

REGULAR TEACHER'S CONTRACT

(Official Form for Teachers of Public School Corporations as Prescribed by the State Superintendent of Public Instruction. Revised 1975)

This Regular Contract is between Decatur County Community Schools of Decatur (School Corporation)

County, Indiana, hereinafter called employer, and Deborah Reynolds a teacher who holds a valid license issued by the Indiana State Department of Public Instruction.

WITNESSETH: That in consideration of the agreements hereinafter contained, said teacher agrees to teach in the Public Schools of said School Corporation for the school year beginning July 1, 2017, consisting of 220/year days, and continuing until June 30, 2019.

Said employer further agrees to pay the said teacher for his or her services under this contract as Director of Learning (State Assignment) of said School Corporation the sum of \$80,660.19*** dollars per year for the period of the contract.

Of said sum referred to above \$80,660.19** shall be paid in scheduled installments as follows: 26ppays of \$3,102.31**

and the balance \$ 0.00 due under this contract shall be paid by Decatur County Community Schools (Name of School Corporation)

to purchase from the N/A (Name of Annuity Company or Agency) a non-forfeitable annuity contract providing for payments in amounts, on dates, and to payee designated by the employee, provided that no payment is made in advance of the teacher having earned the compensation used to purchase such annuity.

All of the terms of Chapter 182 of the Acts of 1916 and acts supplemental thereto and amendatory thereof in effect at the time of the signing of this contract, commonly known as the Indiana Teachers' Retirement Fund Law, shall be in full force and effect with respect to said employer and said teacher and shall be construed to be a part of this contract.

It is agreed by the parties hereto that any agreements arrived at under the terms of Public Law 217 of the Acts of 1973 and acts supplemental thereto and amendatory thereof, commonly known as the Collective Bargaining Law Between School Corporations and Their Certificated Employees, shall be construed to be a part of this contract.

It is agreed by the parties hereto that in case the said teacher should, after opportunity for hearing with benefit of legal counsel, be held by said employer to be guilty of incompetency, immorality, insubordination or other offense recognized as just cause according to law for cancellation of contract, such teacher, subject to proper appeal, shall be deemed to be dismissed and shall thereafter hold no claim for further compensation, subject, however, to the provisions of law concerning the employment and dismissal of teachers which are in force and effect. Revocation of license by the State Department of Public Instruction for any statutory reason shall be deemed to constitute incompetency under this contract.

It is further agreed by the parties hereto that all laws governing the employment and dismissal of teachers shall be construed to be a part of this contract.

This contract is executed in duplicate this 23rd day of August, 2017 and each party has a copy thereof.

Signed Deborah Reynolds (Teacher)

School Corporation

By _____ By _____

Handwritten signatures: Jim Rose, Stephen R. Anderson, Todd Mauer, Joyce Ball, Alan Jones, David...

Approved: S.J. Burns (Superintendent)

In consideration of the undersigned teacher agreeing to perform the following designated services (not to include Summer or Evening School) in addition to the services rendered pursuant to the Agreement set forth, the employer agrees to pay the said teacher the sum of \$ _____, payable as

follows: _____

Services to be Rendered: (Insert period [date(s)] for which services are to be rendered)

Maximum Mileage \$1,800 Dental & Vision as per plan

Encore Health Insurance (all but \$1.00) LTD \$260 Admin Sick Leave Bank

Term Life \$73,500 (all but \$1.00) Retirement & other benefits as per teacher contract

This agreement for additional services is executed this 23rd day of August, 2017

Base Salary \$83,080.00 (Teacher) School Corporation By _____

Note: If computer adaption of the above form is made, said adaptation shall contain all of the above items without amendment.

TEACHER COPY

REGULAR TEACHER'S CONTRACT

(Official Form for Teachers of Public School Corporations as Prescribed by the State Superintendent of Public Instruction. Revised 1975)

This Regular Contract is between Decatur County Community Schools of Decatur (School Corporation)

County, Indiana, hereinafter called employer, and James Jameson a teacher who holds a valid license issued by the Indiana State Department of Public Instruction.

