

EMPLOYMENT AGREEMENT

This Agreement, entered into on the 9th day of November, 2023, retro to July 1, 2023, between the Tri-Creek School Corporation, 19290 Cline Avenue, Lake County, Lowell, Indiana 46356 (hereinafter "Employer"), and Dana Bogathy (hereinafter "Employee").

WITNESSETH THAT:

WHEREAS, Employer is a municipal school corporation and desires to employ Employee to perform services as the Executive Director of Business Operations; and

WHEREAS, Employee is willing to be employed by Employer as the Executive Director of Business Operations under the terms, covenants, and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises and covenants contained herein, Employer and Employee agree as follows:

- I. **EMPLOYMENT:** Employer hereby employs, engages, and hires Employee as the Executive Director of Business Operations, as well as all other duties that may be assigned by the Superintendent. The job title of the Employee shall be "**Executive Director of Business and Operations.**" The Employee shall perform all duties that may be assigned to the Employee by the Superintendent, including, duties and assignments related to overseeing functions of the school treasurer, financial reports, budget preparation and control, and human resource management.

- II. **BEST EFFORTS OF EMPLOYEE:** Employee agrees that she will perform diligently and to the best of her ability, experience, and talents, all of the duties that may be required of and from her pursuant to the express and implicit terms hereof, to the reasonable satisfaction of Employer. Such duties shall be rendered at 19290 Cline Avenue, Lowell, Indiana 46356, or at such other place or places as Employer shall, in good faith, require, or as the interest, needs, business, and opportunity of Employer shall require.

- III. **TERMS OF EMPLOYMENT:** The term of this Agreement shall be for two school years and will commence on July 1, 2023, and terminate on June 30, 2025.

- IV. **COMPENSATION OF EMPLOYEE:** Employer shall pay Employee, and Employee shall accept from Employer, in full payment for Employee's services, annual compensation for **260 days** at the rate of **One hundred twenty-five thousand, seven hundred fifty-five dollars and fifty-one cents (\$125,755.51)**. Employee's annual compensation may be adjusted by Employer based upon the job performance evaluation to be performed by June 30 of each year.

- V. **FRINGE BENEFITS:** As additional compensation, the Employer agrees to pay the Employee all benefits as listed below.
 - 1. **Health Insurance:** Employees shall be offered health insurance in an annual dollar amount as stated in the Administrative Handbook. Said health insurance shall include the Employee's choice of health plan. Dental and Vision will be offered as stated in the Administrative Handbook.

 - 2. **Deferred Income:** The Employer shall contribute deferred income benefits of \$9,300 to a 403(b) and contributions to VEBA/401(a) benefits as stated in the Administrative

Handbook. The employer shall also contribute deferred income benefits as defined in the administrative handbook.

3. Life Insurance: Life insurance will be provided in an amount (to the nearest \$1000) equal to 3.0 times the base contracted pay with a maximum of \$300,000 at no additional cost. The Employee shall pay the cost of the AD&D rider.
4. Long-Term Disability: The Employer will provide long-term disability insurance at no additional cost.
5. Auto Allowance: Approved travel outside the school corporation shall be reimbursed at the rate established by IRS rule and as approved by the School Board of Trustees.
6. Professional Memberships: The Employer will pay up to \$400 per year for membership dues into professional organizations related to the Employee's employment with the Employer.
7. Professional Conferences: The Employer will pay all expenses for attendance at one national or state educational convention per year if the Employee holds membership in the organization or if the convention is sponsored by the Indiana Association of School Business Officials, Indiana Department of Education, or Indiana School Boards Association.
8. Retirement Contribution: The Employer shall pay the Indiana Public Employees Retirement Fund portion normally paid by the Employee.
9. Leave: Administrative sick leave shall be computed at the rate of thirteen (13) days per year, with a total accumulation not exceeding 285 days at the end of each contract year. The Employee is entitled to a total of three (3) personal days, three (3) family illness days, and five (5) bereavement days each contracted fiscal year. In addition, the Employee will receive ten (10) paid holidays. Sick leave from the previous employer may be brought in as designated in the Administrative Handbook. The Employee may use twenty (20) days of vacation annually which may be taken within an 18-month period beginning July 1 and ending 18 months later on December 31.
10. Any fringes not specifically mentioned will be equal to administrator fringe benefits as defined Administrative Handbook.

VI. OTHER EMPLOYMENT. Employee shall devote time, attention, knowledge, and skill solely to the responsibility and interest of Employer and Employer shall be entitled to all of the benefits and other issues arising from the services and advice of Employee. Employee shall not engage in any activity and have interests, public or private, that conflict or suggest a potential conflict with the best interest of the Employer. Employee shall agree to report promptly any future situation that involves or might appear to involve Employee in any conflict with the best interest of the Employer.

VII. RECOMMENDATIONS FOR IMPROVING OPERATIONS. Employee shall make available to Employer all information pertinent to Employer's operation of a school system of which Employee shall have any knowledge and shall make all suggestions and recommendations that will be of mutual benefit to Employer and Employee.

VIII. **CONFIDENTIAL INFORMATION.** Employee shall not at any time or in any manner, either directly or indirectly, divulge, disclose, or communicate to any person, firm, or corporation in any manner whatsoever any confidential information concerning any matters affecting or relating to the business of Employer, including without limiting the generality of the foregoing, all media, processes, reports, and information of any nature concerning the business of the Employer, its manner of operation, its plans, processes, or other data without regard to whether all of the foregoing matters will be deemed confidential, material, or important, the parties hereto stipulating that as between them the same are important, material, and confidential and gravely affect the effective and successful conduct of the business of Employer and Employer's goodwill, and that any breach of the terms of this paragraph shall be a material breach of this Agreement.

IX. **AGREEMENTS OUTSIDE OF CONTRACT.** The contract contains the complete agreement concerning the employment arrangement between the parties and shall, as of the effective date hereof, supersede all other agreements between the parties. The parties stipulate that neither of them has made any representation with respect to the subject matter of this Agreement or any representations including the execution and delivery hereof, except such representations as are specifically set forth herein, and each of the parties hereto acknowledges that it or she has relied on its or her own judgment in entering into this Agreement. The parties hereto further acknowledge that any payments or representations that may have heretofore been made by either of them to the other are of no effect and that neither of them has relied thereon in connection with its or her dealings with the other.

X. **MODIFICATION OF CONTRACT.** No waiver or modification of this Agreement or of any covenant, condition, or limitation herein contained shall be valid unless in writing and duly executed by the party to be charged therewith and no evidence of any waiver or modification shall be offered or received in evidence of any proceedings, arbitration, or litigation between the parties hereto arising out of or affecting this Agreement, or the rights or obligations of the parties hereunder, unless such waiver or modification is in writing, duly executed as aforesaid, and the parties further agree that the provisions of this section may not be waived except as herein set forth.

XI. **TERMINATION BY EMPLOYER.** Throughout the term of this Agreement, Employer may, without cause, terminate this Agreement, by giving thirty (30) days' notice in writing to Employee. This Agreement may be terminated with cause with less than thirty (30) days' notice. For purposes of this paragraph, cause is defined as the occurrence of any one (1) of the following:

1. Employee's death.
2. Employee's conviction of a crime involving dishonesty or immoral conduct.
3. Employee's addiction to alcohol or drugs which materially interferes with Employee's job responsibilities and/or performance.
4. Excessive absenteeism by Employee. (For purposes hereof, excess absenteeism is defined as repeated absences from work without reasonable advance and/or exceeding the amount of allocated leave notice or without reasonable justification.)
5. Employee's neglect of duties. (For purposes hereof, neglect of duties is defined as Employee's repeated refusal or failure to follow the reasonable requests and directions of the Employer or unsatisfactory job performance by Employee.)

6. Reasons for cause under Indiana Code setting forth standards for causes for dismissal of teachers.

XII. **NOTICE.** Any notice required or permitted to be given hereunder shall be deemed properly given at the time it is personally delivered or mailed, properly addressed and post-paid, by certified mail, return receipt requested, to the address specified below or at such other address as may be specified in writing.

XIII. **SEVERABILITY.** All agreements and covenants contained herein are severable, and in the event, any of them, shall be held to be invalid by any competent court, this contract shall be interpreted as if such invalid agreements or covenants were not contained herein.

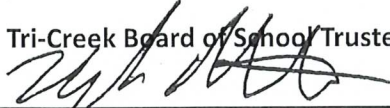
XIV. **GOVERNING LAW.** It is the intention of the parties hereto that this Agreement and the performance hereunder and all suits and proceedings hereunder be construed in accordance with and under and pursuant to the laws of the State of Indiana, and that in any action or other proceeding that may be brought arising out of, in connection with, or by reason of this Agreement, the laws of the State of Indiana shall be applicable and shall govern to the exclusion of the law of any other forum, without regard to the jurisdiction in which any action may be instituted.

