

## 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 PENN-HARRIS-MADISON SCHOOL CORPORATION ("Corporation") and Madelyn M. Beers  
("Teacher"). Madelyn M. Beers 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 7/28/2025, and ending on 6/19/2026 for School Year 2025-2026, and beginning 7/27/2026 and ending on 6/18/2027 for the School Year 2026-2027. *Ind. Code 20-28-6-2(a)(3)(A)*
2. The school term described in paragraph 1 immediately above for services under this Contract consists of 235 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 \$ 115442 during the 2025-2026 school year and \$ 115442 during the 2026-2027 school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in twenty-six (26) installments on a biweekly basis in each of the contract years. *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 18<sup>th</sup> day of August 2025.**

**Teacher**

**School Corporation by:**

[\*\*\*\*\*] Electronic Signature on File

  
\_\_\_\_\_  
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 PENN-HARRIS-MADISON SCHOOL CORPORATION ("Corporation") and Bradly A. Boyd  
("Teacher"). Bradly A. Boyd is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term, beginning 7/28/2025, and ending on 6/19/2026 for School Year 2025-2026, and beginning 7/27/2026 and ending on 6/18/2027 for the School Year 2026-2027. *Ind. Code 20-28-6-2(a)(3)(A)*
2. The school term described in paragraph 1 immediately above for services under this Contract consists of 235 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 \$ 97648 during the 2025-2026 school year and \$ 97648 during the 2026-2027 school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in twenty-six (26) installments on a biweekly basis in each of the contract years. *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 18<sup>th</sup> day of August 2025.**

**Teacher**

**School Corporation by:**

[\*\*\*\*\*] Electronic Signature on File

  
\_\_\_\_\_  
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 PENN-HARRIS-MADISON SCHOOL CORPORATION ("Corporation") and Cameron J. Brundage  
("Teacher"). Cameron J. Brundage 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 7/28/2025, and ending on 6/19/2026 for School Year 2025-2026, and beginning 7/27/2026 and ending on 6/18/2027 for the School Year 2026-2027. *Ind. Code 20-28-6-2(a)(3)(A)*
2. The school term described in paragraph 1 immediately above for services under this Contract consists of 235 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 \$ 95770 during the 2025-2026 school year and \$ 95770 during the 2026-2027 school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in twenty-six (26) installments on a biweekly basis in each of the contract years. *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 18<sup>th</sup> day of August 2025.**

**Teacher**

**School Corporation by:**

[\*\*\*\*\*] Electronic Signature on File

  
\_\_\_\_\_  
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 PENN-HARRIS-MADISON SCHOOL CORPORATION ("Corporation") and Christina M. Campbell  
("Teacher"). Christina M. Campbell 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 7/28/2025, and ending on 6/19/2026 for School Year 2025-2026, and beginning 7/27/2026 and ending on 6/18/2027 for the School Year 2026-2027. *Ind. Code 20-28-6-2(a)(3)(A)*
2. The school term described in paragraph 1 immediately above for services under this Contract consists of 235 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 \$ 117729 during the 2025-2026 school year and \$ 117729 during the 2026-2027 school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in twenty-six (26) installments on a biweekly basis in each of the contract years. *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 18<sup>th</sup> day of August 2025.**

**Teacher**

**School Corporation by:**

[\*\*\*\*\*] Electronic Signature on File

  
\_\_\_\_\_  
President

**Attested:**

  
\_\_\_\_\_  
Superintendent

  
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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 PENN-HARRIS-MADISON SCHOOL CORPORATION ("Corporation") and Elizabeth W. Cunha  
("Teacher"). Elizabeth W. Cunha 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 7/1/2025, and ending on 6/30/2026 for School Year 2025-2026, and beginning 7/1/2026 and ending on 6/30/2027 for the School Year 2026-2027. *Ind. Code 20-28-6-2(a)(3)(A)*
2. The school term described in paragraph 1 immediately above for services under this Contract consists of 261 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 \$ 132258.09 during the 2025-2026 school year and \$ 132258 during the 2026-2027 school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in twenty-six (26) installments on a biweekly basis in each of the contract years. *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 18<sup>th</sup> day of August 2025.**

**Teacher**

**School Corporation by:**

[\*\*\*\*\*] Electronic Signature on File

  
\_\_\_\_\_  
President

**Attested:**

  
\_\_\_\_\_  
Superintendent

  
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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 PENN-HARRIS-MADISON SCHOOL CORPORATION ("Corporation") and Lavon K. Dean-Null  
("Teacher"). Lavon K. Dean-Null 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 7/1/2025, and ending on 6/30/2026 for School Year 2025-2026, and beginning 7/1/2026 and ending on 6/30/2027 for the School Year 2026-2027. *Ind. Code 20-28-6-2(a)(3)(A)*
2. The school term described in paragraph 1 immediately above for services under this Contract consists of 261 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 \$ 172885 during the 2025-2026 school year and \$ 172885 during the 2026-2027 school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in twenty-six (26) installments on a biweekly basis in each of the contract years. *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 18<sup>th</sup> day of August 2025.**

**Teacher**

**School Corporation by:**

[\*\*\*\*\*] Electronic Signature on File

  
\_\_\_\_\_  
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 PENN-HARRIS-MADISON SCHOOL CORPORATION ("Corporation") and Marie B. Doan  
("Teacher"). Marie B. Doan 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 7/1/2025, and ending on 6/30/2026 for School Year 2025-2026, and beginning 7/1/2026 and ending on 6/30/2027 for the School Year 2026-2027. *Ind. Code 20-28-6-2(a)(3)(A)*
2. The school term described in paragraph 1 immediately above for services under this Contract consists of 261 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 \$ 101296 during the 2025-2026 school year and \$ 101296 during the 2026-2027 school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in twenty-six (26) installments on a biweekly basis in each of the contract years. *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 18<sup>th</sup> day of August 2025.**