WITNESSETH: That in consideration of the agreements hereinafter contained, said teacher agrees to teach in the Public Schools of said School Corporation for the school year beginning July 1, 2017, consisting of 220/year days, and continuing until June 30, 2019.

Said employer further agrees to pay the said teacher for his or her services under this contract as Building Principal (State Assignment) of said School Corporation the sum of \$85,437.38** dollars per year for the period of the contract.

Of said sum referred to above \$85,437.38* shall be paid in scheduled installments as follows: 26 pays @ \$3,286.05** and the balance \$ 0.00 due under this contract shall be paid by Decatur County Community Schools (Name of School Corporation)

to purchase from the N/A (Name of Annuity Company or Agency) a non-forfeitable annuity contract providing for payments in amounts, on dates, and to payee designated by the employee, provided that no payment is made in advance of the teacher having earned the compensation used to purchase such annuity.

All of the terms of Chapter 182 of the Acts of 1915 and acts supplemental thereto and amendatory thereof in effect at the time of the signing of this contract, commonly known as the Indiana Teachers' Retirement Fund Law, shall be in full force and effect with respect to said employer and said teacher and shall be construed to be a part of this contract.

It is agreed by the parties hereto that any agreements arrived at under the terms of Public Law 217 of the Acts of 1973 and acts supplemental thereto and amendatory thereof, commonly known as the Collective Bargaining Law Between School Corporations and Their Certificated Employees, shall be construed to be a part of this contract.

It is agreed by the parties hereto that in case the said teacher should, after opportunity for hearing with benefit of legal counsel, be held by said employer to be guilty of incompetency, immorality, insubordination or other offense recognized as just cause according to law for cancellation of contract, such teacher, subject to proper appeal, shall be deemed to be dismissed and shall thereafter hold no claim for further compensation, subject, however, to the provisions of law concerning the employment and dismissal of teachers which are in force and effect. Revocation of license by the State Department of Public Instruction for any statutory reason shall be deemed to constitute incompetency under this contract.

It is further agreed by the parties hereto that all laws governing the employment and dismissal of teachers shall be construed to be a part of this contract.

This contract is executed in duplicate this 1st day of August, 2017 and each party has a copy thereof.

Signed James W. Jameson (Teacher) School Corporation

By _____ By _____

Approved: S.J. B... (Superintendent) * * * * *

In consideration of the undersigned teacher agreeing to perform the following designated services (not to include Summer or Evening School) in addition to the services rendered pursuant to the Agreement set forth, the employer agrees to pay the said teacher the sum of \$ _____, payable as follows:

- Services to be Rendered: (Insert period [date(s)] for which services are to be rendered)
Maximum Mileage \$1,800 Vision & Dental as per plan
Encore Health Insurance (all but \$1.00) LTD \$260 Admin Sick Leave Bank
Term Life \$73,500 (all but \$1.00) Retirement & other benefits as per teacher contract

This agreement for additional services is executed this 1st day of August, 2017

Base Salary \$88,000.05

(Teacher) James W. Jameson School Corporation By _____

Note: If computer adaption of the above form is made, said adaptation shall contain all of the above items without amendment.

TEACHER COPY

REGULAR TEACHER'S CONTRACT
(Official Form for Teachers of Public School Corporations
as Prescribed by the State Superintendent of Public Instruction. Revised 1975)

This Regular Contract is between Decatur County Community Schools of Decatur
(School Corporation)

County, Indiana, hereinafter called employer, and J. Martin Layden a teacher who holds a valid
license issued by the Indiana State Department of Public Instruction.

WITNESSETH: That in consideration of the agreements hereinafter contained, said teacher agrees to teach in the Public Schools of said School Corporation
for the school year beginning July 1, 2017, consisting of 220/year days, and continuing until June 30, 2019.

Said employer further agrees to pay the said teacher for his or her services under this contract as Elementary Principal
(State Assignment)
of said School Corporation the sum of \$78,903.93** dollars per year for the period of the contract.