XV. **BINDING EFFECT.** This Agreement and its provisions shall be binding upon the parties, their heirs, personal representatives, successors, and assigns.

In Witness Whereof, the parties have executed this Agreement on the date first written below:

Tri-Creek Board of School Trustees

Date



President



Vice President



Secretary

Member

Member

Employee

Date



Administrator

January 9, 2024

EMPLOYMENT AGREEMENT

This Agreement, entered into on the 9th day of November, 2023, retro to July 1, 2023, between the Tri-Creek School Corporation, 19290 Cline Avenue, Lake County, Lowell, Indiana 46356 (hereinafter "Employer"), and Jay Blackman (hereinafter "Employee").

WITNESSETH THAT:

WHEREAS, Employer is a municipal school corporation and desires to employ Employee to perform services as the Director of Educational Technology; and

WHEREAS, Employee is willing to be employed by Employer as the Director of Educational Technology under the terms, covenants, and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises and covenants contained herein, Employer and Employee agree as follows:

- I. **EMPLOYMENT:** Employer hereby employs, engages, and hires Employee as the Director of Educational Technology, as well as all other duties that may be assigned by the Superintendent. The job title of the Employee shall be "**Director of Educational Technology.**" The Employee shall perform all duties that may be assigned to Employee by the Superintendent, including, duties and assignments related to overseeing functions of Tri-Creek School Corporation's technology systems, including supervising technology.
- II. **BEST EFFORTS OF EMPLOYEE:** Employee agrees that he will perform diligently and to the best of his ability, experience, and talents, all of the duties that may be required of and from him pursuant to the express and implicit terms 19290 Cline Avenue, Lowell, Indiana 46356, or at such other place or places as Employer shall, in good faith, require, or as the interest, needs, business and opportunity of Employer shall require.
- III. **TERMS OF EMPLOYMENT:** The term of this Agreement shall be for two school years and will commence on July 1, 2023, and terminate on June 30, 2025.
- IV. **COMPENSATION OF EMPLOYEE:** Employer shall pay Employee, and Employee shall accept from Employer, in full payment for Employee's services, annual compensation for **260 days** at the rate of **One hundred-ten thousand, eight hundred three dollars and sixty-four cents (\$110,803.64)**. Employee's annual compensation may be adjusted by Employer based upon the job performance evaluation to be performed by June 30 of each year.
- V. **FRINGE BENEFITS:** As additional compensation, the Employer agrees to pay the Employee all benefits as listed below.
 1. **Health Insurance:** Employees shall be offered health insurance in an annual dollar amount as stated in the Administrative Handbook. Said health insurance shall include the Employee's choice of health plan. Dental and Vision will be offered as stated in the Administrative Handbook.

2. Deferred Income: The Employer shall contribute deferred income benefits of \$1,300 to a 403(b) and contributions to VEBA/401(a) benefits as stated in the Administrative Handbook.
3. Life Insurance: Life insurance will be provided in an amount (to the nearest \$1000) equal to 3.0 times the base contracted pay with a maximum of \$300,000 at no additional cost. The Employee shall pay the cost of the AD&D rider.
4. Long-Term Disability: The Employer will provide long-term disability insurance at no additional cost.
5. Tech Support: The Employee receives a monthly stipend of \$50/month to offset the cost of a mobile device.
6. Professional Memberships: The Employer will pay up to \$400 per year for membership dues into professional organizations related to the Employee's employment with the Employer.
7. Professional Conferences: The Employer will pay all expenses for attendance at one national or state educational convention per year if the Employee holds membership in the organization or if the conference is sponsored by the Indiana Department of Education.
8. Retirement Contribution: The Employer shall pay the Indiana Public Employees Retirement Fund portion normally paid by the Employee.
9. Leave: Sick leave shall be computed at the rate of thirteen (13) days per year, with a total accumulation not exceeding 285 days at the end of each contract year. The Employee is entitled to a total of three (3) personal days, three (3) family illness days, and five (5) bereavement days each contracted fiscal year. In addition, the Employee will receive ten (10) paid holidays. Sick leave from the previous employer may be brought in as designated in the Administrative Handbook. The Employee may use twenty (20) days of vacation annually which may be taken within an 18-month period beginning July 1 and ending 18 months later on December 31.
10. Any fringes not specifically mentioned will be equal to administrator fringe benefits as defined Administrative Handbook.

VI. OTHER EMPLOYMENT. Employee shall devote time, attention, knowledge, and skill solely to the responsibility and interest of Employer and Employer shall be entitled to all of the benefits and other issues arising from the services and advice of Employee. Employee shall not engage in any activity and have interests, public or private, that conflict or suggest a potential conflict with the best interest of the Employer. Employee shall agree to report promptly any future situation that involves or might appear to involve Employee in any conflict with the best interest of the Employer.

VII. RECOMMENDATIONS FOR IMPROVING OPERATIONS. Employee shall make available to Employer all information pertinent to Employer's operation of a school system of which Employee shall have any knowledge and shall make all suggestions and recommendations that will be of mutual benefit to Employer and Employee.

VIII. **CONFIDENTIAL INFORMATION.** Employee shall not at any time or in any manner, either directly or indirectly, divulge, disclose or communicate to any person, firm or corporation in any manner whatsoever any confidential information concerning any matters affecting or relating to the business of Employer, including without limiting the generality of the foregoing, all media, processes, reports, and information of any nature concerning the business of the Employer, its manner of operation, its plans, processes, or other data without regard to whether all of the foregoing matters will be deemed confidential, material, or important, the parties hereto stipulating that as between them the same are important, material, and confidential and gravely affect the effective and successful conduct of the business of Employer and Employer's goodwill, and that any breach of the terms of this paragraph shall be a material breach of this Agreement.

IX. **AGREEMENTS OUTSIDE OF CONTRACT.** The contract contains the complete agreement concerning the employment arrangement between the parties and shall, as of the effective date hereof, supersede all other agreements between the parties. The parties stipulate that neither of them has made any representation with respect to the subject matter of this Agreement or any representations including the execution and delivery hereof, except such representations as are specifically set forth herein, and each of the parties hereto acknowledges that it or he has relied on its or his own judgment in entering into this Agreement. The parties hereto further acknowledge that any payments or representations that may have heretofore been made by either of them to the other are of no effect and that neither of them has relied thereon in connection with its or his dealings with the other.

X. **MODIFICATION OF CONTRACT.** No waiver or modification of this Agreement or of any covenant, condition or limitation herein contained shall be valid unless in writing and duly executed by the party to be charged therewith and no evidence of any waiver or modification shall be offered or received in evidence of any proceedings, arbitration, or litigation between the parties hereto arising out of or affecting this Agreement, or the rights or obligations of the parties hereunder, unless such waiver or modification is in writing, duly executed as aforesaid, and the parties further agree that the provisions of this section may not be waived except as herein set forth.

XI. **TERMINATION BY EMPLOYER.** Throughout the term of this Agreement, Employer may, without cause, terminate this Agreement, by giving thirty (30) days' notice in writing to Employee. This Agreement may be terminated with cause with less than thirty (30) days' notice. For purposes of this paragraph, cause is defined as the occurrence of any one (1) of the following:

1. Employee's death.
2. Employee's conviction of a crime involving dishonesty or immoral conduct.
3. Employee's addiction to alcohol or drugs which materially interferes with Employee's job responsibilities and/or performance.
4. Excessive absenteeism by Employee. (For purposes hereof, excess absenteeism is defined as repeated absences from work without reasonable advance notice and/or exceeding the amount of allocated leave or without reasonable justification.)
5. Employee's neglect of duties. (For purposes hereof, neglect of duties is defined as Employee's repeated refusal or failure to follow the reasonable requests and directions of the Employer or unsatisfactory job performance by Employee.)

6. Reasons for cause under Indiana Code setting forth standards for causes for dismissal of teachers.

XII. **NOTICE.** Any notice required or permitted to be given hereunder shall be deemed properly given at the time it is personally delivered or mailed, properly addressed and post-paid, by certified mail, return receipt requested, to the address specified below or at such other address as may be specified in writing.

XIII. **SEVERABILITY.** All agreements and covenants contained herein are severable, and in the event, that any of them, shall be held to be invalid by any competent court, this contract shall be interpreted as if such invalid agreements or covenants were not contained herein.

XIV. **GOVERNING LAW.** It is the intention of the parties hereto that this Agreement and the performance hereunder and all suits and proceedings hereunder be construed in accordance with and under and pursuant to the laws of the State of Indiana, and that in any action or other proceeding that may be brought arising out of, in connection with, or by reason of this Agreement, the laws of the State of Indiana shall be applicable and shall govern to the exclusion of the law of any other forum, without regard to the jurisdiction in which any action may be instituted.

XV. **BINDING EFFECT.** This Agreement and its provisions shall be binding upon the parties, their heirs, personal representatives, successors, and assigns.

