

REGULAR TEACHER CONTRACT

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

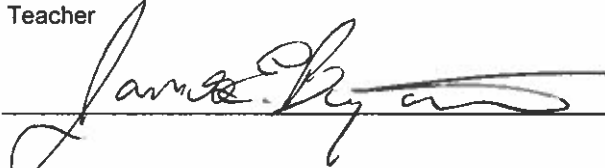
This regular teacher contract ("Contract") is by and between the governing body of the **DANVILLE COMMUNITY SCHOOL CORPORATION** ("Corporation") and **JAMES E BRYANT** ("Teacher"). **JAMES E BRYANT** is a teacher as defined in Ind. Code 20-18-2-22.

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, 2018** and ending on **JUNE 30, 2020**. *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 **450.00** 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 **\$85,771.23** during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in **26.0** installments on a **biweekly 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 5TH day of DECEMBER, 2018.

Teacher

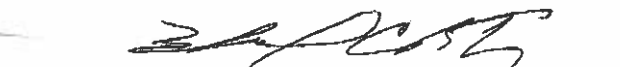


Attested:



Superintendent

School Corporation by:



President



Secretary

REGULAR TEACHER CONTRACT

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

This regular teacher contract ("Contract") is by and between the governing body of the **DANVILLE COMMUNITY SCHOOL CORPORATION** ("Corporation") and **PAUL J HAMANN** ("Teacher"). **PAUL J HAMANN** 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:

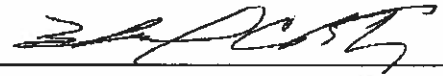
1. The Teacher shall teach in the schools of the Corporation for the school term, beginning **JULY 1, 2018** and ending on **JUNE 30, 2020**. *Ind. Code 20-28-6-2(a)(3)(A)*
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **520.00** days. *Ind. 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 **\$116,473.74** during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in **26.0** installments on a **biweekly 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 5TH day of DECEMBER, 2018.

Teacher



School Corporation by:



President

Attested:



Superintendent



Secretary

**DANVILLE COMMUNITY SCHOOL CORPORATION
BUILDING ADMINISTRATIVE CONTRACT ADDENDUM**

Administrator: Paul J Hamann **Term of Agreement:** July 1, 2018-June 30, 2020
Position: Principal, Danville Community High School **Length of Contract:** 260 days per year

Financial Provisions:

Salary: \$ 116,473.74
Individual professional and community services club dues stipend of \$ 800.00
The Board will pay the employee's 3% contribution toward the Teacher Retirement Fund.
Mileage reimbursement, as approved by the Superintendent, at Corporation rate.

Insurance Provisions:

*The Board will pay the term life insurance premium of a \$50,000 policy except for \$1.00

The Corporation's contribution above the amount indicated in the Master Agreement for Certified Employees for medical insurance, dental insurance and long term disability will be capped at \$9,000.00

Other Provisions:

- The following are Corporation holidays and are days administrators are not expected to work:
New Year's Day, Martin Luther King Day, President's Day, Memorial Day, Independence Day, Labor Day, Fall Vacation Day, Thanksgiving Day, and the Friday following, Christmas Eve Day, Christmas Day, and New Year's Eve day.
- The administrator is entitled to 9 (nine) illness and 6 (six) personal leave days. If unused these days are carried over as illness days. Additionally 20 days of paid vacation, as approved by the Superintendent, are provided.
- The provision of the administrator's contract is understood to apply only to time when the administrator is on the payroll. This administrator may engage in such outside research and consulting activities only provided the nature of the activity is compatible with the board objectives of Danville Community School Corporation. Permission of the Superintendent is required and the days shall not exceed 6/year nor 2/month. In all cases one's obligation to Danville Community School Corporation must take priority over any outside commitments of an income-producing character.
- The administrator is entitled to no less than those benefits listed in the Master Agreement with the exclusive representative of the teachers.



Administrator



Superintendent



Board President



Board Secretary

REGULAR TEACHER CONTRACT

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

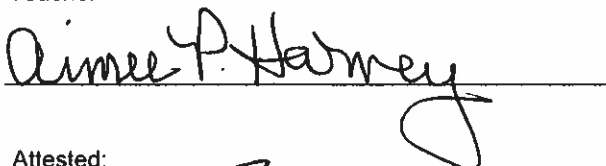
This regular teacher contract ("Contract") is by and between the governing body of the **DANVILLE COMMUNITY SCHOOL CORPORATION** ("Corporation") and **AIMEE P HARVEY** ("Teacher"). **AIMEE P HARVEY** is a teacher as defined in Ind. Code 20-18-2-22.