Of said sum referred to above \$78,903.93** shall be paid in scheduled installments as follows: 26 pays @ \$3,034.77**
and the balance \$0.00 due under this contract shall be paid by Decatur County Community Schools
(Name of School Corporation)

to purchase from the N/A a non-forfeitable annuity contract providing for
(Name of Annuity Company or Agency)
payments in amounts, on dates, and to payee designated by the employee, provided that no payment is made in advance of the teacher having earned the com-
pensation used to purchase such annuity.

All of the terms of Chapter 182 of the Acts of 1915 and acts supplemental thereto and amendatory thereof in effect at the time of the signing of this contract,
commonly known as the Indiana Teachers' Retirement Fund Law, shall be in full force and effect with respect to said employer and said teacher and shall be
construed to be a part of this contract.

It is agreed by the parties hereto that any agreements arrived at under the terms of Public Law 217 of the Acts of 1973 and acts supplemental thereto and
amendatory thereof, commonly known as the Collective Bargaining Law Between School Corporations and Their Certificated Employees, shall be construed to
be a part of this contract.

It is agreed by the parties hereto that in case the said teacher should, after opportunity for hearing with benefit of legal counsel, be held by said employer to be
guilty of incompetency, immorality, insubordination or other offense recognized as just cause according to law for cancellation of contract, such teacher, subject
to proper appeal, shall be deemed to be dismissed and shall thereafter hold no claim for further compensation, subject, however, to the provisions of law
concerning the employment and dismissal of teachers which are in force and effect. Revocation of license by the State Department of Public Instruction for any
statutory reason shall be deemed to constitute incompetency under this contract.

It is further agreed by the parties hereto that all laws governing the employment and dismissal of teachers shall be construed to be a part of this contract.
This contract is presented in duplicate this 1st day of August, 2017 and each party has a copy thereof.

Signed [Signature]
(Teacher)
School Corporation

By [Signatures]
By [Signatures]

Approved: [Signature]
(Superintendent)

In consideration of the undersigned teacher agreeing to perform the following designated services (not to include Summer or Evening School) in addition to
the services rendered pursuant to the Agreement set forth, the employer agrees to pay the said teacher the sum of \$ _____, payable as

follows:
Services to be Rendered: (Insert period [date(s)] for which services are to be rendered)
Maximum Mileage \$1,800 Dental & Vision as per plan
Encore Health Insurance (all but \$1.00) LTD \$260 Admin Sick Leave Bank
Term Life \$73,500 (all but \$1.00) Retirement & other benefits as per teacher
Contract

This agreement for additional services is executed this 1st day of August, 2017
[Signature]
(Teacher)
School Corporation

Base Salary \$81,271.05

TEACHER COPY

REGULAR TEACHER'S CONTRACT

(Official Form for Teachers of Public School Corporations as Prescribed by the State Superintendent of Public Instruction. Revised 1975)

This Regular Contract is between Decatur County Community Schools of Decatur (School Corporation)

County, Indiana, hereinafter called employer, and Charlie McCoy a teacher who holds a valid license issued by the Indiana State Department of Public Instruction.

WITNESSETH: That in consideration of the agreements hereinafter contained, said teacher agrees to teach in the Public Schools of said School Corporation for the school year beginning July 1, 2017, consisting of 220/year days, and continuing until June 30, 2017.

Said employer further agrees to pay the said teacher for his or her services under this contract as Building Principal (State Assignment) of said School Corporation the sum of \$88,000.50 dollars per year for the period of the contract.

Of said sum referred to above \$88,000.50** shall be paid in scheduled installments as follows: 26 pays @ \$3,384.63**

and the balance \$0.00 due under this contract shall be paid by Decatur County Community Schools (Name of School Corporation)

to purchase from the N/A (Name of Annuity Company or Agency) a non-forfeitable annuity contract providing for payments in amounts, on dates, and to payee designated by the employee, provided that no payment is made in advance of the teacher having earned the compensation used to purchase such annuity.