**Teacher**

**School Corporation by:**

[\*\*\*\*\*] Electronic Signature on File

  
\_\_\_\_\_  
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 PENN-HARRIS-MADISON SCHOOL CORPORATION ("Corporation") and Rachel L. Fry  
("Teacher"). Rachel L. Fry 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 12/9/2025, and ending on 6/30/2026 for School Year 2025-2026, and beginning 7/1/2026 and ending on 6/30/2027 for the School Year 2026-2027. *Ind. Code 20-28-6-2(a)(3)(A)*
2. The school term described in paragraph 1 immediately above for services under this Contract consists of 261 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 \$ 158478.00 during the 2025-2026 school year and \$ 158478.00 during the 2026-2027 school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in twenty-six (26) installments on a biweekly basis in each of the contract years. *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 18<sup>th</sup> day of August 2025.**

**Teacher**

**School Corporation by:**

[\*\*\*\*\*] Electronic Signature on File

  
\_\_\_\_\_  
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 PENN-HARRIS-MADISON SCHOOL CORPORATION ("Corporation") and Sean R. Galiher  
("Teacher"). Sean R. Galiher 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 12/9/2025, and ending on 6/30/2026 for School Year 2025-2026, and beginning 7/1/2026 and ending on 6/30/2027 for the School Year 2026-2027. *Ind. Code 20-28-6-2(a)(3)(A)*
2. The school term described in paragraph 1 immediately above for services under this Contract consists of 261 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 \$ 179871.00 during the 2025-2026 school year and \$ 179871.00 during the 2026-2027 school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in twenty-six (26) installments on a biweekly basis in each of the contract years. *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 18<sup>th</sup> day of August 2025.**

**Teacher**

**School Corporation by:**

[\*\*\*\*\*] Electronic Signature on File

  
\_\_\_\_\_  
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 PENN-HARRIS-MADISON SCHOOL CORPORATION ("Corporation") and Matthew C. Garber  
("Teacher"). Matthew C. Garber 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 7/28/2025, and ending on 6/19/2026 for School Year 2025-2026, and beginning 7/27/2026 and ending on 6/18/2027 for the School Year 2026-2027. *Ind. Code 20-28-6-2(a)(3)(A)*
2. The school term described in paragraph 1 immediately above for services under this Contract consists of 235 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 \$ 115441.92 during the 2025-2026 school year and \$ 115442 during the 2026-2027 school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in twenty-six (26) installments on a biweekly basis in each of the contract years. *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 18<sup>th</sup> day of August 2025.**

**Teacher**

**School Corporation by:**

[\*\*\*\*\*] Electronic Signature on File

  
\_\_\_\_\_  
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 PENN-HARRIS-MADISON SCHOOL CORPORATION ("Corporation") and Gary C. Gardner  
("Teacher"). Gary C. Gardner 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 7/28/2025, and ending on 6/19/2026 for School Year 2025-2026, and beginning 7/27/2026 and ending on 6/18/2027 for the School Year 2026-2027. *Ind. Code 20-28-6-2(a)(3)(A)*
2. The school term described in paragraph 1 immediately above for services under this Contract consists of 235 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 \$ 121704 during the 2025-2026 school year and \$ 121704 during the 2026-2027 school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in twenty-six (26) installments on a biweekly basis in each of the contract years. *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 18<sup>th</sup> day of August 2025.**

**Teacher**

**School Corporation by:**

[\*\*\*\*\*] Electronic Signature on File

  
\_\_\_\_\_  
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 PENN-HARRIS-MADISON SCHOOL CORPORATION ("Corporation") and Amy J. Hartman-Fadorsen  
("Teacher"). Amy J. Hartman-Fadorsen 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 7/28/2025, and ending on 6/19/2026 for School Year 2025-2026, and beginning 7/27/2026 and ending on 6/18/2027 for the School Year 2026-2027. *Ind. Code 20-28-6-2(a)(3)(A)*
2. The school term described in paragraph 1 immediately above for services under this Contract consists of 235 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 \$ 115442 during the 2025-2026 school year and \$ 115442 during the 2026-2027 school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in twenty-six (26) installments on a biweekly basis in each of the contract years. *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 18<sup>th</sup> day of August 2025.**

**Teacher**

**School Corporation by:**

[\*\*\*\*\*] Electronic Signature on File

  
\_\_\_\_\_  
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 PENN-HARRIS-MADISON SCHOOL CORPORATION ("Corporation") and Christie Y. Heerschop  
("Teacher"). Christie Y. Heerschop 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 7/28/2025, and ending on 6/19/2026 for School Year 2025-2026, and beginning 7/27/2026 and ending on 6/18/2027 for the School Year 2026-2027. *Ind. Code 20-28-6-2(a)(3)(A)*
2. The school term described in paragraph 1 immediately above for services under this Contract consists of 235 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 \$ 115442.35 during the 2025-2026 school year and \$ 115442 during the 2026-2027 school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in twenty-six (26) installments on a biweekly basis in each of the contract years. *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 18<sup>th</sup> day of August 2025.**

**Teacher**

**School Corporation by:**

[\*\*\*\*\*] Electronic Signature on File

  
\_\_\_\_\_  
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 PENN-HARRIS-MADISON SCHOOL CORPORATION ("Corporation") and Sarah M. Hendricks  
("Teacher"). Sarah M. Hendricks 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 7/1/2025, and ending on 6/30/2026 for School Year 2025-2026, and beginning 7/1/2026 and ending on 6/30/2027 for the School Year 2026-2027. *Ind. Code 20-28-6-2(a)(3)(A)*
2. The school term described in paragraph 1 immediately above for services under this Contract consists of 261 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 \$ 113727 during the 2025-2026 school year and \$ 113727 during the 2026-2027 school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in twenty-six (26) installments on a biweekly basis in each of the contract years. *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 18<sup>th</sup> day of August 2025.**

**Teacher**

**School Corporation by:**

[\*\*\*\*\*] Electronic Signature on File

  
\_\_\_\_\_  
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 PENN-HARRIS-MADISON SCHOOL CORPORATION ("Corporation") and Melinda Higginson  
("Teacher"). Melinda Higginson 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 7/1/2025, and ending on 6/30/2026 for School Year 2025-2026, and beginning 7/1/2026 and ending on 6/30/2027 for the School Year 2026-2027. *Ind. Code 20-28-6-2(a)(3)(A)*
2. The school term described in paragraph 1 immediately above for services under this Contract consists of 261 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 \$ 146050 during the 2025-2026 school year and \$ 146050 during the 2026-2027 school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in twenty-six (26) installments on a biweekly basis in each of the contract years. *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 18<sup>th</sup> day of August 2025.**

