

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 18th day of August 2025.

Teacher

[*****] Electronic Signature on File

School Corporation by:



President

Attested:



Superintendent



Secretary

REGULAR TEACHER CONTRACT

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

This regular teacher contract ("Contract") is by and between the governing body of the 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 18th day of August 2025.

Teacher

[*****] Electronic Signature on File

School Corporation by:



President

Attested:



Superintendent



Secretary

REGULAR TEACHER CONTRACT

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

This regular teacher contract ("Contract") is by and between the governing body of the 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 18th day of August 2025.

Teacher

[*****] Electronic Signature on File

School Corporation by:



President

Attested:



Superintendent



Secretary

REGULAR TEACHER CONTRACT

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

This regular teacher contract ("Contract") is by and between the governing body of the 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 18th day of August 2025.

Teacher

[*****] Electronic Signature on File

School Corporation by:



President

Attested:



Superintendent



Secretary

REGULAR TEACHER CONTRACT

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

This regular teacher contract ("Contract") is by and between the governing body of the 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 18th day of August 2025.

Teacher

[*****] Electronic Signature on File

School Corporation by:



President

Attested:



Superintendent



Secretary

REGULAR TEACHER CONTRACT

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

This regular teacher contract ("Contract") is by and between the governing body of the 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 18th day of August 2025.

Teacher

[*****] Electronic Signature on File

School Corporation by:



President

Attested:



Superintendent



Secretary

REGULAR TEACHER CONTRACT

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

This regular teacher contract ("Contract") is by and between the governing body of the 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 18th day of August 2025.

Teacher

[*****] Electronic Signature on File

School Corporation by:



President

Attested:



Superintendent

Secretary

REGULAR TEACHER CONTRACT

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

This regular teacher contract ("Contract") is by and between the governing body of the 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 18th day of August 2025.

Teacher

[*****] Electronic Signature on File

School Corporation by:



President

Attested:



Superintendent



Secretary

REGULAR TEACHER CONTRACT

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

This regular teacher contract ("Contract") is by and between the governing body of the 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 18th day of August 2025.

Teacher

[*****] Electronic Signature on File

School Corporation by:



President

Attested:



Superintendent

Secretary

REGULAR TEACHER CONTRACT

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

This regular teacher contract ("Contract") is by and between the governing body of the 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 18th day of August 2025.

Teacher

[*****] Electronic Signature on File

School Corporation by:



President

Attested:



Superintendent



Secretary

REGULAR TEACHER CONTRACT

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

This regular teacher contract ("Contract") is by and between the governing body of the 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 18th day of August 2025.

Teacher

[*****] Electronic Signature on File

School Corporation by:



President

Attested:



Superintendent



Secretary

REGULAR TEACHER CONTRACT

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

This regular teacher contract ("Contract") is by and between the governing body of the 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 18th day of August 2025.

Teacher

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School Corporation by:



President

Attested:



Superintendent

Secretary



REGULAR TEACHER CONTRACT

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

This regular teacher contract ("Contract") is by and between the governing body of the 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 18th day of August 2025.

Teacher

[*****] Electronic Signature on File

School Corporation by:



President

Attested:



Superintendent



Secretary

REGULAR TEACHER CONTRACT

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

This regular teacher contract ("Contract") is by and between the governing body of the 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 18th day of August 2025.

Teacher

[*****] Electronic Signature on File

School Corporation by:



President

Attested:



Superintendent



Secretary

REGULAR TEACHER CONTRACT

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

This regular teacher contract ("Contract") is by and between the governing body of the 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 18th day of August 2025.

Teacher

[*****] Electronic Signature on File

School Corporation by:



President

Attested:



Superintendent

Secretary

REGULAR TEACHER CONTRACT

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

This regular teacher contract ("Contract") is by and between the governing body of the 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 18th day of August 2025.

Teacher

[*****] Electronic Signature on File

School Corporation by:



President

Attested:



Superintendent



Secretary

REGULAR TEACHER CONTRACT

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

This regular teacher contract ("Contract") is by and between the governing body of the 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 18th day of August 2025.

Teacher

[*****] Electronic Signature on File

School Corporation by:



President

Attested:



Superintendent



Secretary

REGULAR TEACHER CONTRACT

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

This regular teacher contract ("Contract") is by and between the governing body of the 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 18th day of August 2025.

Teacher

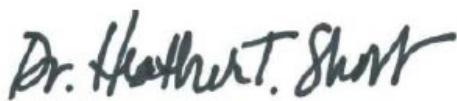
[*****] Electronic Signature on File

School Corporation by:



President

Attested:



Superintendent

Secretary

REGULAR TEACHER CONTRACT

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

This regular teacher contract ("Contract") is by and between the governing body of the 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 18th day of August 2025.