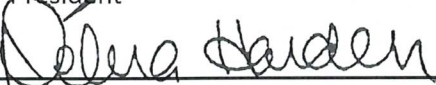
In Witness Whereof, the parties have executed this Agreement on the date first written below:

Tri-Creek Board of School Trustees

Date



President



Vice President



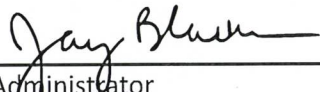
Secretary

Member

Member

Employee

Date



Administrator

1/8/2024

REGULAR TEACHER CONTRACT

Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract for the employment of teachers pursuant to Ind. Code 20-8-6-4(b).

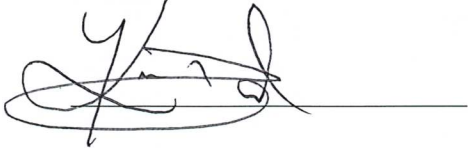
This regular teacher contract ("Contract") is by and between the governing body of the Tri-Creek School Corporation ("Corporation") and Kevin Deal ("Teacher"). Kevin Deal is a teacher as defined in Ind. Code 20-18-2-22.

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

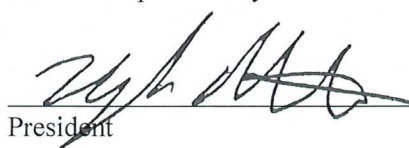
1. The Teacher shall teach in the schools of the Corporation for the school term, beginning July 1, 2023, and ending on June 30, 2025. Ind. Code 20-28-6-2(a)(3)(A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of 260 days. Ind. Code 20-28-6-2(a)(3)(B)
3. The number of hours per day the Teacher is expected to work under this Contract is eight (8) Ind. Code 20-28-6-2(a)(3)(E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of \$110,802.44 during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in 24 installments on a bi-monthly basis. Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this 1st day of July, 2023.

Teacher,



School Corporation by:



President

Attested:



Superintendent



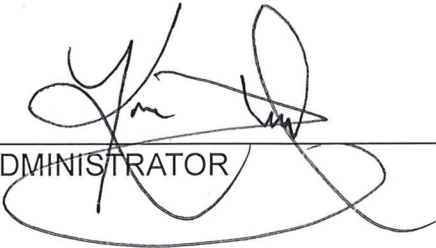
Secretary

Supplemental 260-Day Administrator Contract

Tri-Creek School Corporation (hereinafter referred to as the "Employer") and **Kevin Deal** (hereinafter referred to as the "Employee") desire to supplement the Administrator Contract which is set forth in the Regular Teacher's Contract which provides for the employment as ADMINISTRATOR in the Tri-Creek School Corporation from July 1, 2023, to June 30, 2025. In consideration of his/her employment as an administrator, the Employer and the Employee agree that such regular contract shall be supplemented and that the following terms shall also be provided to the administrator during his/her employment.


1. Health Insurance: Employees shall be offered health insurance in an annual dollar amount as stated in the Administrative Handbook. Said health insurance shall include the Employee's choice of health plan. Dental and Vision will be offered as stated in the Administrative Handbook.
2. Deferred Income: The Employer shall contribute deferred income benefits of \$1,300 to a 403(b) and contributions to VEBA/401(a) benefits as stated in the Administrative Handbook.
3. Life Insurance: Life insurance will be provided in an amount (to the nearest \$1,000) equal to 3.0 times the base contracted pay with a maximum of \$300,000 at no additional cost. The Employee shall pay the cost of the AD&D rider.
4. Long-Term Disability: The Employer will provide long-term disability insurance at no additional cost.
5. Mileage Reimbursement: Approved travel outside the school corporation shall be reimbursed at the rate established by IRS rule and as approved by the School Board of Trustees.
6. Professional Memberships: The Employer will pay up to \$400 per year for membership dues into professional organizations related to the Employee's employment with the Employer.
7. Professional Conferences: The Employer will pay all expenses for attendance at one national or state educational convention per year if the Employee holds membership in the organization.
8. Retirement Contribution: The Employer shall pay the Indiana Public Employees Retirement Fund portion normally paid by the Employee.
9. Leave: Administrative sick leave shall be computed at the rate of thirteen (13) days per year, with a total accumulation not exceeding 285 days at the end of

Entered into this 30th day of November, 2023.


ADMINISTRATOR

BOARD OF SCHOOL TRUSTEES:


PRESIDENT


VICE PRESIDENT


SECRETARY

MEMBER

MEMBER

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 **Tri Creek School Corporation** ("Corporation") and **Angela M Patrick** ("Teacher").

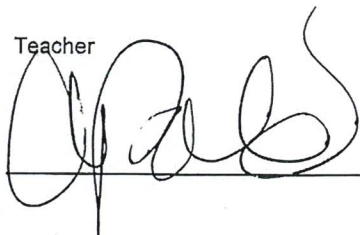
Angela M Patrick is a teacher as defined in Ind. Code 20-18-2-22.

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, 2023**, and ending on **June 30, 2024**. *Ind. Code 20-28-6-2(a)(3)(A)*
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **260.0** days. *Ind. Code 20-28-6-2(a)(3)(B)*
3. The number of hours per day the Teacher is expected to work under this Contract is **8.00**
Ind. Code 20-28-6-2(a)(3)(E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **\$117,526.50** 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-monthly** basis. *Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)*
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this **1st** day of **July, 2023**.

Teacher



Attested:



Superintendent

School Corporation by:



President



Secretary

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Supplemental **260-Day Building Administrator** Contract

Tri-Creek School Corporation (hereinafter referred to as the "Employer") and Angela Patrick (hereinafter referred to as the "Employee") desire to supplement the Administrator Contract which is set forth in the Regular Teacher's Contract which provides for the employment as ADMINISTRATOR in the Tri-Creek School Corporation from July 1, 2023, to June 30, 2024. In consideration of his/her employment as administrator, the Employer and the Employee agree that such regular contract shall be supplemented and that the following terms shall also be provided to the administrator during his/her employment.

1. Health Insurance: Employees shall be offered health insurance in an annual dollar amount as stated in the Administrative Handbook. Said health insurance shall include the Employee's choice of health plan. Dental and Vision will be offered as stated in the Administrative Handbook.
2. Deferred Income: The Employer shall contribute deferred income benefits of \$1,300 to a 403(b) and contributions to VEBA/401(a) benefits as stated in the Administrative Handbook.
3. Life Insurance: Life insurance will be provided in an amount (to the nearest \$1,000) equal to 3.0 times the base contracted pay with a maximum of \$300,000 at no additional cost. The Employee shall pay the cost of the AD&D rider.
4. Long-Term Disability: The Employer will provide long-term disability insurance at no additional cost.
5. Mileage Reimbursement: Approved travel outside the school corporation shall be reimbursed at the rate established by IRS rule and as approved by the School Board of Trustees.
6. Professional Memberships: The Employer will pay up to \$400 per year for membership dues into professional organizations related to the Employee's employment with the Employer.
7. Professional Conferences: The Employer will pay all expenses for attendance at one national or state educational convention per year if the Employee holds membership in the organization.
8. Retirement Contribution: The Employer shall pay the Indiana Public Employees Retirement Fund portion normally paid by the Employee.

9. Leave: Administrative sick leave shall be computed at the rate of thirteen (13) days per year, with a total accumulation not exceeding 285 days at the end of each contract year. The Employee is entitled to a total of three (3) personal days, three (3) family illness days, and five (5) bereavement days each contracted fiscal year. In addition, the Employee will receive ten (10) paid holidays. Sick leave from the previous employer as defined in the Administrative Handbook. The Employee may use twenty (20) days of vacation annually which may be taken within an eighteen (18) month period beginning July 1 and ending eighteen (18) months later on December 31.

10. Other: Any fringes not specifically mentioned will be equal to administrator fringe benefits as defined Administrative Handbook.

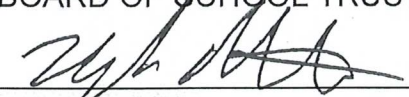
11. Discharge of Contract: Should the Employer determine that the Employee's contract needs to be canceled or immediately terminated, both Parties agree that any preliminary decision made pursuant to provisions under I.C. 20-28-7.5-2, such preliminary decision shall be made by the Superintendent for the Tri-Creek School Corporation. In lieu of the conference procedures under I.C. 20-28-7.5-2(b) and (c), the parties agree that the Administrator may request a private conference with the Superintendent (or Assistant Superintendent in the event the Superintendent is unable to confer) to satisfy such procedural requirements prior to the governing body making a final decision.

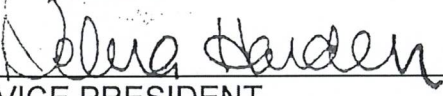
12. Applicable Law: This Supplemental Contract is governed by the laws of the State of Indiana, and shall be subject to the provisions of any applicable state law concerning the terms and conditions of an employment contract between a public school corporation and its administrators. If, during the term of this Supplemental Contract, any specific clause or provision thereof is determined to be illegal or in conflict with state or federal law, the illegal or conflicting provision shall be deemed void. The remainder of the Supplemental Contract shall not be affected and shall remain in full force and effect.


