMUNITY SCHOOLS***, an Indiana School Corporation, hereinafter referred to as ***"EMPLOYER"***, and **Amy Bode**, hereinafter referred to as ***"EMPLOYEE"***.

WITNESSETH:

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

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

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

1. Employer hereby employs Employee in the capacity of "**Psychologist**" for a period beginning **July 1, 2026**, consisting of **185 days**, and ending **June 30, 2027.**

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

3. In consideration of the furnishing of such services by Employee, Employer agrees to pay Employee the Sum of **$82,917.00**. Employee shall be eligible for performance bonuses as approved by the Board of School Trustees, upon completion of previously established goals as set forth by the Superintendent.

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

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

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

ROCHESTER COMMUNITY SCHOOLS

By: _____
Jana Vance, Superintendent

By: _____
Amy Bode

BOARD OF SCHOOL TRUSTEES

_____
Casi Cowles, Board President

_____
Jennifer Smith, Board Secretary

ROCHESTER COMMUNITY SCHOOL CORPORATION
EMPLOYMENT AGREEMENT

THIS AGREEMENT made and entered into as of the **16th day** of **November, 2026,** by and between ***ROCHESTER COMMUNITY SCHOOLS***, an Indiana School Corporation, hereinafter referred to as ***"EMPLOYER"***, and **Scott Kistler**, hereinafter referred to as ***"EMPLOYEE"***.

WITNESSETH:

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

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

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

1. Employer hereby employs Employee in the capacity of "**Director of Technology**" for a period beginning **July1, 2026**, consisting of **260 days**, and ending **June 30, 2027.**

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

3. In consideration of the furnishing of such services by Employee, Employer agrees to pay Employee the Sum of **$79,153.00**. Employee shall be eligible for performance bonuses as approved by the Board of School Trustees, upon completion of previously established goals as set forth by the Superintendent.

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

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

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

ROCHESTER COMMUNITY SCHOOLS

By: _____
Jana Vance, Superintendent

By: _____
Scott Kistler

BOARD OF SCHOOL TRUSTEES

_____
Casi Cowles, Board President

_____
Jennifer Smith, Board Secretary

ROCHESTER COMMUNITY SCHOOL CORPORATION
EMPLOYMENT AGREEMENT

THIS AGREEMENT made and entered into as of the **16th day** of **November, 2026,** by and between ***ROCHESTER COMMUNITY SCHOOLS***, an Indiana School Corporation, hereinafter referred to as ***"EMPLOYER"***, and **Nathan Ecker**, hereinafter referred to as ***"EMPLOYEE"***.

WITNESSETH:

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

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

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

1. Employer hereby employs Employee in the capacity of "**Network Administrator**" for a period beginning **July 1, 2026**, consisting of **260 days**, and ending **June 30, 2027.**

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

3. In consideration of the furnishing of such services by Employee, Employer agrees to pay Employee the Sum of **$63,673.00**. Employee shall be eligible for performance bonuses as approved by the Board of School Trustees, upon completion of previously established goals as set forth by the Superintendent.

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

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

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

ROCHESTER COMMUNITY SCHOOLS

By: _____
Jana Vance, Superintendent

By: _____
Nathan Ecker

BOARD OF SCHOOL TRUSTEES

_____
Casi Cowles, Board President

_____
Jennifer Smith, Board Secretary

ROCHESTER COMMUNITY SCHOOL CORPORATION
EMPLOYMENT AGREEMENT

THIS AGREEMENT made and entered into as of the **16th day** of **November, 2026,** by and between ***ROCHESTER COMMUNITY SCHOOLS***, an Indiana School Corporation, hereinafter referred to as ***"EMPLOYER"***, and **Traci Leininger**, hereinafter referred to as ***"EMPLOYEE"***.

WITNESSETH:

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

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

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

1. Employer hereby employs Employee in the capacity of "**Speech and Language Pathologist**" for a period beginning **July1, 2026**, consisting of **185 days**, and ending **June 30, 2027.**

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

3. In consideration of the furnishing of such services by Employee, Employer agrees to pay Employee the Sum of **$80,000.00**. Employee shall be eligible for performance bonuses as approved by the Board of School Trustees, upon completion of previously established goals as set forth by the Superintendent.

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

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

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

ROCHESTER COMMUNITY SCHOOLS

By: _____
Jana Vance, Superintendent

By: _____
Traci Leininger

BOARD OF SCHOOL TRUSTEES

_____
Casi Cowles, Board President

_____
Jennifer Smith, Board Secretary

ROCHESTER COMMUNITY SCHOOL CORPORATION

EMPLOYMENT AGREEMENT

THIS AGREEMENT made and entered into as of the **16th day** of **November, 2026,** by and between ***ROCHESTER COMMUNITY SCHOOLS***, an Indiana School Corporation, hereinafter referred to as ***"EMPLOYER"***, and **Andrea Easterday**, hereinafter referred to as ***"EMPLOYEE"***.