All of the terms of Chapter 182 of the Acts of 1915 and acts supplemental thereto and amendatory thereof in effect at the time of the signing of this contract, commonly known as the Indiana Teachers' Retirement Fund Law, shall be in full force and effect with respect to said employer and said teacher and shall be construed to be a part of this contract.

It is agreed by the parties hereto that any agreements arrived at under the terms of Public Law 217 of the Acts of 1973 and acts supplemental thereto and amendatory thereof, commonly known as the Collective Bargaining Law Between School Corporations and Their Certificated Employees, shall be construed to be a part of this contract.

It is agreed by the parties hereto that in case the said teacher should, after opportunity for hearing with benefit of legal counsel, be held by said employer to be guilty of incompetency, immorality, insubordination or other offense recognized as just cause according to law for cancellation of contract, such teacher, subject to proper appeal, shall be deemed to be dismissed and shall thereafter hold no claim for further compensation, subject, however, to the provisions of law concerning the employment and dismissal of teachers which are in force and effect. Revocation of license by the State Department of Public Instruction for any statutory reason shall be deemed to constitute incompetency under this contract.

It is further agreed by the parties hereto that all laws governing the employment and dismissal of teachers shall be construed to be a part of this contract.

This contract is executed in duplicate this 1st day of August, 2017 and each party has a copy thereof.

Signed [Signature] (Teacher)

School Corporation

By _____ By _____

Approved: [Signatures] (Superintendent) *****

In consideration of the undersigned teacher agreeing to perform the following designated services (not to include Summer or Evening School) in addition to the services rendered pursuant to the Agreement set forth, the employer agrees to pay the said teacher the sum of \$ _____, payable as follows:

Services to be Rendered: (Insert period [date(s)] for which services are to be rendered)

- Maximum Mileage \$1,800 Dental & Vision as per plan
Encore Health Insurance (all but \$1.00) LTD \$260 Admin Sick Leave Bank
Term Life \$73,500 (all but \$1.00) Retirement & other benefits as per teacher contract

This agreement for additional services is executed this 1st day of August, 2017 [Signature] (Teacher)

Base Salary \$88,000.50 School Corporation By _____

TEACHER COPY

REGULAR TEACHER'S CONTRACT
(Official Form for Teachers of Public School Corporations
as Prescribed by the State Superintendent of Public Instruction. Revised 1975)

This Regular Contract is between Decatur County Community Schools of Decatur
(School Corporation)

County, Indiana, hereinafter called employer, and Robert Smith a teacher who holds a valid
license issued by the Indiana State Department of Public Instruction.

WITNESSETH: That in consideration of the agreements hereinafter contained, said teacher agrees to teach in the Public Schools of said School Corporation
for the school year beginning July 1, 2017, consisting of 220/year days, and continuing until June 30, 2019.

Said employer further agrees to pay the said teacher for his or her services under this contract as Elementary Principal
(State Assignment)
of said School Corporation the sum of \$78,903.93*** dollars per year for the period of the contract.

Of said sum referred to above \$78,903.93*** shall be paid in scheduled installments as follows: 26 pays @ \$3,034.77**

and the balance \$0.00 due under this contract shall be paid by Decatur County Community Schools
(Name of School Corporation)

to purchase from the N/A
(Name of Annuity Company or Agency) a non-forfeitable annuity contract providing for
payments in amounts, on dates, and to payee designated by the employee, provided that no payment is made in advance of the teacher having earned the com-
pensation used to purchase such annuity.

All of the terms of Chapter 182 of the Acts of 1915 and acts supplemental thereto and amendatory thereof in effect at the time of the signing of this contract,
commonly known as the Indiana Teachers' Retirement Fund Law, shall be in full force and effect with respect to said employer and said teacher and shall be
construed to be a part of this contract.

It is agreed by the parties hereto that any agreements arrived at under the terms of Public Law 217 of the Acts of 1973 and acts supplemental thereto and
amendatory thereof, commonly known as the Collective Bargaining Law Between School Corporations and Their Certificated Employees, shall be construed to
be a part of this contract.