**Teacher**

**School Corporation by:**

[\*\*\*\*\*] Electronic Signature on File

  
\_\_\_\_\_  
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 PENN-HARRIS-MADISON SCHOOL CORPORATION ("Corporation") and Troy E. Kauffman  
("Teacher"). Troy E. Kauffman 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 7/28/2025, and ending on 6/19/2026 for School Year 2025-2026, and beginning 7/27/2026 and ending on 6/18/2027 for the School Year 2026-2027. *Ind. Code 20-28-6-2(a)(3)(A)*
2. The school term described in paragraph 1 immediately above for services under this Contract consists of 235 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 \$ 102866.9 during the 2025-2026 school year and \$ 102867 during the 2026-2027 school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in twenty-six (26) installments on a biweekly basis in each of the contract years. *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 18<sup>th</sup> day of August 2025.**

**Teacher**

**School Corporation by:**

[\*\*\*\*\*] Electronic Signature on File

  
\_\_\_\_\_  
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 PENN-HARRIS-MADISON SCHOOL CORPORATION ("Corporation") and Shonda L. Masterson  
("Teacher"). Shonda L. Masterson 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 7/28/2025, and ending on 6/19/2026 for School Year 2025-2026, and beginning 7/27/2026 and ending on 6/18/2027 for the School Year 2026-2027. *Ind. Code 20-28-6-2(a)(3)(A)*
2. The school term described in paragraph 1 immediately above for services under this Contract consists of 235 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 \$ 115442 during the 2025-2026 school year and \$ 115442 during the 2026-2027 school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in twenty-six (26) installments on a biweekly basis in each of the contract years. *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 18<sup>th</sup> day of August 2025.**

**Teacher**

**School Corporation by:**

[\*\*\*\*\*] Electronic Signature on File

  
\_\_\_\_\_  
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 PENN-HARRIS-MADISON SCHOOL CORPORATION ("Corporation") and Kevin M. McMillen  
("Teacher"). Kevin M. McMillen 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 7/28/2025, and ending on 6/19/2026 for School Year 2025-2026, and beginning 7/27/2026 and ending on 6/18/2027 for the School Year 2026-2027. *Ind. Code 20-28-6-2(a)(3)(A)*
2. The school term described in paragraph 1 immediately above for services under this Contract consists of 235 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 \$ 105188 during the 2025-2026 school year and \$ 105188 during the 2026-2027 school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in twenty-six (26) installments on a biweekly basis in each of the contract years. *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 18<sup>th</sup> day of August 2025.**

**Teacher**

**School Corporation by:**

[\*\*\*\*\*] Electronic Signature on File

  
\_\_\_\_\_  
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 PENN-HARRIS-MADISON SCHOOL CORPORATION ("Corporation") and Jeanie L. Mitchell  
("Teacher"). Jeanie L. Mitchell 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 7/1/2025, and ending on 6/30/2026 for School Year 2025-2026, and beginning 7/1/2026 and ending on 6/30/2027 for the School Year 2026-2027. *Ind. Code 20-28-6-2(a)(3)(A)*
2. The school term described in paragraph 1 immediately above for services under this Contract consists of 261 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 \$ 104150 during the 2025-2026 school year and \$ 104150 during the 2026-2027 school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in twenty-six (26) installments on a biweekly basis in each of the contract years. *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 18<sup>th</sup> day of August 2025.**

**Teacher**

**School Corporation by:**

[\*\*\*\*\*] Electronic Signature on File

  
\_\_\_\_\_  
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 PENN-HARRIS-MADISON SCHOOL CORPORATION ("Corporation") and Lindsay A. Schirripa  
("Teacher"). Lindsay A. Schirripa 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 7/28/2025, and ending on 6/19/2026 for School Year 2025-2026, and beginning 7/27/2026 and ending on 6/18/2027 for the School Year 2026-2027. *Ind. Code 20-28-6-2(a)(3)(A)*
2. The school term described in paragraph 1 immediately above for services under this Contract consists of 235 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 \$ 105347 during the 2025-2026 school year and \$ 105347 during the 2026-2027 school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in twenty-six (26) installments on a biweekly basis in each of the contract years. *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 18<sup>th</sup> day of August 2025.**

**Teacher**

**School Corporation by:**

[\*\*\*\*\*] Electronic Signature on File

  
\_\_\_\_\_  
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 PENN-HARRIS-MADISON SCHOOL CORPORATION ("Corporation") and Madalyn E. Schmidt  
("Teacher"). Madalyn E. Schmidt 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 7/28/2025, and ending on 6/19/2026 for School Year 2025-2026, and beginning 7/27/2026 and ending on 6/18/2027 for the School Year 2026-2027. *Ind. Code 20-28-6-2(a)(3)(A)*
2. The school term described in paragraph 1 immediately above for services under this Contract consists of 235 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 \$ 91036 during the 2025-2026 school year and \$ 91036 during the 2026-2027 school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in twenty-six (26) installments on a biweekly basis in each of the contract years. *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 18<sup>th</sup> day of August 2025.**

**Teacher**

**School Corporation by:**

[\*\*\*\*\*] Electronic Signature on File

  
\_\_\_\_\_  
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 PENN-HARRIS-MADISON SCHOOL CORPORATION ("Corporation") and Jennifer S. Sears  
("Teacher"). Jennifer S. Sears 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 7/28/2025, and ending on 6/19/2026 for School Year 2025-2026, and beginning 7/27/2026 and ending on 6/18/2027 for the School Year 2026-2027. *Ind. Code 20-28-6-2(a)(3)(A)*
2. The school term described in paragraph 1 immediately above for services under this Contract consists of 235 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 \$ 121651 during the 2025-2026 school year and \$ 121651 during the 2026-2027 school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in twenty-six (26) installments on a biweekly basis in each of the contract years. *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 18<sup>th</sup> day of August 2025.**