Entered into this 30th day of November, 2023.


ADMINISTRATOR

BOARD OF SCHOOL TRUSTEES:


PRESIDENT


VICE PRESIDENT


SECRETARY

MEMBER

MEMBER

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 **Tri Creek School Corporation** ("Corporation") and **Shannon L Mazurek** ("Teacher").

Shannon L Mazurek 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, 2023**, and ending on **June 30, 2024**. *Ind. Code 20-28-6-2(a)(3)(A)*
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **260.0** days. *Ind. Code 20-28-6-2(a)(3)(B)*
3. The number of hours per day the Teacher is expected to work under this Contract is **8.00** *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 **\$107,732.63** 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-monthly** basis. *Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)*
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this **1st** day of **July, 2023**.

Teacher

School Corporation by:

Shannon L. Mazurek

[Signature]

President

Attested:

Dwight D. DIVERSH

Katin Kimbrell

Superintendent

Secretary

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Supplemental 260-Day Building Administrator Contract

Tri-Creek School Corporation (hereinafter referred to as the "Employer") and **Shannon Mazurek** (hereinafter referred to as the "Employee") desire to supplement the Administrator Contract which is set forth in the Regular Teacher's Contract which provides for the employment as ADMINISTRATOR in the Tri-Creek School Corporation from July 1, 2023, to June 30, 2024. In consideration of his/her employment as an administrator, the Employer and the Employee agree that such regular contract shall be supplemented and that the following terms shall also be provided to the administrator during his/her employment

1. Health Insurance: Employees shall be offered health insurance in an annual dollar amount as stated in the Administrative Handbook. Said health insurance shall include the Employee's choice of health plan. Dental and Vision will be offered as stated in the Administrative Handbook.
2. Deferred Income: The Employer shall contribute deferred income benefits of \$1,300 to a 403(b) and contributions to VEBA/401(a) benefits as stated in the Administrative Handbook.
3. Life Insurance: Life insurance will be provided in an amount (to the nearest \$1,000) equal to 3.0 times the base contracted pay with a maximum of \$300,000 at no additional cost. The Employee shall pay the cost of the AD&D rider.
4. Long-Term Disability: The Employer will provide long-term disability insurance at no additional cost.
5. Mileage Reimbursement: Approved travel outside the school corporation shall be reimbursed at the rate established by IRS rule and as approved by the School Board of Trustees.
6. Professional Memberships: The Employer will pay up to \$400 per year for membership dues into professional organizations related to the Employee's employment with the Employer.
7. Professional Conferences: The Employer will pay all expenses for attendance at one national or state educational convention per year if the Employee holds membership in the organization.
8. Retirement Contribution: The Employer shall pay the Indiana Public Employees Retirement Fund portion normally paid by the Employee.

9. Leave: Administrative sick leave shall be computed at the rate of thirteen (13) days per year, with a total accumulation not exceeding 265 days at the end of each contract year. The Employee is entitled to a total of three (3) personal days, three (3) family illness days, and five (5) bereavement days each contracted fiscal year. In addition, the Employee will receive ten (10) paid holidays. Sick leave from the previous employer as defined in the Administrative Handbook. The Employee may use twenty (20) days of vacation annually which may be taken within an eighteen (18) month period beginning July 1 and ending eighteen (18) months later on December 31.
10. Other: Any fringes not specifically mentioned will be equal to administrator fringe benefits as defined Administrative Handbook.
11. Discharge of Contract: Should the Employer determine that the Employee's contract needs to be canceled or immediately terminated, both Parties agree that any preliminary decision made pursuant to provisions under I.C. 20-28-7.5-2, such preliminary decision shall be made by the Superintendent for the Tri-Creek School Corporation. In lieu of the conference procedures under I.C. 20-28-7.5-2(b) and (c), the parties agree that the Administrator may request a private conference with the Superintendent (or Assistant Superintendent in the event the Superintendent is unable to confer) to satisfy such procedural requirements prior to the governing body making a final decision.
12. Applicable Law: This Supplemental Contract is governed by the laws of the State of Indiana, and shall be subject to the provisions of any applicable state law concerning the terms and conditions of an employment contract between a public school corporation and its administrators. If, during the term of this Supplemental Contract, any specific clause or provision thereof is determined to be illegal or in conflict with state or federal law, the illegal or conflicting provision shall be deemed void. The remainder of the Supplemental Contract shall not be affected and shall remain in full force and effect.

Entered into this 30th day of November, 2023.

Shannon L. Mazurek
ADMINISTRATOR 1/15/23

BOARD OF SCHOOL TRUSTEES:

[Signature]
PRESIDENT

[Signature]
VICE PRESIDENT

[Signature]
SECRETARY

MEMBER

MEMBER

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 **Tri Creek School Corporation** ("Corporation") and **Kyle R Becich** ("Teacher").


Kyle R Becich 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, 2023**, and ending on **June 30, 2024**. *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 **230.0** days. *Ind. Code 20-28-6-2(a)(3)(B)*
3. The number of hours per day the Teacher is expected to work under this Contract is **8.00**
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 **\$95,301.94** 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-monthly** basis. *Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)*
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this **1st** day of **July, 2023**.

Teacher



School Corporation by:



President

Attested:



Superintendent



Secretary

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Supplemental 230-Day Building Administrator Contract

Tri-Creek School Corporation (hereinafter referred to as the "Employer") and **Kyle Becich** (hereinafter referred to as the "Employee") desire to supplement the Administrator Contract which is set forth in the Regular Teacher's Contract which provides for the employment as ADMINISTRATOR in the Tri-Creek School Corporation from July 1, 2023, to June 30, 2024. In consideration of his/her employment as an administrator, the Employer and the Employee agree that such regular contract shall be supplemented and that the following terms shall also be provided to the administrator during his/her employment.

1. Health Insurance: Employees shall be offered health insurance in an annual dollar amount as stated in the Administrative Handbook. Said health insurance shall include the Employee's choice of health plan. Dental and Vision will be offered as stated in the Administrative Handbook.
2. Deferred Income: The Employer shall contribute deferred income benefits of \$1,300 to a 403(b) and contributions to VEBA/401(a) benefits as stated in the Administrative Handbook
3. Life Insurance: Life insurance will be provided in an amount (to the nearest \$1,000) equal to 3.0 times the base contracted pay with a maximum of \$300,000 at no additional cost. The Employee shall pay the cost of the AD&D rider.
4. Long-Term Disability: The Employer will provide long-term disability insurance at no additional cost.
5. Mileage Reimbursement: Approved travel outside the school corporation shall be reimbursed at the rate established by IRS rule and as approved by the School Board of Trustees.
6. Professional Memberships: The Employer will pay up to \$400 per year for membership dues into professional organizations related to Employee's employment with the Employer.
7. Professional Conferences: The Employer will pay all expenses for attendance at one national or state educational convention per year if the Employee holds membership in the organization.
8. Retirement Contribution: The Employer shall pay the Indiana Public Employees Retirement Fund portion normally paid by the Employee.

9. Leave: Administrative sick leave shall be computed at the rate of thirteen (13) days per year, with a total accumulation not exceeding 285 days at the end of each contract year. The Employee is entitled to a total of three (3) personal days, three (3) family illness days, and five (5) bereavement days each contracted fiscal year. Sick leave from the previous employer as defined in the Administrative Handbook.
10. Other: Any fringes not specifically mentioned will be equal to administrator fringe benefits as defined Administrative Handbook.
11. Discharge of Contract: Should the Employer determine that the Employee's contract needs to be canceled or immediately terminated, both Parties agree that any preliminary decision made pursuant to provisions under I.C. 20-28-7.5-2, such preliminary decision shall be made by the Superintendent for the Tri-Creek School Corporation. In lieu of the conference procedures under I.C. 20-28-7.5-2(b) and (c), the parties agree that the Administrator may request a private conference with the Superintendent (or Assistant Superintendent in the event the Superintendent is unable to confer) to satisfy such procedural requirements prior to the governing body making a final decision.
12. Applicable Law: This Supplemental Contract is governed by the laws of the State of Indiana, and shall be subject to the provisions of any applicable state law concerning the terms and conditions of an employment contract between a public school corporation and its administrators. If, during the term of this Supplemental Contract, any specific clause or provision thereof is determined to be illegal or in conflict with state or federal law, the illegal or conflicting provision shall be deemed void. The remainder of the Supplemental Contract shall not be affected and shall remain in full force and effect.

Entered into this 30th day of November, 2023.