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, 2018** and ending on **JUNE 30, 2020**. *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 **450.00** 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 **\$85,341.49** during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in **26.0** installments on a **biweekly 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 5TH day of DECEMBER, 2018.

Teacher

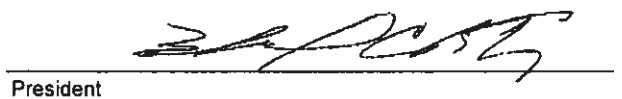


Attested:




Superintendent

School Corporation by:



President



Secretary

REGULAR TEACHER CONTRACT

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

This regular teacher contract ("Contract") is by and between the governing body of the **DANVILLE COMMUNITY SCHOOL CORPORATION** ("Corporation") and **CEARA M JACKSON** ("Teacher"). **CEARA M JACKSON** 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, 2018** and ending on **JUNE 30, 2020**. *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 **430.00** 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 **\$70,000.00** during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in **26.0** installments on a **biweekly 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 5TH day of DECEMBER, 2018.

Teacher

Ceara Jackson

Attested:

[Signature]

Superintendent

School Corporation by:

[Signature]

President

[Signature]

Secretary

REGULAR TEACHER CONTRACT

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

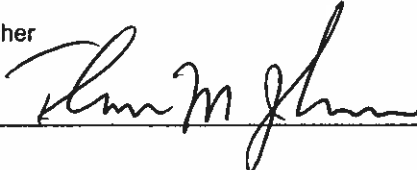
This regular teacher contract ("Contract") is by and between the governing body of the **DANVILLE COMMUNITY SCHOOL CORPORATION** ("Corporation") and **THOMAS M. JOHNSON** ("Teacher"). **THOMAS M. JOHNSON** is a teacher as defined in Ind. Code 20-18-2-22.

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, 2018** and ending on **JUNE 30, 2020**. *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 **520.00** 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 **\$121,235.24** during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in **26.0** installments on a **biweekly 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 5TH day of DECEMBER, 2018.

Teacher

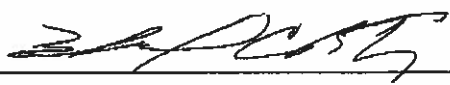


Attested:



Superintendent

School Corporation by:



President



Secretary

**DANVILLE COMMUNITY SCHOOL CORPORATION
BUILDING ADMINISTRATIVE CONTRACT ADDENDUM**

Administrator: Thomas Johnson **Term of Agreement:** July 1, 2018 – June 30, 2020

Position: Assistant Superintendent for Financial Services **Length of Contract:** 260 Days Per Year

Financial Provisions:

Salary: \$ 121,235.24

Individual professional and community services club dues stipend of \$ 800.00

The Board will pay the employee's 3% contribution toward the Teacher Retirement Fund.

Mileage reimbursement, as approved by the Superintendent, at Corporation rate.

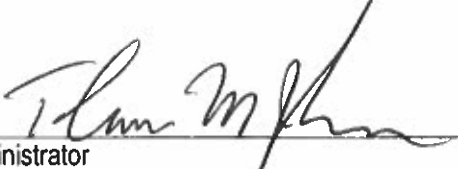
Insurance Provisions:

*The Board will pay the term life insurance premium of a \$75,000 policy except for \$1.00


The Corporation's contribution above the amount indicated in the Master Agreement for Certified Employees for medical insurance, dental insurance and long term disability will be capped at \$9,000.00

Other Provisions:

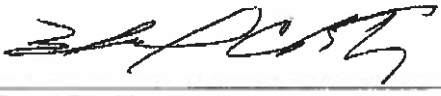
- The following are Corporation holidays and are days administrators are not expected to work:
New Year's Day, Martin Luther King Day, President's Day, Memorial Day, Independence Day, Labor Day, Fall Vacation Day, Thanksgiving Day, and the Friday following, Christmas Eve Day, Christmas Day, and New Year's Eve day.
- The administrator is entitled to 10 (ten) illness and 6 (six) personal leave days. If unused these days are carried over as illness days. Additionally 20 days of paid vacation, as approved by the Superintendent.
- The provision of the administrator's contract is understood to apply only to time when the administrator is on the payroll. This administrator may engage in such outside research and consulting activities only provided the nature of the activity is compatible with the board objectives of Danville Community School Corporation. Permission of the Superintendent is required and the days shall not exceed 6/year nor 2/month. In all cases one's obligation to Danville Community School Corporation must take priority over any outside commitments of an income-producing character.
- The administrator is entitled to no less than those benefits listed in the Master Agreement with the exclusive representative of the teachers.
- The administrator is entitled to roll over up to a maximum of ten (10) vacation days from current contract year to be used (or lost) by December 31st of the ensuing contract year.