**Teacher**

**School Corporation by:**

[\*\*\*\*\*] Electronic Signature on File

  
\_\_\_\_\_  
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 PENN-HARRIS-MADISON SCHOOL CORPORATION ("Corporation") and Heather L. Trant Short  
("Teacher"). Heather L. Trant Short 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 7/1/2025, and ending on 6/30/2026 for School Year 2025-2026, and beginning 7/1/2026 and ending on 6/30/2027 for the School Year 2026-2027. *Ind. Code 20-28-6-2(a)(3)(A)*
2. The school term described in paragraph 1 immediately above for services under this Contract consists of 261 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 \$ 212073 during the 2025-2026 school year and \$ 212073 during the 2026-2027 school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in twenty-six (26) installments on a biweekly basis in each of the contract years. *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 18<sup>th</sup> day of August 2025.**

**Teacher**

**School Corporation by:**

[\*\*\*\*\*] Electronic Signature on File

  
\_\_\_\_\_  
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 PENN-HARRIS-MADISON SCHOOL CORPORATION ("Corporation") and Jennifer N. Sinclair  
("Teacher"). Jennifer N. Sinclair 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 7/1/2025, and ending on 6/30/2026 for School Year 2025-2026, and beginning 7/1/2026 and ending on 6/30/2027 for the School Year 2026-2027. *Ind. Code 20-28-6-2(a)(3)(A)*
2. The school term described in paragraph 1 immediately above for services under this Contract consists of 261 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 \$ 129888 during the 2025-2026 school year and \$ 129888 during the 2026-2027 school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in twenty-six (26) installments on a biweekly basis in each of the contract years. *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 18<sup>th</sup> day of August 2025.**

**Teacher**

**School Corporation by:**

[\*\*\*\*\*] Electronic Signature on File

  
\_\_\_\_\_  
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 PENN-HARRIS-MADISON SCHOOL CORPORATION ("Corporation") and Sarah P. Smith  
("Teacher"). Sarah P. Smith 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 7/1/2025, and ending on 6/30/2026 for School Year 2025-2026, and beginning 7/1/2026 and ending on 6/30/2027 for the School Year 2026-2027. *Ind. Code 20-28-6-2(a)(3)(A)*
2. The school term described in paragraph 1 immediately above for services under this Contract consists of 261 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 \$ 129888.45 during the 2025-2026 school year and \$ 129888 during the 2026-2027 school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in twenty-six (26) installments on a biweekly basis in each of the contract years. *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 18<sup>th</sup> day of August 2025.**

**Teacher**

**School Corporation by:**

[\*\*\*\*\*] Electronic Signature on File

  
\_\_\_\_\_  
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 PENN-HARRIS-MADISON SCHOOL CORPORATION ("Corporation") and Eric S. Spatt  
("Teacher"). Eric S. Spatt 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 7/28/2025, and ending on 6/19/2026 for School Year 2025-2026, and beginning 7/27/2026 and ending on 6/18/2027 for the School Year 2026-2027. *Ind. Code 20-28-6-2(a)(3)(A)*
2. The school term described in paragraph 1 immediately above for services under this Contract consists of 235 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 \$ 93275 during the 2025-2026 school year and \$ 93275 during the 2026-2027 school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in twenty-six (26) installments on a biweekly basis in each of the contract years. *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 18<sup>th</sup> day of August 2025.**

**Teacher**

**School Corporation by:**

[\*\*\*\*\*] Electronic Signature on File

  
\_\_\_\_\_  
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 PENN-HARRIS-MADISON SCHOOL CORPORATION ("Corporation") and Elizabeth C. Stroven  
("Teacher"). Elizabeth C. Stroven 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 7/28/2025, and ending on 6/19/2026 for School Year 2025-2026, and beginning 7/27/2026 and ending on 6/18/2027 for the School Year 2026-2027. *Ind. Code 20-28-6-2(a)(3)(A)*
2. The school term described in paragraph 1 immediately above for services under this Contract consists of 235 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 \$ 91036 during the 2025-2026 school year and \$ 91036 during the 2026-2027 school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in twenty-six (26) installments on a biweekly basis in each of the contract years. *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 18<sup>th</sup> day of August 2025.**

**Teacher**

**School Corporation by:**

[\*\*\*\*\*] Electronic Signature on File

  
\_\_\_\_\_  
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 PENN-HARRIS-MADISON SCHOOL CORPORATION ("Corporation") and Robert B. Thompson  
("Teacher"). Robert B. Thompson 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 7/1/2025, and ending on 6/30/2026 for School Year 2025-2026, and beginning 7/1/2026 and ending on 6/30/2027 for the School Year 2026-2027. *Ind. Code 20-28-6-2(a)(3)(A)*
2. The school term described in paragraph 1 immediately above for services under this Contract consists of 261 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 \$ 155627 during the 2025-2026 school year and \$ 155627 during the 2026-2027 school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in twenty-six (26) installments on a biweekly basis in each of the contract years. *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 18<sup>th</sup> day of August 2025.**

**Teacher**

**School Corporation by:**

[\*\*\*\*\*] Electronic Signature on File

  
\_\_\_\_\_  
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 PENN-HARRIS-MADISON SCHOOL CORPORATION ("Corporation") and Gena L. Todd  
("Teacher"). Gena L. Todd 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 7/1/2025, and ending on 6/30/2026 for School Year 2025-2026, and beginning 7/1/2026 and ending on 6/30/2027 for the School Year 2026-2027. *Ind. Code 20-28-6-2(a)(3)(A)*
2. The school term described in paragraph 1 immediately above for services under this Contract consists of 261 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 \$ 144071 during the 2025-2026 school year and \$ 144071 during the 2026-2027 school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in twenty-six (26) installments on a biweekly basis in each of the contract years. *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 18<sup>th</sup> day of August 2025.**

**Teacher**

**School Corporation by:**

[\*\*\*\*\*] Electronic Signature on File

  
\_\_\_\_\_  
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 PENN-HARRIS-MADISON SCHOOL CORPORATION ("Corporation") and Brandon A. Tugmon  
("Teacher"). Brandon A. Tugmon 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 7/1/2025, and ending on 6/30/2026 for School Year 2025-2026, and beginning 7/1/2026 and ending on 6/30/2027 for the School Year 2026-2027. *Ind. Code 20-28-6-2(a)(3)(A)*
2. The school term described in paragraph 1 immediately above for services under this Contract consists of 261 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 \$ 120058.57 during the 2025-2026 school year and \$ 120059 during the 2026-2027 school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in twenty-six (26) installments on a biweekly basis in each of the contract years. *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 18<sup>th</sup> day of August 2025.**