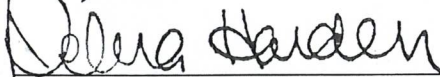


ADMINISTRATOR

BOARD OF SCHOOL TRUSTEES:



PRESIDENT



VICE PRESIDENT



SECRETARY

MEMBER

MEMBER

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 **Tri Creek School Corporation** ("Corporation") and **Elizabeth T Slough** ("Teacher").

Elizabeth T Slough 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, 2023**, and ending on **June 30, 2024**. *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 **230.0** days. *Ind. Code 20-28-6-2(a)(3)(B)*
3. The number of hours per day the Teacher is expected to work under this Contract is **8.00**
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 **\$95,301.94** 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-monthly** basis. *Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)*
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this **1st** day of **July, 2023**.

Teacher



Attested:



Superintendent

School Corporation by:



President



Secretary

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Supplemental 230-Day Building Administrator Contract

Tri-Creek School Corporation (hereinafter referred to as the "Employer") and **Elizabeth Slough** (hereinafter referred to as the "Employee") desire to supplement the Administrator Contract which is set forth in the Regular Teacher's Contract which provides for the employment as ADMINISTRATOR in the Tri-Creek School Corporation from July 1, 2023, to June 30, 2024. In consideration of his/her employment as an administrator, the Employer and the Employee agree that such regular contract shall be supplemented and that the following terms shall also be provided to the administrator during his/her employment.


1. Health Insurance: Employees shall be offered health insurance in an annual dollar amount as stated in the Administrative Handbook. Said health insurance shall include the Employee's choice of health plan. Dental and Vision will be offered as stated in the Administrative Handbook.
2. Deferred Income: The Employer shall contribute deferred income benefits of \$1,300 to a 403(b) and contributions to VEBA/401(a) benefits as stated in the Administrative Handbook.
3. Life Insurance: Life insurance will be provided in an amount (to the nearest \$1,000) equal to 3.0 times the base contracted pay with a maximum of \$300,000 at no additional cost. The Employee shall pay the cost of the AD&D rider.
4. Long-Term Disability: The Employer will provide long-term disability insurance at no additional cost.
5. Mileage Reimbursement: Approved travel outside the school corporation shall be reimbursed at the rate established by IRS rule and as approved by the School Board of Trustees.
6. Professional Memberships: The Employer will pay up to \$400 per year for membership dues into professional organizations related to the Employee's employment with the Employer.
7. Professional Conferences: The Employer will pay all expenses for attendance at one national or state educational convention per year if the Employee holds membership in the organization.
8. Retirement Contribution: The Employer shall pay the Indiana Public Employees Retirement Fund portion normally paid by the Employee.

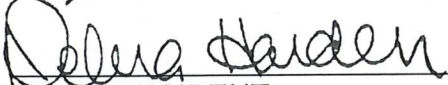
9. Leave: Administrative sick leave shall be computed at the rate of thirteen (13) days per year, with a total accumulation not exceeding 285 days at the end of each contract year. The Employee is entitled to a total of three (3) personal days, three (3) family illness days and five (5) bereavement days each contracted fiscal year. Sick leave from the previous employer as defined in the Administrative Handbook.
10. Other: Any fringes not specifically mentioned will be equal to administrator fringe benefits as defined Administrative Handbook.
11. Discharge of Contract: Should the Employer determine that the Employee's contract needs to be canceled or immediately terminated, both Parties agree that any preliminary decision made pursuant to provisions under I.C. 20-28-7.5-2, such preliminary decision shall be made by the Superintendent for the Tri-Creek School Corporation. In lieu of the conference procedures under I.C. 20-28-7.5-2(b) and (c), the parties agree that the Administrator may request a private conference with the Superintendent (or Assistant Superintendent in the event the Superintendent is unable to confer) to satisfy such procedural requirements prior to the governing body making a final decision.
12. Applicable Law: This Supplemental Contract is governed by the laws of the State of Indiana, and shall be subject to the provisions of any applicable state law concerning the terms and conditions of an employment contract between a public school corporation and its administrators. If, during the term of this Supplemental Contract, any specific clause or provision thereof is determined to be illegal or in conflict with state or federal law, the illegal or conflicting provision shall be deemed void. The remainder of the Supplemental Contract shall not be affected and shall remain in full force and effect.


Entered into this 30th day of November 2023.


ADMINISTRATOR

BOARD OF SCHOOL TRUSTEES:


PRESIDENT


VICE PRESIDENT


SECRETARY

MEMBER

MEMBER

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 **Tri Creek School Corporation** ("Corporation") and **Patti D McCormack** ("Teacher").

Patti D McCormack 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:

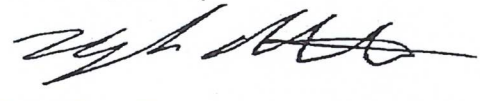
1. The Teacher shall teach in the schools of the Corporation for the school term beginning, **July 01, 2023**, and ending on **June 30, 2024**. *Ind. Code 20-28-6-2(a)(3)(A)*
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **260.0** days. *Ind. Code 20-28-6-2(a)(3)(B)*
3. The number of hours per day the Teacher is expected to work under this Contract is **8.00**
Ind. Code 20-28-6-2(a)(3)(E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **\$118,581.20** 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-monthly** basis. *Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)*
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this **1st** day of **July, 2023**.

Teacher




School Corporation by:



President

Attested:



Superintendent



Secretary

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Supplemental **260-Day Building Administrator** Contract

Tri-Creek School Corporation (hereinafter referred to as the “Employer”) and **Patti McCormack** (hereinafter referred to as the “Employee”) desire to supplement the Administrator Contract which is set forth in the Regular Teacher’s Contract which provides for the employment as ADMINISTRATOR in the Tri-Creek School Corporation from July 1, 2023, to June 30, 2024. In consideration of his/her employment as administrator, the Employer and the Employee agree that such regular contract shall be supplemented and that the following terms shall also be provided to the administrator during his/her employment.

1. Health Insurance: Employees shall be offered health insurance in an annual dollar amount as stated in the Administrative Handbook. Said health insurance shall include the Employee’s choice of health plan. Dental and Vision will be offered as stated in the Administrative Handbook.
2. Deferred Income: The Employer shall contribute deferred income benefits of \$1,300 to a 403(b) and contributions to VEBA/401(a) benefits as stated in the Administrative Handbook.
3. Life Insurance: Life insurance will be provided in an amount (to the nearest \$1,000) equal to 3.0 times the base contracted pay with a maximum of \$300,000 at no additional cost. The Employee shall pay the cost of the AD&D rider.
4. Long-Term Disability: The Employer will provide long-term disability insurance at no additional cost.
5. Mileage Reimbursement: Approved travel outside the school corporation shall be reimbursed at the rate established by IRS rule and as approved by the School Board of Trustees.
6. Professional Memberships: The Employer will pay up to \$400 per year for membership dues into professional organizations related to the Employee’s employment with the Employer.
7. Professional Conferences: The Employer will pay all expenses for attendance at one national or state educational convention per year if the Employee holds membership in the organization.
8. Retirement Contribution: The Employer shall pay the Indiana Public Employees Retirement Fund portion normally paid by the Employee.

9. Leave: Administrative sick leave shall be computed at the rate of thirteen (13) days per year, with a total accumulation not exceeding 285 days at the end of each contract year. The Employee is entitled to a total of three (3) personal days, three (3) family illness days, and five (5) bereavement days each contracted fiscal year. In addition, the Employee will receive ten (10) paid holidays. Sick leave from the previous employer as defined in the Administrative Handbook. The Employee may use twenty (20) days of vacation annually which may be taken within an eighteen (18) month period beginning July 1 and ending eighteen (18) months later on December 31.
10. Other: Any fringes not specifically mentioned will be equal to administrator fringe benefits as defined Administrative Handbook.
11. Discharge of Contract: Should the Employer determine that the Employee's contract needs to be canceled or immediately terminated, both Parties agree that any preliminary decision made pursuant to provisions under I.C. 20-28-7.5-2, such preliminary decision shall be made by the Superintendent for the Tri-Creek School Corporation. In lieu of the conference procedures under I.C. 20-28-7.5-2(b) and (c), the parties agree that the Administrator may request a private conference with the Superintendent (or Assistant Superintendent in the event the Superintendent is unable to confer) to satisfy such procedural requirements prior to the governing body making a final decision.
12. Applicable Law: This Supplemental Contract is governed by the laws of the State of Indiana, and shall be subject to the provisions of any applicable state law concerning the terms and conditions of an employment contract between a public school corporation and its administrators. If, during the term of this Supplemental Contract, any specific clause or provision thereof is determined to be illegal or in conflict with state or federal law, the illegal or conflicting provision shall be deemed void. The remainder of the Supplemental Contract shall not be affected and shall remain in full force and effect.

Entered into this **30th** day of **November** 2023.