WITNESSETH:

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

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

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

1. Employer hereby employs Employee in the capacity of "**Speech and Language Pathologist**" for a period beginning **July1, 2026**, consisting of **185 days**, and ending **June 30, 2027.** The 2026-27 contract amount will be prorated due to maternity leave during the 2026-27 school year.

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

3. In consideration of the furnishing of such services by Employee, Employer agrees to pay Employee the Sum of **$74,000.00**. Employee shall be eligible for performance bonuses as approved by the Board of School Trustees, upon completion of previously established goals as set forth by the Superintendent.

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

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

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

ROCHESTER COMMUNITY SCHOOLS

By: _____
Jana Vance, Superintendent

By: _____
Andrea Easterday

BOARD OF SCHOOL TRUSTEES

_____
Casi Cowles, Board President

_____
Jennifer Smith, Board Secretary

ROCHESTER COMMUNITY SCHOOL CORPORATION
EMPLOYMENT AGREEMENT

THIS AGREEMENT made and entered into as of the **16th day** of **November, 2026,** by and between ***ROCHESTER COMMUNITY SCHOOLS***, an Indiana School Corporation, hereinafter referred to as ***"EMPLOYER"***, and **Keady Lawhorn**, hereinafter referred to as ***"EMPLOYEE"***.

WITNESSETH:

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

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

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

1. Employer hereby employs Employee in the capacity of "**Speech and Language Pathologist Assistant**" for a period beginning **July 1, 2026**, consisting of **185 days**, and ending **June 30, 2027.**

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

3. In consideration of the furnishing of such services by Employee, Employer agrees to pay Employee the Sum of **$54,000.00**. Employee shall be eligible for performance bonuses as approved by the Board of School Trustees, upon completion of previously established goals as set forth by the Superintendent.

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

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

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

ROCHESTER COMMUNITY SCHOOLS

By: _____
Jana Vance, Superintendent

By: _____
Traci Leininger

BOARD OF SCHOOL TRUSTEES

_____
Casi Cowles, Board President

_____
Jennifer Smith, Board Secretary

ROCHESTER COMMUNITY SCHOOL CORPORATION
EMPLOYMENT AGREEMENT

THIS AGREEMENT made and entered into as of the **16th day** of **November, 2026** by and between ***ROCHESTER COMMUNITY SCHOOLS***, an Indiana School Corporation, hereinafter referred to as ***"EMPLOYER"***, and **Logan Young**, hereinafter referred to as ***"EMPLOYEE"***.

WITNESSETH:

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

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

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

1. Employer hereby employs Employee in the capacity of "**Adjunct Teacher**" for a period beginning **July1, 2026**, consisting of **200 days**, and ending **June 30, 2027.**

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

3. In consideration of the furnishing of such services by Employee, Employer agrees to pay Employee the Sum of **$67,000.00**. Employee shall be eligible for performance bonuses as approved by the Board of School Trustees, upon completion of previously established goals as set forth by the Superintendent.

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

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

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

ROCHESTER COMMUNITY SCHOOLS

By: _____
Jana Vance, Superintendent

By: _____
Logan Young

BOARD OF SCHOOL TRUSTEES

_____
Casi Cowles, Board President

_____
Jennifer Smith, Board Secretary

ROCHESTER COMMUNITY SCHOOL CORPORATION
EMPLOYMENT AGREEMENT

THIS AGREEMENT made and entered into as of the **16th day** of **November, 2026** by and between ***ROCHESTER COMMUNITY SCHOOLS***, an Indiana School Corporation, hereinafter referred to as ***"EMPLOYER"***, and ***TABITHA SMALL***, hereinafter referred to as ***"EMPLOYEE"***.

WITNESSETH:

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

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

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

1. Employer hereby employs Employee in the capacity of "**Adjunct Teacher**" for a period beginning **July1, 2026**, consisting of **185 days**, and ending **June 30, 2027.**

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

3. In consideration of the furnishing of such services by Employee, Employer agrees to pay Employee the Sum of **$42,000.00**. Employee shall be eligible for performance bonuses as approved by the Board of School Trustees, upon completion of previously established goals as set forth by the Superintendent.

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

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

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

ROCHESTER COMMUNITY SCHOOLS

By: _____
Jana Vance, Superintendent

By: _____
Bryan Holcomb

BOARD OF SCHOOL TRUSTEES

_____
Casi Cowles, Board President

_____
Jennifer Smith, Board Secretary