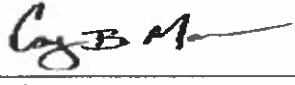
Administrator



Superintendent



Board President



Board Secretary

REGULAR TEACHER CONTRACT

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

This regular teacher contract ("Contract") is by and between the governing body of the **DANVILLE COMMUNITY SCHOOL CORPORATION** ("Corporation") and **KELLY M LACEY** ("Teacher"). **KELLY M LACEY** 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, 2018** and ending on **JUNE 30, 2020**. *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 **450.00** 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 **\$93,599.25** during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in **26.0** installments on a **biweekly 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 5TH day of DECEMBER, 2018.

Teacher

Kelly Lacey

Attested:

[Signature]

Superintendent

School Corporation by:

[Signature]

President

[Signature]

Secretary

**DANVILLE COMMUNITY SCHOOL CORPORATION
BUILDING ADMINISTRATIVE CONTRACT ADDENDUM**

Administrator: Kelly Lacey

Term of Agreement: July 1, 2018-June 30, 2020

Position: Director, Special Services

Length of Contract: 225 days per year

Financial Provisions:

Base Salary: \$ 93,599.25

Individual professional and community services club dues stipend of \$ 800.00

The Board will pay the employee's 3% contribution toward the Teacher Retirement Fund.

Mileage reimbursement, as approved by the Superintendent, at Corporation rate.

Insurance Provisions:

*The Board will pay the term life insurance premium of a \$50,000 policy except for \$1.00

The Corporation's contribution above the amount indicated in the Master Agreement for Certified Employees for medical insurance, dental insurance and long term disability will be capped at \$9,000.00


Other Provisions:

- The following are Corporation holidays and are days administrators are not expected to work:
New Year's Day, Martin Luther King Day, President's Day, Memorial Day, Independence Day, Labor Day, Fall Vacation Day, Thanksgiving Day, and the Friday following, Christmas Eve Day, Christmas Day, and New Year's Eve day.
- The administrator is entitled to 9 (nine) illness and 6 (six) personal leave days. If unused these days are carried over as illness days. The initial allotment will be prorated.
- The corporation will honor the sick days accumulated from prior employment.
- The provision of the administrator's contract is understood to apply only to time when the administrator is on the payroll. This administrator may engage in such outside research and consulting activities only provided the nature of the activity is compatible with the board objectives of Danville Community School Corporation. Permission of the Superintendent is required and the days shall not exceed 6/year nor 2/month. In all cases one's obligation to Danville Community School Corporation must take priority over any outside commitments of an income-producing character.
- The administrator is entitled to no less than those benefits listed in the Master Agreement with the exclusive representative of the teachers.

Administrator



Superintendent



Board President



Board Secretary

REGULAR TEACHER CONTRACT

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

This regular teacher contract ("Contract") is by and between the governing body of the **DANVILLE COMMUNITY SCHOOL CORPORATION** ("Corporation") and **TINA D. NOE** ("Teacher"). **TINA D. NOE** 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:

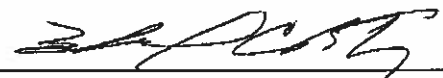
1. The Teacher shall teach in the schools of the Corporation for the school term, beginning **JULY 1, 2018** and ending on **JUNE 30, 2020**. *Ind. Code 20-28-6-2(a)(3)(A)*
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **450.00** days. *Ind. 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 **\$102,247.61** during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in **26.0** installments on a **biweekly 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 5TH day of DECEMBER, 2018.