ADMINISTRATOR


BOARD OF SCHOOL TRUSTEES:



PRESIDENT



VICE PRESIDENT



SECRETARY

MEMBER

MEMBER

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 **Tri Creek School Corporation** ("Corporation") and **Theresa F Crussen** ("Teacher").

Theresa F Crussen 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, 2023**, and ending on **June 30, 2024**. *Ind. Code 20-28-6-2(a)(3)(A)*
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **260.0** days. *Ind. Code 20-28-6-2(a)(3)(B)*
3. The number of hours per day the Teacher is expected to work under this Contract is **8.00**
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 **\$106,225.88** 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-monthly** basis. *Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)*
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this **1st** day of **July, 2023**.

Teacher

Theresa Crussen

School Corporation by:

[Signature]

President

Attested:

[Signature]

Superintendent

Katin Kimbrell

Secretary

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Supplemental **260-Day Building Administrator** Contract

Tri-Creek School Corporation (hereinafter referred to as the "Employer") and **Theresa Crussen** (hereinafter referred to as the "Employee") desire to supplement the Administrator Contract which is set forth in the Regular Teacher's Contract which provides for the employment as ADMINISTRATOR in the Tri-Creek School Corporation from July 1, 2023, to June 30, 2024. In consideration of his/her employment as administrator, the Employer and the Employee agree that such regular contract shall be supplemented and that the following terms shall also be provided to the administrator during his/her employment.

1. Health Insurance: Employees shall be offered health insurance in an annual dollar amount as stated in the Administrative Handbook. Said health insurance shall include the Employee's choice of health plan. Dental and Vision will be offered as stated in the Administrative Handbook.
2. Deferred Income: The Employer shall contribute deferred income benefits of \$1,300 to a 403(b) and contributions to VEBA/401(a) benefits as stated in the Administrative Handbook.
3. Life Insurance: Life insurance will be provided in an amount (to the nearest \$1,000) equal to 3.0 times the base contracted pay with a maximum of \$300,000 at no additional cost. The Employee shall pay the cost of the AD&D rider.
4. Long-Term Disability: The Employer will provide long-term disability insurance at no additional cost.
5. Mileage Reimbursement: Approved travel outside the school corporation shall be reimbursed at the rate established by IRS rule and as approved by the School Board of Trustees.
6. Professional Memberships: The Employer will pay up to \$400 per year for membership dues into professional organizations related to the Employee's employment with the Employer.
7. Professional Conferences: The Employer will pay all expenses for attendance at one national or state educational convention per year if the Employee holds membership in the organization.
8. Retirement Contribution: The Employer shall pay the Indiana Public Employees Retirement Fund portion normally paid by the Employee.

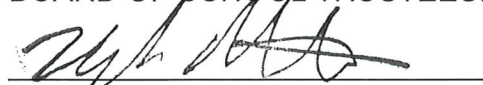
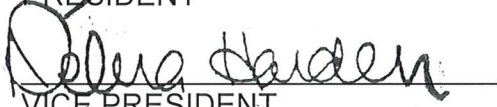
9. Leave: Administrative sick leave shall be computed at the rate of thirteen (13) days per year, with a total accumulation not exceeding 285 days at the end of each contract year. The Employee is entitled to a total of three (3) personal days, three (3) family illness days, and five (5) bereavement days each contracted fiscal year. Sick leave from the previous employer as defined in the Administrative Handbook.
10. Other: Any fringes not specifically mentioned will be equal to administrator fringe benefits as defined Administrative Handbook.
11. Discharge of Contract: Should the Employer determine that the Employee's contract needs to be canceled or immediately terminated, both Parties agree that any preliminary decision made pursuant to provisions under I.C. 20-28-7.5-2, such preliminary decision shall be made by the Superintendent for the Tri-Creek School Corporation. In lieu of the conference procedures under I.C. 20-28-7.5-2(b) and (c), the parties agree that the Administrator may request a private conference with the Superintendent (or Assistant Superintendent in the event the Superintendent is unable to confer) to satisfy such procedural requirements prior to the governing body making a final decision.
12. Applicable Law: This Supplemental Contract is governed by the laws of the State of Indiana, and shall be subject to the provisions of any applicable state law concerning the terms and conditions of an employment contract between a public school corporation and its administrators. If, during the term of this Supplemental Contract, any specific clause or provision thereof is determined to be illegal or in conflict with state or federal law, the illegal or conflicting provision shall be deemed void. The remainder of the Supplemental Contract shall not be affected and shall remain in full force and effect.

Entered into this 30th day of November 2023.



ADMINISTRATOR

BOARD OF SCHOOL TRUSTEES:


PRESIDENT
VICE PRESIDENT
SECRETARY

MEMBER

MEMBER

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 **Tri Creek School Corporation** ("Corporation") and **Gina K Mielcarek** ("Teacher").

Gina K Mielcarek 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, 2023**, and ending on **June 30, 2024**. *Ind. Code 20-28-6-2(a)(3)(A)*
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **220.0** days. *Ind. Code 20-28-6-2(a)(3)(B)*
3. The number of hours per day the Teacher is expected to work under this Contract is **8.00**
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 **\$85,050.00** 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-monthly** basis. *Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)*
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this **1st** day of **July, 2023**.

Teacher

Gina K. Mielcarek

School Corporation by:



President

Attested:



Superintendent



Secretary

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Supplemental **220-Day Building Administrator** Contract

Tri-Creek School Corporation (hereinafter referred to as the “Employer”) and **Gina Mielcarek** (hereinafter referred to as the “Employee”) desire to supplement the Administrator Contract which is set forth in the Regular Teacher’s Contract which provides for the employment as ADMINISTRATOR in the Tri-Creek School Corporation from July 18, 2023, to June 30, 2024. In consideration of his/her employment as an administrator, the Employer and the Employee agree that such regular contract shall be supplemented and that the following terms shall also be provided to the administrator during his/her employment.

1. Health Insurance: Employees shall be offered health insurance in an annual dollar amount as stated in the Administrative Handbook. Said health insurance shall include the Employee’s choice of health plan. Dental and Vision will be offered as stated in the Administrative Handbook.
2. Deferred Income: The Employer shall contribute deferred income benefits of \$1,300 to a 403(b) and contributions to VEBA/401(a) benefits as stated in the Administrative Handbook.
3. Life Insurance: Life insurance will be provided in an amount (to the nearest \$1,000) equal to 3.0 times the base contracted pay with a maximum of \$300,000 at no additional cost. The Employee shall pay the cost of the AD&D rider.
4. Long-Term Disability: The Employer will provide long-term disability insurance at no additional cost.
5. Mileage Reimbursement: Approved travel outside the school corporation shall be reimbursed at the rate established by IRS rule and as approved by the School Board of Trustees.
6. Professional Memberships: The Employer will pay up to \$400 per year for membership dues into professional organizations related to the Employee’s employment with the Employer.
7. Professional Conferences: The Employer will pay all expenses for attendance at one national or state educational convention per year if the Employee holds membership in the organization.
8. Retirement Contribution: The Employer shall pay the Indiana Public Employees Retirement Fund portion normally paid by the Employee.

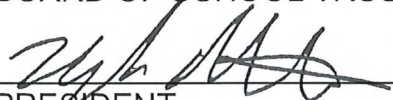
9. Leave: Administrative sick leave shall be computed at the rate of thirteen (13) days per year, with a total accumulation not exceeding 285 days at the end of each contract year. The Employee is entitled to a total of three (3) personal days, three (3) family illness days, and five (5) bereavement days each contracted fiscal year. Sick leave from the previous employer as defined in the Administrative Handbook.
10. Other: Any fringes not specifically mentioned will be equal to administrator fringe benefits as defined Administrative Handbook.
11. Discharge of Contract: Should the Employer determine that the Employee's contract needs to be canceled or immediately terminated, both Parties agree that any preliminary decision made pursuant to provisions under I.C. 20-28-7.5-2, such preliminary decision shall be made by the Superintendent for the Tri-Creek School Corporation. In lieu of the conference procedures under I.C. 20-28-7.5-2(b) and (c), the parties agree that the Administrator may request a private conference with the Superintendent (or Assistant Superintendent in the event the Superintendent is unable to confer) to satisfy such procedural requirements prior to the governing body making a final decision.
12. Applicable Law: This Supplemental Contract is governed by the laws of the State of Indiana, and shall be subject to the provisions of any applicable state law concerning the terms and conditions of an employment contract between a public school corporation and its administrators. If, during the term of this Supplemental Contract, any specific clause or provision thereof is determined to be illegal or in conflict with state or federal law, the illegal or conflicting provision shall be deemed void. The remainder of the Supplemental Contract shall not be affected and shall remain in full force and effect.

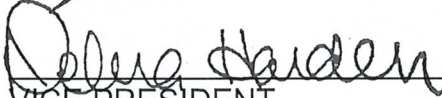
Entered into this 30th day of November, 2023.