It is agreed by the parties hereto that in case the said teacher should, after opportunity for hearing with benefit of legal counsel, be held by said employer to be
guilty of incompetency, immorality, insubordination or other offense recognized as just cause according to law for cancellation of contract, such teacher, subject
to proper appeal, shall be deemed to be dismissed and shall thereafter hold no claim for further compensation, subject, however, to the provisions of law
concerning the employment and dismissal of teachers which are in force and effect. Revocation of license by the State Department of Public Instruction for any
statutory reason shall be deemed to constitute incompetency under this contract.

It is further agreed by the parties hereto that all laws governing the employment and dismissal of teachers shall be construed to be a part of this contract.

This contract is executed in duplicate this 1st day of August, 2017 and each party has a copy thereof.

Signed Robert Smith
(Teacher)

School Corporation

By Stephen R. ... By ...

Approved: S. J. Burns
(Superintendent)

In consideration of the undersigned teacher agreeing to perform the following designated services (not to include Summer or Evening School) in addition to
the services rendered pursuant to the Agreement set forth, the employer agrees to pay the said teacher the sum of \$..., payable as

follows:

- Services to be Rendered: (Insert period [date(s)] for which services are to be rendered)
Maximum Mileage \$1,800 Dental & Vision as per plan
Encore Health Insurance (all but \$1.00) LTD \$260 Admin. Sick Leave Bank
Term Life \$73,500 (all but \$1.00) Retirement & other benefits as per teacher contract

This agreement for additional services is executed this 1st day of August 2017
Robert Smith
(Teacher)

Base Salary \$81,271.05
School Corporation
By

Note: If computer adaption of the above form is made, said adaptation shall contain all of the above items without amendment.

TEACHER COPY

REGULAR TEACHER'S CONTRACT

(Official Form for Teachers of Public School Corporations as Prescribed by the State Superintendent of Public Instruction. Revised 1975)

This Regular Contract is between Decatur County Community Schools of Decatur (School Corporation)

County, Indiana, hereinafter called employer, and Angel Hocker a teacher who holds a valid license issued by the Indiana State Department of Public Instruction.

WITNESSETH: That in consideration of the agreements hereinafter contained, said teacher agrees to teach in the Public Schools of said School Corporation for the school year beginning July 1, 2017, consisting of 205/year days, and continuing until June 30, 2019.

Said employer further agrees to pay the said teacher for his or her services under this contract as Assistant Principal (State Assignment) of said School Corporation the sum of \$66,339.61** dollars per year for the period of the contract.

Of said sum referred to above \$66,339.61 shall be paid in scheduled installments as follows: 26 pays @ \$2,551.52* and the balance \$ 0.00 due under this contract shall be paid by Decatur County Community Schools (Name of School Corporation)

to purchase from the N/A (Name of Annuity Company or Agency) a non-forfeitable annuity contract providing for payments in amounts, on dates, and to payee designated by the employee, provided that no payment is made in advance of the teacher having earned the compensation used to purchase such annuity.

All of the terms of Chapter 182 of the Acts of 1915 and acts supplemental thereto and amendatory thereof in effect at the time of the signing of this contract, commonly known as the Indiana Teachers' Retirement Fund Law, shall be in full force and effect with respect to said employer and said teacher and shall be construed to be a part of this contract.

It is agreed by the parties hereto that any agreements arrived at under the terms of Public Law 217 of the Acts of 1973 and acts supplemental thereto and amendatory thereof, commonly known as the Collective Bargaining Law Between School Corporations and Their Certificated Employees, shall be construed to be a part of this contract.

It is agreed by the parties hereto that in case the said teacher should, after opportunity for hearing with benefit of legal counsel, be held by said employer to be guilty of incompetency, immorality, insubordination or other offense recognized as just cause according to law for cancellation of contract, such teacher, subject to proper appeal, shall be deemed to be dismissed and shall thereafter hold no claim for further compensation, subject, however, to the provisions of law concerning the employment and dismissal of teachers which are in force and effect. Revocation of license by the State Department of Public Instruction for any statutory reason shall be deemed to constitute incompetency under this contract.