Teacher



School Corporation by:



President

Attested:



Superintendent



Secretary

REGULAR TEACHER CONTRACT

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

This regular teacher contract ("Contract") is by and between the governing body of the **DANVILLE COMMUNITY SCHOOL CORPORATION** ("Corporation") and **KAREN S PERKINS** ("Teacher"). **KAREN S PERKINS** 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:

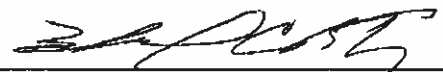
1. The Teacher shall teach in the schools of the Corporation for the school term, beginning **JULY 1, 2018** and ending on **JUNE 30, 2020**. *Ind. Code 20-28-6-2(a)(3)(A)*
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **450.00** days. *Ind. 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 **\$95,120.98** during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in **26.0** installments on a **biweekly 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 5TH day of DECEMBER, 2018.

Teacher



School Corporation by:



President

Attested:



Superintendent



Secretary

REGULAR TEACHER CONTRACT

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

This regular teacher contract ("Contract") is by and between the governing body of the **DANVILLE COMMUNITY SCHOOL CORPORATION** ("Corporation") and **DAVID ALAN RECTOR** ("Teacher"). **DAVID ALAN RECTOR** 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, 2018** and ending on **JUNE 30, 2020**. *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 **450.00** 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 **\$83,393.90** during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in **26.0** installments on a **biweekly 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 5TH day of DECEMBER, 2018.

Teacher

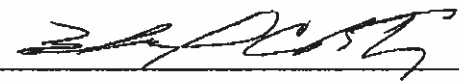


Attested:



Superintendent

School Corporation by:



President



Secretary

**DANVILLE COMMUNITY SCHOOL CORPORATION
BUILDING ADMINISTRATIVE CONTRACT ADDENDUM**

Administrator: David Alan Rector

Term of Agreement: July 1, 2018 – June 30, 2020

Position: Assistant Principal, Danville Community Middle School

Length of Contract: 225 days per year

Financial Provisions:

Salary: \$ 83,393.90

Individual professional and community services club dues stipend of \$ 800.00

The Board will pay the employee's 3% contribution toward the Teacher Retirement Fund.

Mileage reimbursement, as approved by the Superintendent, at Corporation rate.

Insurance Provisions:

*The Board will pay the term life insurance premium of a \$50,000 policy except for \$1.00

The Corporation's contribution above the amount indicated in the Master Agreement for Certified Employees for medical Insurance, dental insurance and long term disability will be capped at \$9,000.00

Other Provisions:

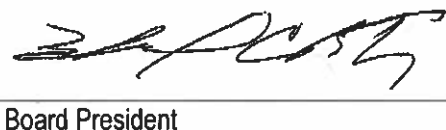
- The following are Corporation holidays and are days administrators are not expected to work:
New Year's Day, Martin Luther King Day, President's Day, Memorial Day, Independence Day, Labor Day, Fall Vacation Day, Thanksgiving Day, and the Friday following, Christmas Eve Day, Christmas Day, and New Year's Eve day.
- The administrator is entitled to 9 (nine) illness and 6 (six) personal leave days. If unused these days are carried over as illness days.
- The provision of the administrator's contract is understood to apply only to time when the administrator is on the payroll. This administrator may engage in such outside research and consulting activities only provided the nature of the activity is compatible with the board objectives of Danville Community School Corporation. Permission of the Superintendent is required and the days shall not exceed 6/year nor 2/month. In all cases one's obligation to Danville Community School Corporation must take priority over any outside commitments of an income-producing character.
- The administrator is entitled to no less than those benefits listed in the Master Agreement with the exclusive representative of the teachers.



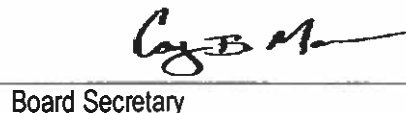
Administrator



Superintendent



Board President



Board Secretary

REGULAR TEACHER CONTRACT

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

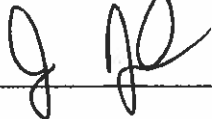
This regular teacher contract ("Contract") is by and between the governing body of the **DANVILLE COMMUNITY SCHOOL CORPORATION** ("Corporation") and **JONATHAN P REGASHUS** ("Teacher"). **JONATHAN P REGASHUS** is a teacher as defined in Ind. Code 20-18-2-22.

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, 2018** and ending on **JUNE 30, 2020**. *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 **440.00** 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 **\$89,928.45** during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in **26.0** installments on a **biweekly 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 5TH day of DECEMBER, 2018.

