

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



July 1, 2025

Dr. Heather Short

Date



July 1, 2025

Board of School Trustees

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. Aschenbrenner 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



July 1, 2025

Dr. Heather Short

Date



July 1, 2025

Board of School Trustees

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



July 1, 2025

Dr. Heather Short

Date



July 1, 2025

Board of School Trustees

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



July 1, 2025

Dr. Heather Short

Date



July 1, 2025

Board of School Trustees

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



July 1, 2025

Dr. Heather Short

Date



July 1, 2025

Board of School Trustees

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



July 1, 2025

Dr. Heather Short

Date



July 1, 2025

Board of School Trustees

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



July 1, 2025

Dr. Heather Short

Date



July 1, 2025

Board of School Trustees

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



July 1, 2025

Dr. Heather Short

Date



July 1, 2025

Board of School Trustees

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



July 1, 2025

Dr. Heather Short

Date



July 1, 2025

Board of School Trustees

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



July 1, 2025

Dr. Heather Short

Date



July 1, 2025

Board of School Trustees

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



July 1, 2025

Dr. Heather Short

Date



July 1, 2025

Board of School Trustees

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



July 1, 2025

Dr. Heather Short

Date



July 1, 2025

Board of School Trustees

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



July 1, 2025

Dr. Heather Short

Date



July 1, 2025

Board of School Trustees

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



July 1, 2025

Dr. Heather Short

Date



July 1, 2025

Board of School Trustees

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



July 1, 2025

Dr. Heather Short

Date



July 1, 2025

Board of School Trustees

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



July 1, 2025

Dr. Heather Short

Date



July 1, 2025

Board of School Trustees

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



July 1, 2025

Dr. Heather Short

Date



July 1, 2025

Board of School Trustees

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



July 1, 2025

Dr. Heather Short

Date



July 1, 2025

Board of School Trustees

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



July 1, 2025

Dr. Heather Short

Date



July 1, 2025

Board of School Trustees

Date