It is further agreed by the parties hereto that all laws governing the employment and dismissal of teachers shall be construed to be a part of this contract.

This contract is executed in duplicate this 1st day of August, 2017 and each party has a copy thereof.

Signed Angel Hocker (Teacher)

School Corporation

By _____

By _____

Approved: SJB (Superintendent)

In consideration of the undersigned teacher agreeing to perform the following designated services (not to include Summer or Evening School) in addition to the services rendered pursuant to the Agreement set forth, the employer agrees to pay the said teacher the sum of \$ _____, payable as follows:

Services to be Rendered: (Insert period [date(s)] for which services are to be rendered)

- Maximum Mileage \$1,800 Dental & Vision as per Plan
Encore Health Insurance (all but \$1.00) LTD \$260 Admin Sick Leave Bank
Term Life \$73,500 (all but \$1.00) Retirement & other benefits as per teacher Contract

This agreement for additional services is executed this 1st day of August, 2017

Base Salary \$68,329.80

Signed Angel Hocker (Teacher)

School Corporation

By _____

TEACHER COPY

REGULAR TEACHER'S CONTRACT
(Official Form for Teachers of Public School Corporations
as Prescribed by the State Superintendent of Public Instruction. Revised 1975)

This Regular Contract is between Decatur County Community Schools of Decatur
(School Corporation)

County, Indiana, hereinafter called employer, and Jeremy Powers a teacher who holds a valid license issued by the Indiana State Department of Public Instruction.

WITNESSETH: That in consideration of the agreements hereinafter contained, said teacher agrees to teach in the Public Schools of said School Corporation for the school year beginning July 1, 2017, consisting of 205 1/2 year days, and continuing until June 30, 2019.

Said employer further agrees to pay the said teacher for his or her services under this contract as Assistant Principal (State Assignment) of said School Corporation the sum of \$66,339.61** dollars per year for the period of the contract.

Of said sum referred to above \$66,339.61** shall be paid in scheduled installments as follows: 26 pays @ \$2,551.52** and the balance \$ 0.00 due under this contract shall be paid by Decatur County Community Schools (Name of School Corporation)

to purchase from the N/A (Name of Annuity Company or Agency) a non-forfeitable annuity contract providing for payments in amounts, on dates, and to payee designated by the employee, provided that no payment is made in advance of the teacher having earned the compensation used to purchase such annuity.

All of the terms of Chapter 182 of the Acts of 1915 and acts supplemental thereto and amendatory thereof in effect at the time of the signing of this contract, commonly known as the Indiana Teachers' Retirement Fund Law, shall be in full force and effect with respect to said employer and said teacher and shall be construed to be a part of this contract.

It is agreed by the parties hereto that any agreements arrived at under the terms of Public Law 217 of the Acts of 1973 and acts supplemental thereto and amendatory thereof, commonly known as the Collective Bargaining Law Between School Corporations and Their Certificated Employees, shall be construed to be a part of this contract.

It is agreed by the parties hereto that in case the said teacher should, after opportunity for hearing with benefit of legal counsel, be held by said employer to be guilty of incompetency, immorality, insubordination or other offense recognized as just cause according to law for cancellation of contract, such teacher, subject to proper appeal, shall be deemed to be dismissed and shall thereafter hold no claim for further compensation, subject, however, to the provisions of law concerning the employment and dismissal of teachers which are in force and effect. Revocation of license by the State Department of Public Instruction for any statutory reason shall be deemed to constitute incompetency under this contract.

It is further agreed by the parties hereto that all laws governing the employment and dismissal of teachers shall be construed to be a part of this contract.

This contract is executed in duplicate this 1st day of August, 2017 and each party has a copy thereof.