Teacher

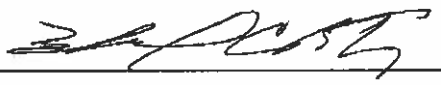


Attested:



Superintendent

School Corporation by:



President



Secretary

**DANVILLE COMMUNITY SCHOOL CORPORATION
BUILDING ADMINISTRATIVE CONTRACT ADDENDUM**

Administrator: Jonathan P Regashus **Term of Agreement:** July 1, 2018-June 30, 2020
Position: Director of Athletic Department **Length of Contract:** 220 days per year

Financial Provisions:

Salary: \$ 89,928.45
Individual professional and community services club dues stipend of \$ 800.00
The Board will pay the employee's 3% contribution toward the Teacher Retirement Fund.
Mileage reimbursement, as approved by the Superintendent, at Corporation rate.

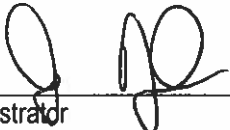
Insurance Provisions:

*The Board will pay the term life insurance premium of a \$50,000 policy except for \$1.00


The Corporation's contribution above the amount indicated in the Master Agreement for Certified Employees for medical insurance, dental insurance and long term disability will be capped at \$9,000.00

Other Provisions:

- The following are Corporation holidays and are days administrators are not expected to work:
New Year's Day, Martin Luther King Day, President's Day, Memorial Day, Independence Day, Labor Day, Fall Vacation Day, Thanksgiving Day, and the Friday following, Christmas Eve Day, Christmas Day, and New Year's Eve day.
- The administrator is entitled to 9 (nine) illness and 6 (six) personal leave days. If unused these days are carried over as illness days.
- The provision of the administrator's contract is understood to apply only to time when the administrator is on the payroll. This administrator may engage in such outside research and consulting activities only provided the nature of the activity is compatible with the board objectives of Danville Community School Corporation. Permission of the Superintendent is required and the days shall not exceed 6/year nor 2/month. In all cases one's obligation to Danville Community School Corporation must take priority over any outside commitments of an income-producing character.
- The administrator is entitled to no less than those benefits listed in the Master Agreement with the exclusive representative of the teachers.




Administrator



Superintendent



Board President



Board Secretary

REGULAR TEACHER CONTRACT

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

This regular teacher contract ("Contract") is by and between the governing body of the **DANVILLE COMMUNITY SCHOOL CORPORATION** ("Corporation") and **TRACEY R SHAFER** ("Teacher"). **TRACEY R SHAFER** 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:

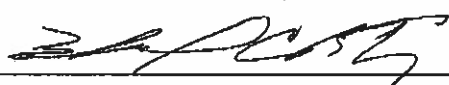
1. The Teacher shall teach in the schools of the Corporation for the school term, beginning **JULY 1, 2018** and ending on **JUNE 30, 2020**. *Ind. Code 20-28-6-2(a)(3)(A)*
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **520.00** days. *Ind. 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 **\$166,441.32** during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in **26.0** installments on a **biweekly 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 5TH day of DECEMBER, 2018.

Teacher



School Corporation by:



President

Attested:



Superintendent



Secretary

SUPERINTENDENT CONTRACT ADDENDUM

July 1, 2018-June 30, 2020 Superintendent Contract Addendum Provisions:

Administrator: Dr. Tracey R. Shafer
Position: Superintendent of Schools

Term of Agreement: July 1, 2018-June 30, 2020
Length of Contract: 260 days per year

Financial Provisions:

Salary: \$166,441.32 plus mileage to be reimbursed at the current Federal IRS level established for each year. The beginning base salary will be increased 1% each year the Superintendent is evaluated by the Board as highly effective or in the event the Board fails to evaluate in any year; an additional 1% in any year the Corporation receives a letter grade of "A" or equivalent; and an additional percentage in any year teachers receive a base increase in excess of 2%, in which case the additional percentage shall be the percent by which the teacher raise exceeds 2%.

Individual professional and community services club dues stipend of \$2,500.00

The Board will pay the employee's 3% contribution toward the Teacher Retirement Fund.

The Board will reimburse up to \$3,000.00 moving expenses upon the Superintendent's relocation into the Danville Community School District.

The Board will pay up to \$500.00 per month for temporary housing. This benefit is capped at \$3,000.

The Board shall pay the Superintendent the maximum employee salary contribution that the Superintendent could elect to contribute to an Internal Revenue Code 403(b) plan for each calendar year of employment. For any partial year, the Board shall pay a proportionate share of the maximum amount.

Insurance Provisions:

*The Board will pay the medical insurance premium of a single or family plan except for \$1.00.