**Teacher**

**School Corporation by:**

[\*\*\*\*\*] Electronic Signature on File

  
\_\_\_\_\_  
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 PENN-HARRIS-MADISON SCHOOL CORPORATION ("Corporation") and Keely M. Twibell  
("Teacher"). Keely M. Twibell 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 7/28/2025, and ending on 6/19/2026 for School Year 2025-2026, and beginning 7/27/2026 and ending on 6/18/2027 for the School Year 2026-2027. *Ind. Code 20-28-6-2(a)(3)(A)*
2. The school term described in paragraph 1 immediately above for services under this Contract consists of 235 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 \$ 120691 during the 2025-2026 school year and \$ 120691 during the 2026-2027 school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in twenty-six (26) installments on a biweekly basis in each of the contract years. *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 18<sup>th</sup> day of August 2025.**

**Teacher**

**School Corporation by:**

[\*\*\*\*\*] Electronic Signature on File

  
\_\_\_\_\_  
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 PENN-HARRIS-MADISON SCHOOL CORPORATION ("Corporation") and Kristel M. Wheeler  
("Teacher"). Kristel M. Wheeler 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 7/1/2025, and ending on 6/30/2026 for School Year 2025-2026, and beginning 7/1/2026 and ending on 6/30/2027 for the School Year 2026-2027. *Ind. Code 20-28-6-2(a)(3)(A)*
2. The school term described in paragraph 1 immediately above for services under this Contract consists of 261 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 \$ 104150 during the 2025-2026 school year and \$ 104150 during the 2026-2027 school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in twenty-six (26) installments on a biweekly basis in each of the contract years. *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 18<sup>th</sup> day of August 2025.**

**Teacher**

**School Corporation by:**

[\*\*\*\*\*] Electronic Signature on File

  
\_\_\_\_\_  
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 PENN-HARRIS-MADISON SCHOOL CORPORATION ("Corporation") and Lorraine H. White  
("Teacher"). Lorraine H. White 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 7/28/2025, and ending on 6/19/2026 for School Year 2025-2026, and beginning 7/27/2026 and ending on 6/18/2027 for the School Year 2026-2027. *Ind. Code 20-28-6-2(a)(3)(A)*
2. The school term described in paragraph 1 immediately above for services under this Contract consists of 235 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 \$ 117729 during the 2025-2026 school year and \$ 117729 during the 2026-2027 school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in twenty-six (26) installments on a biweekly basis in each of the contract years. *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 18<sup>th</sup> day of August 2025.**

**Teacher**

**School Corporation by:**

[\*\*\*\*\*] Electronic Signature on File

  
\_\_\_\_\_  
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 PENN-HARRIS-MADISON SCHOOL CORPORATION ("Corporation") and Derrick E. White  
("Teacher"). Derrick E. White 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 7/1/2025, and ending on 6/30/2026 for School Year 2025-2026, and beginning 7/1/2026 and ending on 6/30/2027 for the School Year 2026-2027. *Ind. Code 20-28-6-2(a)(3)(A)*
2. The school term described in paragraph 1 immediately above for services under this Contract consists of 261 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 \$ 132301 during the 2025-2026 school year and \$ 132301 during the 2026-2027 school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in twenty-six (26) installments on a biweekly basis in each of the contract years. *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 18<sup>th</sup> day of August 2025.**

**Teacher**

**School Corporation by:**

[\*\*\*\*\*] Electronic Signature on File

  
\_\_\_\_\_  
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 PENN-HARRIS-MADISON SCHOOL CORPORATION ("Corporation") and Randall E. Williams  
("Teacher"). Randall E. Williams 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 7/22/2025, and ending on 6/30/2026 for School Year 2025-2026, and beginning 7/1/2026 and ending on 6/30/2027 for the School Year 2026-2027. *Ind. Code 20-28-6-2(a)(3)(A)*
2. The school term described in paragraph 1 immediately above for services under this Contract consists of 241 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 \$ 120487.00 during the 2025-2026 school year and \$ 125307.00 during the 2026-2027 school year. *Ind. Code 20-28-6-2(a)(3)(C)*
5. The Corporation shall pay this amount in twenty-six (26) installments on a biweekly basis in each of the contract years. *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 18<sup>th</sup> day of August 2025.**

**Teacher**

**School Corporation by:**

[\*\*\*\*\*] Electronic Signature on File

  
\_\_\_\_\_  
President

**Attested:**

  
\_\_\_\_\_  
Superintendent

  
\_\_\_\_\_  
Secretary

## EMPLOYMENT AGREEMENT

This agreement is between Michael D. Alwine, Administrator for the Penn-Harris-Madison School Corporation, and the Board of School Trustees of the Penn-Harris-Madison School Corporation.

Said agreement to become effective July 1, 2025, and continue until June 30, 2027. A sum of \$ 81404.74 will be paid annually to said employee from July 1, 2025 – June 30, 2026. A sum of \$ 81405.00 will be paid annually to said employee from July 1, 2026 – June 30, 2027.

Michael D. Alwine will receive all board approved administrative benefits.

Administrators working 261 days are entitled to 11.5 holidays and vacation days per the employee agreement.

[\*\*\*\*\*] Electronic Signature on File

11/12/2025

\_\_\_\_\_  
Administrator

\_\_\_\_\_  
Date

*Dr. Heather T. Short*

\_\_\_\_\_  
Dr. Heather Short

July 1, 2025

\_\_\_\_\_  
Date

*Christopher Tabery*

\_\_\_\_\_  
Board of School Trustees

July 1, 2025

\_\_\_\_\_  
Date



## EMPLOYMENT AGREEMENT

This agreement is between Amy J. Aschenbrenner, Administrator for the Penn-Harris-Madison School Corporation, and the Board of School Trustees of the Penn-Harris-Madison School Corporation.

Said agreement to become effective July 1, 2025, and continue until June 30, 2027. A sum of \$ 88015 will be paid annually to said employee from July 1, 2025 – June 30, 2026. A sum of \$ 88015 will be paid annually to said employee from July 1, 2026 – June 30, 2027.