Signed [Signature]
(Teacher)

School Corporation
By _____ By _____

Approved: [Signature] (Superintendent) * * * * *

In consideration of the undersigned teacher agreeing to perform the following designated services (not to include Summer or Evening School) in addition to the services rendered pursuant to the Agreement set forth, the employer agrees to pay the said teacher the sum of \$ _____, payable as follows:

- Services to be Rendered: (Insert period [date(s)] for which services are to be rendered)
- Maximum Mileage \$1,800 Dental & Vision as per plan
- Encore Health Insurance (all but \$1.00) LTD \$260 Admin. Sick Leave Bank
- Term Life \$73,500 (all but \$1.00) Retirement & other benefits as per

This agreement for additional services is executed this 1st day of August, 2017 teacher contract

Base Salary \$68,329.80
[Signature]
(Teacher)
School Corporation
By _____

Note: If computer adaption of the above form is made, said adaptation shall contain all of the above items without amendment.

TEACHER COPY

REGULAR TEACHER'S CONTRACT

(Official Form for Teachers of Public School Corporations as Prescribed by the State Superintendent of Public Instruction. Revised 1975)

This Regular Contract is between Decatur County Community Schools of Decatur (School Corporation)

County, Indiana, hereinafter called employer, and Nicole Stone a teacher who holds a valid license issued by the Indiana State Department of Public Instruction.

WITNESSETH: That in consideration of the agreements hereinafter contained, said teacher agrees to teach in the Public Schools of said School Corporation for the school year beginning July 1, 2017, consisting of 205/year days, and continuing until June 30, 2019

Said employer further agrees to pay the said teacher for his or her services under this contract as Assistant Principal (State Assignment) of said School Corporation the sum of \$61,313.88*** dollars per year for the period of the contract.

Of said sum referred to above \$61,313.88*** shall be paid in scheduled installments as follows: 26 pays @ \$2,358.23** and the balance \$0.00 due under this contract shall be paid by Decatur County Community Schools (Name of School Corporation)

to purchase from the N/A (Name of Annuity Company or Agency) a non-forfeitable annuity contract providing for payments in amounts, on dates, and to payee designated by the employee, provided that no payment is made in advance of the teacher having earned the compensation used to purchase such annuity.

All of the terms of Chapter 182 of the Acts of 1915 and acts supplemental thereto and amendatory thereof in effect at the time of the signing of this contract, commonly known as the Indiana Teachers' Retirement Fund Law, shall be in full force and effect with respect to said employer and said teacher and shall be construed to be a part of this contract.

It is agreed by the parties hereto that any agreements arrived at under the terms of Public Law 217 of the Acts of 1973 and acts supplemental thereto and amendatory thereof, commonly known as the Collective Bargaining Law Between School Corporations and Their Certificated Employees, shall be construed to be a part of this contract.

It is agreed by the parties hereto that in case the said teacher should, after opportunity for hearing with benefit of legal counsel, be held by said employer to be guilty of incompetency, immorality, insubordination or other offense recognized as just cause according to law for cancellation of contract, such teacher, subject to proper appeal, shall be deemed to be dismissed and shall thereafter hold no claim for further compensation, subject, however, to the provisions of law concerning the employment and dismissal of teachers which are in force and effect. Revocation of license by the State Department of Public Instruction for any statutory reason shall be deemed to constitute incompetency under this contract.

It is further agreed by the parties hereto that all laws governing the employment and dismissal of teachers shall be construed to be a part of this contract.

This contract is executed in duplicate this 1st day of August, 2017 and each party has a copy thereof.

Signed [Signature] Nicole K. Stone (Teacher)

School Corporation

By _____ By _____

Approved: [Signatures: Stephen R. Cochran, Todd Moore, Jaymie Bell, Alan Green, Royal] (Superintendent)

In consideration of the undersigned teacher agreeing to perform the following designated services (not to include Summer or Evening School) in addition to the services rendered pursuant to the Agreement set forth, the employer agrees to pay the said teacher the sum of \$ _____, payable as

- follows: Services to be Rendered: (Insert period [date(s)] for which services are to be rendered) Maximum Mileage \$500 Dental & Vision as per plan Encore Health Insurance (all but \$1.00) LTD \$260 Admin. Sick Leave Bank Term Life \$73,500 (all but \$1.00) Retirement & other benefits as per teacher contract

This agreement for additional services is executed this 1st day of August, 2017 Nicole K. Stone (Teacher)

Base Salary \$63,153.30 School Corporation By _____

Note: If computer adaption of the above form is made, said adaptation shall contain all of the above items without amendment.