*The Board will pay the dental insurance premium of a single or family plan except for \$1.00.

*The Board will pay the long-term disability premium except for \$1.00.

*The Board will pay the term life insurance premium of a \$100,000 policy except for \$1.00. The Superintendent will be given the opportunity to pay the premium for any additional supplemental life insurance.

The Corporation's contribution above the amount indicated in the Master Agreement for Certified Employees will be capped at \$9,000.00 for the above stated insurance coverage *. Any increase above this amount, will be paid according to the following amounts: Superintendent will pay 40% and the Corporation will pay 60% (these payment percentages will match the Master Agreement percentages).

Other Provisions:

This contract and this addendum are for the services of Dr. Tracey R. Shafer as Superintendent. The duties of the Superintendent are defined by law and custom and practice. The Superintendent may be reassigned to another administrative role only by mutual agreement of the parties.

The Superintendent is entitled to twenty (20) non-accumulating vacation days.

The following are Corporation legal holidays and are in addition to the twenty (20) vacation days: New Years Day, Martin Luther King Day, President's Day, Memorial Day, Independence Day, Labor Day, Fall Vacation Day, Thanksgiving Day and the Friday following, Christmas Eve Day, Christmas Day, and New Years Eve Day.

The Superintendent is entitled to 10 illness leave and 6 personal leave days. If unused these days are carried over as illness days. The Corporation will honor the 180 sick days accumulated by the Superintendent from prior employment, except that any disability payment to which Superintendent may be entitled shall be

deducted from any otherwise payable sick days.

The Superintendent agrees that his duties pursuant to this contract represent full time employment and he will not accept outside employment, perform work as an independent contractor, or engage in any other business pursuit involving his personal services without the informed consent of the Board. This prohibition does not include honoraria for speaking at professional meetings or events so long as the Superintendent notifies the Board President of the engagement.

The Board will evaluate the Superintendent against written expectations mutually agreed with the Board and Superintendent annually, and rate the Superintendent as highly effective, effective, needs improvement, or ineffective.

The contract of the Superintendent may be cancelled for cause for any reason provided by law for cancellation of the contract of a Superintendent. If the contract is not to be renewed at the end of its term or the term of any renewal, the Superintendent is entitled to 12 months' notice of non-renewal prior to the end of the contract term or the contract will automatically be extended for 12 additional months from the date that would otherwise be the end of its term; provided, however, that if the Superintendent receives an evaluation of ineffective under Indiana law by the Board, the notice may be given by January 1 in the year the contract expires or the contract will extend for an additional 12 months.

The Superintendent must give 90 days' notice prior to requesting cancellation of his contract.

The Superintendent is entitled to no less than those benefits as listed in the Master Agreement with the exclusive representative of the teachers.



Superintendent

12/11/18

Date



Board President

1/14/2019

Date



Board Secretary

1/14/2019

Date

REGULAR TEACHER CONTRACT

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

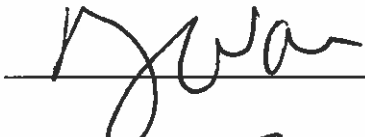
This regular teacher contract ("Contract") is by and between the governing body of the **DANVILLE COMMUNITY SCHOOL CORPORATION** ("Corporation") and **MORGAN WALKER** ("Teacher"). **MORGAN WALKER** is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term, beginning **JULY 1, 2018** and ending on **JUNE 30, 2020**. *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 **470.00** 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 **\$94,745.42** during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in **26.0** installments on a **biweekly 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 5TH day of DECEMBER, 2018.

Teacher

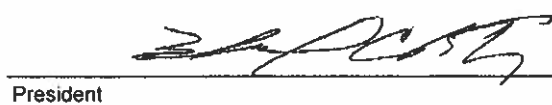


Attested:



Superintendent

School Corporation by:



President



Secretary

REGULAR TEACHER CONTRACT

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

This regular teacher contract ("Contract") is by and between the governing body of the **DANVILLE COMMUNITY SCHOOL CORPORATION** ("Corporation") and **MARSHA L WEBSTER** ("Teacher"). **MARSHA L WEBSTER** 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, 2018** and ending on **JUNE 30, 2020**. *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 **450.00** 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 **\$111,209.30** during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in **26.0** installments on a **biweekly 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 5TH day of DECEMBER, 2018.

Teacher

Marsha Webster

School Corporation by:

[Signature]
President

Attested:

[Signature]

Superintendent

[Signature]
Secretary