Teacher

[*****] Electronic Signature on File

School Corporation by:



President

Attested:



Superintendent



Secretary

REGULAR TEACHER CONTRACT

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

This regular teacher contract ("Contract") is by and between the governing body of the PENN-HARRIS-MADISON SCHOOL CORPORATION ("Corporation") and Josiah R. Parker ("Teacher"). Josiah R. Parker 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 \$ 105359 during the 2025-2026 school year and \$ 105359 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 18th day of August 2025.

Teacher

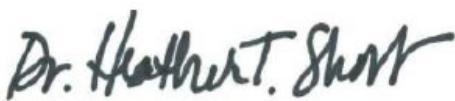
[*****] Electronic Signature on File

School Corporation by:



President

Attested:



Superintendent



Secretary

REGULAR TEACHER CONTRACT

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

This regular teacher contract ("Contract") is by and between the governing body of the 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 18th day of August 2025.

Teacher

[*****] Electronic Signature on File

School Corporation by:



President

Attested:



Superintendent



Secretary

REGULAR TEACHER CONTRACT

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

This regular teacher contract ("Contract") is by and between the governing body of the 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 18th day of August 2025.

Teacher

[*****] Electronic Signature on File

School Corporation by:



President

Attested:



Superintendent



Secretary

REGULAR TEACHER CONTRACT

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

This regular teacher contract ("Contract") is by and between the governing body of the 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 18th day of August 2025.

Teacher

[*****] Electronic Signature on File

School Corporation by:



President

Attested:



Superintendent



Secretary

REGULAR TEACHER CONTRACT

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

This regular teacher contract ("Contract") is by and between the governing body of the 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 18th day of August 2025.

Teacher

[*****] Electronic Signature on File

School Corporation by:



President

Attested:



Superintendent



Secretary

REGULAR TEACHER CONTRACT

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

This regular teacher contract ("Contract") is by and between the governing body of the 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 18th day of August 2025.

Teacher

[*****] Electronic Signature on File

School Corporation by:



President

Attested:



Superintendent



Secretary

REGULAR TEACHER CONTRACT

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

This regular teacher contract ("Contract") is by and between the governing body of the 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 18th day of August 2025.

Teacher

[*****] Electronic Signature on File

School Corporation by:



President

Attested:



Superintendent



Secretary

REGULAR TEACHER CONTRACT

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

This regular teacher contract ("Contract") is by and between the governing body of the 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 18th day of August 2025.

Teacher

[*****] Electronic Signature on File

School Corporation by:



President

Attested:



Superintendent



Secretary

REGULAR TEACHER CONTRACT

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

This regular teacher contract ("Contract") is by and between the governing body of the 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 18th day of August 2025.

Teacher

[*****] Electronic Signature on File

School Corporation by:



President

Attested:



Superintendent



Secretary

REGULAR TEACHER CONTRACT

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

This regular teacher contract ("Contract") is by and between the governing body of the 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 18th day of August 2025.

Teacher

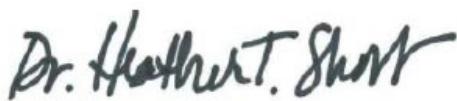
[*****] Electronic Signature on File

School Corporation by:



President

Attested:



Superintendent



Secretary

REGULAR TEACHER CONTRACT

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

This regular teacher contract ("Contract") is by and between the governing body of the 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 18th day of August 2025.

Teacher

[*****] Electronic Signature on File

School Corporation by:



President

Attested:



Superintendent



Secretary

REGULAR TEACHER CONTRACT

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

This regular teacher contract ("Contract") is by and between the governing body of the 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 18th day of August 2025.

Teacher

[*****] Electronic Signature on File

School Corporation by:



President

Attested:



Superintendent



Secretary

REGULAR TEACHER CONTRACT

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

This regular teacher contract ("Contract") is by and between the governing body of the 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 18th day of August 2025.

Teacher

[*****] Electronic Signature on File

School Corporation by:



President

Attested:



Superintendent



Secretary

REGULAR TEACHER CONTRACT

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

This regular teacher contract ("Contract") is by and between the governing body of the 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 18th day of August 2025.

Teacher

School Corporation by:

[*****] Electronic Signature on File

President

Attested:

Dr. Heather T. Short

Superintendent

Dwight

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 18th day of August 2025.

Teacher

[*****] Electronic Signature on File

School Corporation by:



President

Attested:



Superintendent



Secretary

REGULAR TEACHER CONTRACT

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

This regular teacher contract ("Contract") is by and between the governing body of the 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 18th day of August 2025.

Teacher

[*****] Electronic Signature on File

School Corporation by:



President

Attested:



Superintendent



Secretary

REGULAR TEACHER CONTRACT

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

This regular teacher contract ("Contract") is by and between the governing body of the 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 18th day of August 2025.

Teacher

[*****] Electronic Signature on File

School Corporation by:



President

Attested:



Superintendent



Secretary