TEACHER COPY

REGULAR TEACHER'S CONTRACT
(Official Form for Teachers of Public School Corporations
as Prescribed by the State Superintendent of Public Instruction. Revised 1975)

This Regular Contract is between Decatur County Community Schools of Decatur
(School Corporation)

County, Indiana, hereinafter called employer, and Randall Cole Zook a teacher who holds a valid
license issued by the Indiana State Department of Public Instruction.

WITNESSETH: That in consideration of the agreements hereinafter contained, said teacher agrees to teach in the Public Schools of said School Corporation
for the school year beginning July 1, 2017, consisting of 205/year days, and continuing until June 30, 2019.

Said employer further agrees to pay the said teacher for his or her services under this contract as Assistant Principal
(State Assignment)
of said School Corporation the sum of \$61,313.88** dollars per year for the period of the contract.

Of said sum referred to above \$ 61,313.88** shall be paid in scheduled installments as follows: 26 pays @ \$2,358.23**
and the balance \$ 0.00 due under this contract shall be paid by Decatur County Community Schools
(Name of School Corporation)

to purchase from the N/A a non-forfeitable annuity contract providing for
(Name of Annuity Company or Agency)
payments in amounts, on dates, and to payee designated by the employee, provided that no payment is made in advance of the teacher having earned the com-
pensation used to purchase such annuity.

All of the terms of Chapter 182 of the Acts of 1915 and acts supplemental thereto and amendatory thereof in effect at the time of the signing of this contract,
commonly known as the Indiana Teachers' Retirement Fund Law, shall be in full force and effect with respect to said employer and said teacher and shall be
construed to be a part of this contract.

It is agreed by the parties hereto that any agreements arrived at under the terms of Public Law 217 of the Acts of 1973 and acts supplemental thereto and
amendatory thereof, commonly known as the Collective Bargaining Law Between School Corporations and Their Certificated Employees, shall be construed to
be a part of this contract.

It is agreed by the parties hereto that in case the said teacher should, after opportunity for hearing with benefit of legal counsel, be held by said employer to be
guilty of incompetency, immorality, insubordination or other offense recognized as just cause according to law for cancellation of contract, such teacher, subject
to proper appeal, shall be deemed to be dismissed and shall thereafter hold no claim for further compensation, subject, however, to the provisions of law
concerning the employment and dismissal of teachers which are in force and effect. Revocation of license by the State Department of Public Instruction for any
statutory reason shall be deemed to constitute incompetency under this contract.

It is further agreed by the parties hereto that all laws governing the employment and dismissal of teachers shall be construed to be a part of this contract.

This contract is executed in duplicate this 1st day of August, 2017 and each party has a copy thereof.

Signed Randall Cole Zook
(Teacher)

School Corporation

By _____ By _____

Approved: [Signatures]
(Superintendent)

In consideration of the undersigned teacher agreeing to perform the following designated services (not to include Summer or Evening School) in addition to
the services rendered pursuant to the Agreement set forth, the employer agrees to pay the said teacher the sum of \$ _____, payable as

follows: _____

Services to be Rendered: (Insert period [date(s)] for which services are to be rendered)

- Maximum Mileage \$500 Dental & vision as per plan
Encore Health Insurance (all but \$1.00) LTD \$260 Admin Sick Leave Bank
Term Life \$73,500 (all but \$1.00) Retirement & other benefits as per teacher contract

This agreement for additional services is executed this 1st day of August, 2017

Base Salary \$63,153.30
(Teacher)

School Corporation

By _____