Amy J. Aschenbrenne will receive all board approved administrative benefits.

Administrators working 261 days are entitled to 11.5 holidays and vacation days per the employee agreement.

[\*\*\*\*\*] Electronic Signature on File

11/16/2025

\_\_\_\_\_  
Administrator

\_\_\_\_\_  
Date

*Dr. Heather T. Short*

\_\_\_\_\_  
Dr. Heather Short

July 1, 2025

\_\_\_\_\_  
Date

*Christopher Tabery*

\_\_\_\_\_  
Board of School Trustees

July 1, 2025

\_\_\_\_\_  
Date

## EMPLOYMENT AGREEMENT

This agreement is between Stephanie L. Cates, Administrator for the Penn-Harris-Madison School Corporation, and the Board of School Trustees of the Penn-Harris-Madison School Corporation.

Said agreement to become effective July 1, 2025, and continue until June 30, 2027. A sum of \$ 64645 will be paid annually to said employee from July 1, 2025 – June 30, 2026. A sum of \$ 64645 will be paid annually to said employee from July 1, 2026 – June 30, 2027.

Stephanie L. Cates will receive all board approved administrative benefits.

Administrators working 261 days are entitled to 11.5 holidays and vacation days per the employee agreement.

[\*\*\*\*\*] Electronic Signature on File

11/20/2025

\_\_\_\_\_  
Administrator

\_\_\_\_\_  
Date



\_\_\_\_\_  
Dr. Heather Short

July 1, 2025

\_\_\_\_\_  
Date



\_\_\_\_\_  
Board of School Trustees

July 1, 2025

\_\_\_\_\_  
Date

## EMPLOYMENT AGREEMENT

This agreement is between Lisa M. Feltz, Administrator for the Penn-Harris-Madison School Corporation, and the Board of School Trustees of the Penn-Harris-Madison School Corporation.

Said agreement to become effective July 1, 2025, and continue until June 30, 2027. A sum of \$ 67129 will be paid annually to said employee from July 1, 2025 – June 30, 2026. A sum of \$ 67129 will be paid annually to said employee from July 1, 2026 – June 30, 2027.

Lisa M. Feltz will receive all board approved administrative benefits.

Administrators working 261 days are entitled to 11.5 holidays and vacation days per the employee agreement.

[\*\*\*\*\*] Electronic Signature on File

11/13/2025

\_\_\_\_\_  
Administrator

\_\_\_\_\_  
Date

*Dr. Heather T. Short*

\_\_\_\_\_  
Dr. Heather Short

July 1, 2025

\_\_\_\_\_  
Date

*Christopher Tabery*

\_\_\_\_\_  
Board of School Trustees

July 1, 2025

\_\_\_\_\_  
Date

## EMPLOYMENT AGREEMENT

This agreement is between Matthew A. Hapke, Administrator for the Penn-Harris-Madison School Corporation, and the Board of School Trustees of the Penn-Harris-Madison School Corporation.

Said agreement to become effective July 1, 2025, and continue until June 30, 2027. A sum of \$ 112999.99 will be paid annually to said employee from July 1, 2025 – June 30, 2026. A sum of \$ 113000 will be paid annually to said employee from July 1, 2026 – June 30, 2027.

Matthew A. Hapke will receive all board approved administrative benefits.

Administrators working 261 days are entitled to 11.5 holidays and vacation days per the employee agreement.

[\*\*\*\*\*] Electronic Signature on File

11/11/2025

\_\_\_\_\_  
Administrator

\_\_\_\_\_  
Date

*Dr. Heather T. Short*

\_\_\_\_\_  
Dr. Heather Short

July 1, 2025

\_\_\_\_\_  
Date

*Christopher Hapke*

\_\_\_\_\_  
Board of School Trustees

July 1, 2025

\_\_\_\_\_  
Date

## EMPLOYMENT AGREEMENT

This agreement is between Jeffrey D. Hart, Administrator for the Penn-Harris-Madison School Corporation, and the Board of School Trustees of the Penn-Harris-Madison School Corporation.

Said agreement to become effective July 1, 2025, and continue until June 30, 2027. A sum of \$ 136148 will be paid annually to said employee from July 1, 2025 – June 30, 2026. A sum of \$ 136148 will be paid annually to said employee from July 1, 2026 – June 30, 2027.

Jeffrey D. Hart will receive all board approved administrative benefits.

Administrators working 261 days are entitled to 11.5 holidays and vacation days per the employee agreement.

[\*\*\*\*\*] Electronic Signature on File

11/20/2025

\_\_\_\_\_  
Administrator

\_\_\_\_\_  
Date

*Dr. Heather T. Short*

\_\_\_\_\_  
Dr. Heather Short

July 1, 2025

\_\_\_\_\_  
Date

*Christopher Tabery*

\_\_\_\_\_  
Board of School Trustees

July 1, 2025

\_\_\_\_\_  
Date

## EMPLOYMENT AGREEMENT

This agreement is between Rachel Hoogenboom, Administrator for the Penn-Harris-Madison School Corporation, and the Board of School Trustees of the Penn-Harris-Madison School Corporation.

Said agreement to become effective July 1, 2025, and continue until June 30, 2027. A sum of \$ 71828 will be paid annually to said employee from July 1, 2025 – June 30, 2026. A sum of \$ 71828 will be paid annually to said employee from July 1, 2026 – June 30, 2027.

Rachel Hoogenboom will receive all board approved administrative benefits.

Administrators working 261 days are entitled to 11.5 holidays and vacation days per the employee agreement.

[\*\*\*\*\*] Electronic Signature on File

11/18/2025

\_\_\_\_\_  
Administrator

\_\_\_\_\_  
Date

*Dr. Heather T. Short*

\_\_\_\_\_  
Dr. Heather Short

July 1, 2025

\_\_\_\_\_  
Date

*Christopher Tabery*

\_\_\_\_\_  
Board of School Trustees

July 1, 2025

\_\_\_\_\_  
Date

## EMPLOYMENT AGREEMENT

This agreement is between Jason W. Messner, Administrator for the Penn-Harris-Madison School Corporation, and the Board of School Trustees of the Penn-Harris-Madison School Corporation.