Gina K. Mielcarek

ADMINISTRATOR

BOARD OF SCHOOL TRUSTEES:


PRESIDENT


VICE PRESIDENT


SECRETARY

MEMBER

MEMBER

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 **Tri Creek School Corporation** ("Corporation") and **Lisa D Stoelb** ("Teacher").

Lisa D Stoelb 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, 2023**, and ending on **June 30, 2024**. *Ind. Code 20-28-6-2(a)(3)(A)*
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **215.0** days. *Ind. Code 20-28-6-2(a)(3)(B)*
3. The number of hours per day the Teacher is expected to work under this Contract is **8.00**
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 **\$99,906.56** 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-monthly** basis. *Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)*
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this **1st** day of **July, 2023**.

Teacher

Lisa D Stoelb

School Corporation by:

[Signature]

President

Attested:

Dwight D. PERSON

Superintendent

Katin Kimbrell

Secretary

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Supplemental **215-Day Building Administrator** Contract

Tri-Creek School Corporation (hereinafter referred to as the "Employer") and **Lisa Stoelb** (hereinafter referred to as the "Employee") desire to supplement the Administrator Contract which is set forth in the Regular Teacher's Contract which provides for the employment as ADMINISTRATOR in the Tri-Creek School Corporation from July 1, 2023, to June 30, 2024. In consideration of his/her employment as an administrator, the Employer and the Employee agree that such regular contract shall be supplemented and that the following terms shall also be provided to the administrator during his/her employment.

1. Health Insurance: Employees shall be offered health insurance in an annual dollar amount as stated in the Administrative Handbook. Said health insurance shall include the Employee's choice of health plan. Dental and Vision will be offered as stated in the Administrative Handbook.
2. Deferred Income: The Employer shall contribute deferred income benefits of \$1,300 to a 403(b) and contributions to VEBA/401(a) benefits as stated in the Administrative Handbook.
3. Life Insurance: Life insurance will be provided in an amount (to the nearest \$1,000) equal to 3.0 times the base contracted pay with a maximum of \$300,000 at no additional cost. The Employee shall pay the cost of the AD&D rider.
4. Long-Term Disability: The Employer will provide long-term disability insurance at no additional cost.
5. Mileage Reimbursement: Approved travel outside the school corporation shall be reimbursed at the rate established by IRS rule and as approved by the School Board of Trustees.
6. Professional Memberships: The Employer will pay up to \$400 per year for membership dues into professional organizations related to the Employee's employment with the Employer.
7. Professional Conferences: The Employer will pay all expenses for attendance at one national or state educational convention per year if the Employee holds membership in the organization.
8. Retirement Contribution: The Employer shall pay the Indiana Public Employees Retirement Fund portion normally paid by the Employee.

9. Leave: Administrative sick leave shall be computed at the rate of thirteen (13) days per year, with a total accumulation not exceeding 285 days at the end of each contract year. The Employee is entitled to a total of three (3) personal days, three (3) family illness days, and five (5) bereavement days each contracted fiscal year. Sick leave from the previous employer as defined in the Administrative Handbook.
10. Other: Any fringes not specifically mentioned will be equal to administrator fringe benefits as defined Administrative Handbook.
11. Discharge of Contract: Should the Employer determine that the Employee's contract needs to be canceled or immediately terminated, both Parties agree that any preliminary decision made pursuant to provisions under I.C. 20-28-7.5-2, such preliminary decision shall be made by the Superintendent for the Tri-Creek School Corporation. In lieu of the conference procedures under I.C. 20-28-7.5-2(b) and (c), the parties agree that the Administrator may request a private conference with the Superintendent (or Assistant Superintendent in the event the Superintendent is unable to confer) to satisfy such procedural requirements prior to the governing body making a final decision.
12. Applicable Law: This Supplemental Contract is governed by the laws of the State of Indiana, and shall be subject to the provisions of any applicable state law concerning the terms and conditions of an employment contract between a public school corporation and its administrators. If, during the term of this Supplemental Contract, any specific clause or provision thereof is determined to be illegal or in conflict with state or federal law, the illegal or conflicting provision shall be deemed void. The remainder of the Supplemental Contract shall not be affected and shall remain in full force and effect.

Entered into this 30th day of November, 2023.

Lisa Stover

ADMINISTRATOR

BOARD OF SCHOOL TRUSTEES:

[Signature]

PRESIDENT

[Signature]

VICE PRESIDENT

[Signature]

SECRETARY

MEMBER

MEMBER

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 **Tri Creek School Corporation** ("Corporation") and **Brandie M Muha** ("Teacher").

Brandie M Muha 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, 2023**, and ending on **June 30, 2024**. *Ind. Code 20-28-6-2(a)(3)(A)*
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **215.0** days. *Ind. Code 20-28-6-2(a)(3)(B)*
3. The number of hours per day the Teacher is expected to work under this Contract is **8.00**. *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 **\$105,660.85** 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-monthly** basis. *Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)*
6. **This Contract** may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. **This Contract** is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this 1st day of **July, 2023**.

Teacher

Brandie Muha

Attested:

Dwight D. Dyer

Superintendent

School Corporation by:

[Signature]

President

Katin Kimbrell

Secretary

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Supplemental 215-Day Building Administrator Contract

Tri-Creek School Corporation (hereinafter referred to as the "Employer") and **Brandie Muha** (hereinafter referred to as the "Employee") desire to supplement the Administrator Contract which is set forth in the Regular Teacher's Contract which provides for the employment as ADMINISTRATOR in the Tri-Creek School Corporation from July 1, 2023, to June 30, 2024. In consideration of his/her employment as an administrator, the Employer and the Employee agree that such regular contract shall be supplemented and that the following terms shall also be provided to the administrator during his/her employment.

1. Health Insurance: Employees shall be offered health insurance in an annual dollar amount as stated in the Administrative Handbook. Said health insurance shall include the Employee's choice of health plan. Dental and Vision will be offered as stated in the Administrative Handbook.
2. Deferred Income: The Employer shall contribute deferred income benefits of \$1,300 to a 403(b) and contributions to VEBA/401(a) benefits as stated in the Administrative Handbook.
3. Life Insurance: Life insurance will be provided in an amount (to the nearest \$1,000) equal to 3.0 times the base contracted pay with a maximum of \$300,000 at no additional cost. The Employee shall pay the cost of the AD&D rider.
4. Long-Term Disability: The Employer will provide long-term disability insurance at no additional cost.
5. Mileage Reimbursement: Approved travel outside the school corporation shall be reimbursed at the rate established by IRS rule and as approved by the School Board of Trustees.
6. Professional Memberships: The Employer will pay up to \$400 per year for membership dues into professional organizations related to the Employee's employment with the Employer.
7. Professional Conferences: The Employer will pay all expenses for attendance at one national or state educational convention per year if the Employee holds membership in the organization.
8. Retirement Contribution: The Employer shall pay the Indiana Public Employees Retirement Fund portion normally paid by the Employee.

9. Leave: Administrative sick leave shall be computed at the rate of thirteen (13) days per year, with a total accumulation not exceeding 285 days at the end of each contract year. The Employee is entitled to a total of three (3) personal days, three (3) family illness days, and five (5) bereavement days each contracted fiscal year. Sick leave from the previous employer as defined in the Administrative Handbook.
10. Other: Any fringes not specifically mentioned will be equal to administrator fringe benefits as defined Administrative Handbook.
11. Discharge of Contract: Should the Employer determine that the Employee's contract needs to be canceled or immediately terminated, both Parties agree that any preliminary decision made pursuant to provisions under I.C. 20-28-7.5-2, such preliminary decision shall be made by the Superintendent for the Tri-Creek School Corporation. In lieu of the conference procedures under I.C. 20-28-7.5-2(b) and (c), the parties agree that the Administrator may request a private conference with the Superintendent (or Assistant Superintendent in the event the Superintendent is unable to confer) to satisfy such procedural requirements prior to the governing body making a final decision.
12. Applicable Law: This Supplemental Contract is governed by the laws of the State of Indiana, and shall be subject to the provisions of any applicable state law concerning the terms and conditions of an employment contract between a public school corporation and its administrators. If, during the term of this Supplemental Contract, any specific clause or provision thereof is determined to be illegal or in conflict with state or federal law, the illegal or conflicting provision shall be deemed void. The remainder of the Supplemental Contract shall not be affected and shall remain in full force and effect.

Entered into this 30th day of November 2023.

Brandie Muka
ADMINISTRATOR

BOARD OF SCHOOL TRUSTEES:

[Signature]
PRESIDENT

[Signature]
VICE PRESIDENT

[Signature]
SECRETARY

MEMBER

MEMBER

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 **Tri Creek School Corporation** ("Corporation") and **Jonathan M Nannenga** ("Teacher").

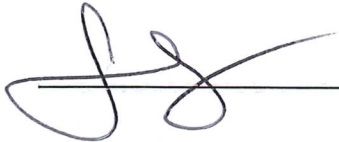
Jonathan M Nannenga is a teacher as defined in Ind. Code 20-18-2-22.

