

## 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

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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

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Administrator

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Date

*Dr. Heather T. Short*

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Dr. Heather Short

July 1, 2025

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Date

*Christopher Tabery*

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

July 1, 2025

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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

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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

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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*

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Dr. Heather Short

July 1, 2025

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Date

*Christopher Hapke*

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

July 1, 2025

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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

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Administrator

\_\_\_\_\_  
Date



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

July 1, 2025

\_\_\_\_\_  
Date



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

July 1, 2025

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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

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Administrator

\_\_\_\_\_  
Date

*Dr. Heather T. Short*

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Dr. Heather Short

July 1, 2025

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Date

*Christopher Tabery*

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

July 1, 2025

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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*

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Dr. Heather Short

July 1, 2025

\_\_\_\_\_  
Date

*Christopher Tabery*

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

July 1, 2025

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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*

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Dr. Heather Short

July 1, 2025

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Date

*Christopher Tabery*

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

July 1, 2025

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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*

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Dr. Heather Short

July 1, 2025

\_\_\_\_\_  
Date

*Christopher T. Palonis*

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

July 1, 2025

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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*

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Dr. Heather Short

July 1, 2025

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Date

*Christopher Tabery*

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

July 1, 2025

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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

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Date

*Dr. Heather T. Short*

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Dr. Heather Short

July 1, 2025

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Date

*Christopher Tabery*

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

July 1, 2025

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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 T. Short*

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Dr. Heather Short

July 1, 2025

\_\_\_\_\_  
Date

*Christopher Tabery*

\_\_\_\_\_  
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 T. Short*

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Dr. Heather Short

\_\_\_\_\_  
July 1, 2025

\_\_\_\_\_  
Date

*Christopher Tabery*

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

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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 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 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

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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*

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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 T. Short*

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Dr. Heather Short

July 1, 2025

\_\_\_\_\_  
Date

*Christopher Tabery*

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

July 1, 2025

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Date