Said agreement to become effective July 1, 2025, and continue until June 30, 2027. A sum of \$ 138822.66 will be paid annually to said employee from July 1, 2025 – June 30, 2026. A sum of \$ 138823 will be paid annually to said employee from July 1, 2026 – June 30, 2027.

Jason W. Messner will receive all board approved administrative benefits.

Administrators working 261 days are entitled to 11.5 holidays and vacation days per the employee agreement.

[\*\*\*\*\*] Electronic Signature on File

11/11/2025

\_\_\_\_\_  
Administrator

\_\_\_\_\_  
Date

*Dr. Heather T. Short*

\_\_\_\_\_  
Dr. Heather Short

July 1, 2025

\_\_\_\_\_  
Date

*Christopher Tabery*

\_\_\_\_\_  
Board of School Trustees

July 1, 2025

\_\_\_\_\_  
Date



## EMPLOYMENT AGREEMENT

This agreement is between Steven D. Miskin, Administrator for the Penn-Harris-Madison School Corporation, and the Board of School Trustees of the Penn-Harris-Madison School Corporation.

Said agreement to become effective July 1, 2025, and continue until June 30, 2027. A sum of \$ 118967.5 will be paid annually to said employee from July 1, 2025 – June 30, 2026. A sum of \$ 118968 will be paid annually to said employee from July 1, 2026 – June 30, 2027.

Steven D. Miskin will receive all board approved administrative benefits.

Administrators working 261 days are entitled to 11.5 holidays and vacation days per the employee agreement.

[\*\*\*\*\*] Electronic Signature on File

11/11/2025

\_\_\_\_\_  
Administrator

\_\_\_\_\_  
Date

*Dr. Heather T. Short*

\_\_\_\_\_  
Dr. Heather Short

July 1, 2025

\_\_\_\_\_  
Date

*Christopher Tabery*

\_\_\_\_\_  
Board of School Trustees

July 1, 2025

\_\_\_\_\_  
Date

## EMPLOYMENT AGREEMENT

This agreement is between Carolyn T. Palonis, Administrator for the Penn-Harris-Madison School Corporation, and the Board of School Trustees of the Penn-Harris-Madison School Corporation.

Said agreement to become effective July 1, 2025, and continue until June 30, 2027. A sum of \$ 89952 will be paid annually to said employee from July 1, 2025 – June 30, 2026. A sum of \$ 89952 will be paid annually to said employee from July 1, 2026 – June 30, 2027.

Carolyn T. Palonis will receive all board approved administrative benefits.

Administrators working 261 days are entitled to 11.5 holidays and vacation days per the employee agreement.

[\*\*\*\*\*] Electronic Signature on File

11/18/2025

\_\_\_\_\_  
Administrator

\_\_\_\_\_  
Date

*Dr. Heather T. Short*

\_\_\_\_\_  
Dr. Heather Short

July 1, 2025

\_\_\_\_\_  
Date

*Christopher T. Palonis*

\_\_\_\_\_  
Board of School Trustees

July 1, 2025

\_\_\_\_\_  
Date

## EMPLOYMENT AGREEMENT

This agreement is between Zachary E. Quiett, Administrator for the Penn-Harris-Madison School Corporation, and the Board of School Trustees of the Penn-Harris-Madison School Corporation.

Said agreement to become effective July 1, 2025, and continue until June 30, 2027. A sum of \$ 161668 will be paid annually to said employee from July 1, 2025 – June 30, 2026. A sum of \$ 161668 will be paid annually to said employee from July 1, 2026 – June 30, 2027.

Zachary E. Quiett will receive all board approved administrative benefits.

Administrators working 261 days are entitled to 11.5 holidays and vacation days per the employee agreement.

[\*\*\*\*\*] Electronic Signature on File

11/20/2025

\_\_\_\_\_  
Administrator

\_\_\_\_\_  
Date

*Dr. Heather T. Short*

\_\_\_\_\_  
Dr. Heather Short

July 1, 2025

\_\_\_\_\_  
Date

*Christopher Tabery*

\_\_\_\_\_  
Board of School Trustees

July 1, 2025

\_\_\_\_\_  
Date

## EMPLOYMENT AGREEMENT

This agreement is between Lucha R. Ramey, Administrator for the Penn-Harris-Madison School Corporation, and the Board of School Trustees of the Penn-Harris-Madison School Corporation.

Said agreement to become effective July 1, 2025, and continue until June 30, 2027. A sum of \$ 119749 will be paid annually to said employee from July 1, 2025 – June 30, 2026. A sum of \$ 119749 will be paid annually to said employee from July 1, 2026 – June 30, 2027.

Lucha R. Ramey will receive all board approved administrative benefits.

Administrators working 261 days are entitled to 11.5 holidays and vacation days per the employee agreement.

[\*\*\*\*\*] Electronic Signature on File

11/21/2025

\_\_\_\_\_  
Administrator

\_\_\_\_\_  
Date

*Dr. Heather T. Short*

\_\_\_\_\_  
Dr. Heather Short

July 1, 2025

\_\_\_\_\_  
Date

*Christopher Tabery*

\_\_\_\_\_  
Board of School Trustees

July 1, 2025

\_\_\_\_\_  
Date

## EMPLOYMENT AGREEMENT

This agreement is between Jill M. Riggs, Administrator for the Penn-Harris-Madison School Corporation, and the Board of School Trustees of the Penn-Harris-Madison School Corporation.

Said agreement to become effective July 1, 2025, and continue until June 30, 2027. A sum of \$ 119814 will be paid annually to said employee from July 1, 2025 – June 30, 2026. A sum of \$ 119814 will be paid annually to said employee from July 1, 2026 – June 30, 2027.

Jill M. Riggs will receive all board approved administrative benefits.

Administrators working 261 days are entitled to 11.5 holidays and vacation days per the employee agreement.

[\*\*\*\*\*] Electronic Signature on File

11/17/2025

\_\_\_\_\_  
Administrator

\_\_\_\_\_  
Date



\_\_\_\_\_  
Dr. Heather Short

July 1, 2025

\_\_\_\_\_  
Date



\_\_\_\_\_  
Board of School Trustees

July 1, 2025

\_\_\_\_\_  
Date

## EMPLOYMENT AGREEMENT

This agreement is between Tommy D. Teeter, Administrator for the Penn-Harris-Madison School Corporation, and the Board of School Trustees of the Penn-Harris-Madison School Corporation.