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, 2023**, and ending on **June 30, 2024**. *Ind. Code 20-28-6-2(a)(3)(A)*
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **215.0** days. *Ind. Code 20-28-6-2(a)(3)(B)*
3. The number of hours per day the Teacher is expected to work under this Contract is **8.00** *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 **\$92,557.50** 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-monthly** basis. *Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)*
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this **1st** day of **July, 2023**.

Teacher



School Corporation by:



President

Attested:



Superintendent



Secretary

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Supplemental 215-Day Building Administrator Contract

Tri-Creek School Corporation (hereinafter referred to as the "Employer") and **Jon Nannenga** (hereinafter referred to as the "Employee") desire to supplement the Administrator Contract which is set forth in the Regular Teacher's Contract which provides for the employment as ADMINISTRATOR in the Tri-Creek School Corporation from July 1, 2023, to June 30, 2024. In consideration of his/her employment as administrator, the Employer and the Employee agree that such regular contract shall be supplemented and that the following terms shall also be provided to the administrator during his/her employment.


1. Health Insurance: Employees shall be offered health insurance in an annual dollar amount as stated in the Administrative Handbook. Said health insurance shall include the Employee's choice of health plan. Dental and Vision will be offered as stated in the Administrative Handbook.
2. Deferred Income: The Employer shall contribute deferred income benefits of \$1,300 to a 403(b) and contributions to VEBA/401(a) benefits as stated in the Administrative Handbook.
3. Life Insurance: Life insurance will be provided in an amount (to the nearest \$1,000) equal to 3.0 times the base contracted pay with a maximum of \$300,000 at no additional cost. The Employee shall pay the cost of the AD&D rider.
4. Long-Term Disability: The Employer will provide long-term disability insurance at no additional cost.
5. Mileage Reimbursement: Approved travel outside the school corporation shall be reimbursed at the rate established by IRS rule and as approved by the School Board of Trustees.
6. Professional Memberships: The Employer will pay up to \$400 per year for membership dues into professional organizations related to the Employee's employment with the Employer.
7. Professional Conferences: The Employer will pay all expenses for attendance at one national or state educational convention per year if the Employee holds membership in the organization.
8. Retirement Contribution: The Employer shall pay the Indiana Public Employees Retirement Fund portion normally paid by the Employee.

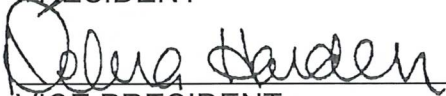
9. Leave: Administrative sick leave shall be computed at the rate of thirteen (13) days per year, with a total accumulation not exceeding 285 days at the end of each contract year. The Employee is entitled to a total of three (3) personal days, three (3) family illness days, and five (5) bereavement days each contracted fiscal year. Sick leave from the previous employer as defined in the Administrative Handbook.
10. Other: Any fringes not specifically mentioned will be equal to administrator fringe benefits as defined Administrative Handbook.
11. Discharge of Contract: Should the Employer determine that the Employee's contract needs to be canceled or immediately terminated, both Parties agree that any preliminary decision made pursuant to provisions under I.C. 20-28-7.5-2, such preliminary decision shall be made by the Superintendent for the Tri-Creek School Corporation. In lieu of the conference procedures under I.C. 20-28-7.5-2(b) and (c), the parties agree that the Administrator may request a private conference with the Superintendent (or Assistant Superintendent in the event the Superintendent is unable to confer) to satisfy such procedural requirements prior to the governing body making a final decision.
12. Applicable Law: This Supplemental Contract is governed by the laws of the State of Indiana, and shall be subject to the provisions of any applicable state law concerning the terms and conditions of an employment contract between a public school corporation and its administrators. If, during the term of this Supplemental Contract, any specific clause or provision thereof is determined to be illegal or in conflict with state or federal law, the illegal or conflicting provision shall be deemed void. The remainder of the Supplemental Contract shall not be affected and shall remain in full force and effect.

Entered into this 30th day of November, 2023.


ADMINISTRATOR

BOARD OF SCHOOL TRUSTEES:


PRESIDENT


VICE PRESIDENT


SECRETARY

MEMBER

MEMBER

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 **Tri Creek School Corporation** ("Corporation") and **John W Becker** ("Teacher").

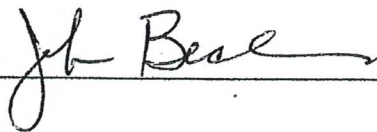
John W Becker is a teacher as defined in Ind. Code 20-18-2-22.

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

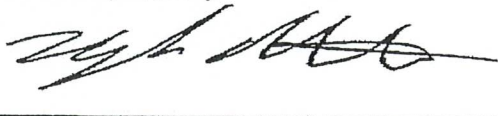
1. The Teacher shall teach in the schools of the Corporation for the school term beginning, **July 01, 2023**, and ending on **June 30, 2024**. *Ind. Code 20-28-6-2(a)(3)(A)*
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **260.0** days. *Ind. Code 20-28-6-2(a)(3)(B)*
3. The number of hours per day the Teacher is expected to work under this Contract is **8.00**
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 **\$90,891.95** 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-monthly** basis. *Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)*
6. This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this **1st** day of **July, 2023**.

Teacher



School Corporation by:



President

Attested:



Superintendent



Secretary

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Supplemental **260-Day Building Administrator** Contract

Tri-Creek School Corporation (hereinafter referred to as the "Employer") and **John Becker** (hereinafter referred to as the "Employee") desire to supplement the Administrator Contract which is set forth in the Regular Teacher's Contract which provides for the employment as ADMINISTRATOR in the Tri-Creek School Corporation from July 1, 2023 to June 30, 2024. In consideration of his/her employment as an administrator, the Employer and the Employee agree that such regular contract shall be supplemented and that the following terms shall also be provided to the administrator during his/her employment.

1. Health Insurance: Employee shall be offered health insurance in an annual dollar amount that is consistent with the health insurance benefit as stated in the Administrative Handbook. Said health insurance shall include the Employee's choice of health plan. Dental and Vision will be offered as stated in the Administrative Handbook.
2. Deferred Income: The Employee shall be offered deferred income benefits as stated in the Administrative Handbook.
3. Life Insurance: Life insurance will be provided in an amount (to the nearest \$1,000) equal to 3.0 times the base contracted pay with a maximum of \$300,000 at no additional cost. The Employee shall pay the cost of the AD&D rider.
4. Long-Term Disability: The Employer will provide long-term disability insurance at no additional cost.
5. Mileage Reimbursement: Approved travel outside the school corporation shall be reimbursed at the rate established by IRS rule and as approved by the School Board of Trustees.
6. Professional Memberships: The Employer will pay up to \$400 per year for membership dues into professional organizations related to the Employee's employment with the Employer.
7. Professional Conferences: The Employer will pay all expenses for attendance at one national or state educational convention per year if the Employee holds membership in the organization.
8. Retirement Contribution: The Employer shall pay the Indiana Public Employees Retirement Fund portion normally paid by the Employee.
9. Leave: Administrative sick leave shall be computed at the rate of thirteen (13) days per year, with a total accumulation not exceeding 285 days at the end of each contract year. The Employee is entitled to a total of three (3) personal days, three (3) family illness days, and five (5) bereavement days each contracted fiscal year. Sick leave from the previous employer may be brought as defined in the Administrative Handbook.
10. Other: Any fringes not specifically mentioned will be equal to teacher fringe benefits.

11. Discharge of Contract: Should the Employer determine that the Employee's contract needs to be canceled or immediately terminated, both Parties agree that any preliminary decision made pursuant to provisions under I.C. 20-28-7.5-2, such preliminary decision shall be made by the Superintendent for the Tri-Creek School Corporation. In lieu of the conference procedures under I.C. 20-28-7.5-2(b) and (c), the parties agree that the Administrator may request a private conference with the Superintendent (or Assistant Superintendent in the event the Superintendent is unable to confer) to satisfy such procedural requirements prior to the governing body making a final decision.

12. Applicable Law: This Supplemental Contract is governed by the laws of the State of Indiana, and shall be subject to the provisions of any applicable state law concerning the terms and conditions of an employment contract between a public school corporation and its administrators. If, during the term of this Supplemental Contract, any specific clause or provision thereof is determined to be illegal or in conflict with state or federal law, the illegal or conflicting provision shall be deemed void. The remainder of the Supplemental Contract shall not be affected and shall remain in full force and effect.

Entered into this 30th day of November, 2023.

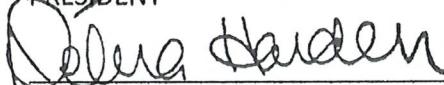


ADMINISTRATOR


BOARD OF SCHOOL TRUSTEES:



PRESIDENT



VICE PRESIDENT



SECRETARY

MEMBER

MEMBER