Said agreement to become effective July 1, 2025, and continue until June 30, 2027. A sum of \$ 119712.86 will be paid annually to said employee from July 1, 2025 – June 30, 2026. A sum of \$ 119713 will be paid annually to said employee from July 1, 2026 – June 30, 2027.

Tommy D. Teeter will receive all board approved administrative benefits.

Administrators working 261 days are entitled to 11.5 holidays and vacation days per the employee agreement.

[\*\*\*\*\*] Electronic Signature on File

11/12/2025

\_\_\_\_\_  
Administrator

\_\_\_\_\_  
Date



\_\_\_\_\_  
Dr. Heather Short

July 1, 2025

\_\_\_\_\_  
Date



\_\_\_\_\_  
Board of School Trustees

July 1, 2025

\_\_\_\_\_  
Date

## EMPLOYMENT AGREEMENT

This agreement is between Robin L. Tharp, Administrator for the Penn-Harris-Madison School Corporation, and the Board of School Trustees of the Penn-Harris-Madison School Corporation.

Said agreement to become effective July 1, 2025, and continue until June 30, 2027. A sum of \$ 88170 will be paid annually to said employee from July 1, 2025 – June 30, 2026. A sum of \$ 88170 will be paid annually to said employee from July 1, 2026 – June 30, 2027.

Robin L. Tharp will receive all board approved administrative benefits.

Administrators working 261 days are entitled to 11.5 holidays and vacation days per the employee agreement.

[\*\*\*\*\*] Electronic Signature on File

11/13/2025

\_\_\_\_\_  
Administrator

\_\_\_\_\_  
Date



\_\_\_\_\_  
Dr. Heather Short

July 1, 2025

\_\_\_\_\_  
Date



\_\_\_\_\_  
Board of School Trustees

July 1, 2025

\_\_\_\_\_  
Date



## EMPLOYMENT AGREEMENT

This agreement is between James R. Westveer, Administrator for the Penn-Harris-Madison School Corporation, and the Board of School Trustees of the Penn-Harris-Madison School Corporation.

Said agreement to become effective July 1, 2025, and continue until June 30, 2027. A sum of \$ 111726 will be paid annually to said employee from July 1, 2025 – June 30, 2026. A sum of \$ 111726 will be paid annually to said employee from July 1, 2026 – June 30, 2027.

James R. Westveer will receive all board approved administrative benefits.

Administrators working 261 days are entitled to 11.5 holidays and vacation days per the employee agreement.

[\*\*\*\*\*] Electronic Signature on File

11/18/2025

\_\_\_\_\_  
Administrator

\_\_\_\_\_  
Date

*Dr. Heather T. Short*

\_\_\_\_\_  
Dr. Heather Short

July 1, 2025

\_\_\_\_\_  
Date

*Christopher Tabery*

\_\_\_\_\_  
Board of School Trustees

July 1, 2025

\_\_\_\_\_  
Date

## EMPLOYMENT AGREEMENT

This agreement is between Bridget E. Williams, Administrator for the Penn-Harris-Madison School Corporation, and the Board of School Trustees of the Penn-Harris-Madison School Corporation.

Said agreement to become effective July 1, 2025, and continue until June 30, 2027. A sum of \$ 104336 will be paid annually to said employee from July 1, 2025 – June 30, 2026. A sum of \$ 104336 will be paid annually to said employee from July 1, 2026 – June 30, 2027.

Bridget E. Williams will receive all board approved administrative benefits.

Administrators working 261 days are entitled to 11.5 holidays and vacation days per the employee agreement.

[\*\*\*\*\*] Electronic Signature on File

11/21/2025

\_\_\_\_\_  
Administrator

\_\_\_\_\_  
Date

*Dr. Heather T. Short*

\_\_\_\_\_  
Dr. Heather Short

July 1, 2025

\_\_\_\_\_  
Date

*Christopher Tabery*

\_\_\_\_\_  
Board of School Trustees

July 1, 2025

\_\_\_\_\_  
Date

## EMPLOYMENT AGREEMENT

This agreement is between Lisa R. Zachary, Administrator for the Penn-Harris-Madison School Corporation, and the Board of School Trustees of the Penn-Harris-Madison School Corporation.

Said agreement to become effective July 1, 2025, and continue until June 30, 2027. A sum of \$ 65920 will be paid annually to said employee from July 1, 2025 – June 30, 2026. A sum of \$ 65920 will be paid annually to said employee from July 1, 2026 – June 30, 2027.

Lisa R. Zachary will receive all board approved administrative benefits.

Administrators working 261 days are entitled to 11.5 holidays and vacation days per the employee agreement.

[\*\*\*\*\*] Electronic Signature on File

11/12/2025

\_\_\_\_\_  
Administrator

\_\_\_\_\_  
Date

*Dr. Heather T. Short*

\_\_\_\_\_  
Dr. Heather Short

July 1, 2025

\_\_\_\_\_  
Date

*Christopher Tabery*

\_\_\_\_\_  
Board of School Trustees

July 1, 2025

\_\_\_\_\_  
Date

## EMPLOYMENT AGREEMENT

This agreement is between Joseph M. Zappia, Administrator for the Penn-Harris-Madison School Corporation, and the Board of School Trustees of the Penn-Harris-Madison School Corporation.

Said agreement to become effective July 1, 2025, and continue until June 30, 2027. A sum of \$ 95898 will be paid annually to said employee from July 1, 2025 – June 30, 2026. A sum of \$ 95898 will be paid annually to said employee from July 1, 2026 – June 30, 2027.

Joseph M. Zappia will receive all board approved administrative benefits.

Administrators working 261 days are entitled to 11.5 holidays and vacation days per the employee agreement.

[\*\*\*\*\*] Electronic Signature on File

11/16/2025

\_\_\_\_\_  
Administrator

\_\_\_\_\_  
Date



\_\_\_\_\_  
Dr. Heather Short

July 1, 2025

\_\_\_\_\_  
Date



\_\_\_\_\_  
Board of School Trustees

July 1, 2025

\_\_\_\_\_  
Date