

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)*

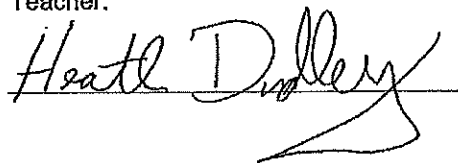
This regular teacher contract ("Contract") is by and between the governing body of the **LIBERTY-PERRY COMM SCHOOL CORP** ("Corporation") and **Heath Dudley** ("Teacher"). Heath Dudley is a teacher as defined in Ind. Code 20-18-2-22.

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

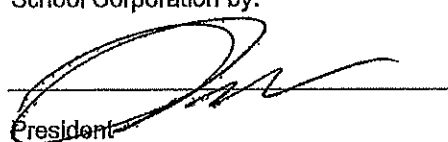
1. The Teacher shall teach in the schools of the Corporation for the school term beginning **August 03, 2023** and ending on **August 04, 2025**. Ind. Code 20-28-6-2(a) (3) (A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **205.00** days. 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 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 **\$105,842.11** during the school year. Ind. Code 20-28-6-2(a) (3) (C)
5. The Corporation shall pay this amount in **24** installments on a **Twice a Month** basis. 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 **9th** day of **October, 2023**.

Teacher:

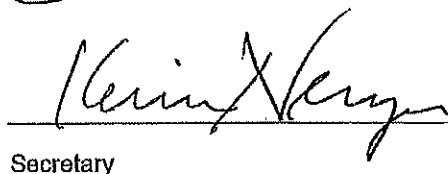


School Corporation by:


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)*

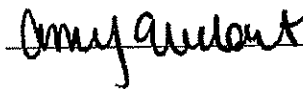
This regular teacher contract ("Contract") is by and between the governing body of the **LIBERTY-PERRY COMM SCHOOL CORP** ("Corporation") and **AMY EVERHART** ("Teacher"). **AMY EVERHART** is a teacher as defined in Ind. Code 20-18-2-22.

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

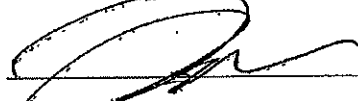
1. The Teacher shall teach in the schools of the Corporation for the school term beginning **July 01, 2023** and ending on **June 30, 2025**. Ind. Code 20-28-6-2(a) (3) (A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **210.00** days. Ind. 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 **8.00**. 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 **\$81,141.14** during the school year. Ind. Code 20-28-6-2(a) (3) (C)
5. The Corporation shall pay this amount in **24** installments on a **Twice a Month** basis. 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 **9th** day of **October, 2023**.


Teacher:

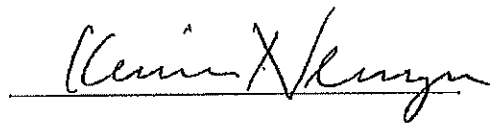


School Corporation by:


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 **LIBERTY-PERRY COMM SCHOOL CORP** ("Corporation") and **MARK FAHEY** ("Teacher"). **MARK FAHEY** 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:

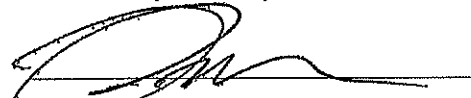
1. The Teacher shall teach in the schools of the Corporation for the school term beginning **July 01, 2023** and ending on **June 30, 2025**. Ind. Code 20-28-6-2(a) (3) (A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **231.00** days. Ind. 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 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 **\$106,584.23** during the school year. Ind. Code 20-28-6-2(a) (3) (C)
5. The Corporation shall pay this amount in **24** installments on a **Twice a Month basis**. 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 **9th** day of **October, 2023**.

Teacher:

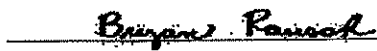


School Corporation by:

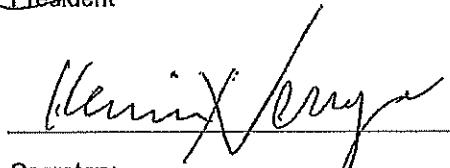


President

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)*

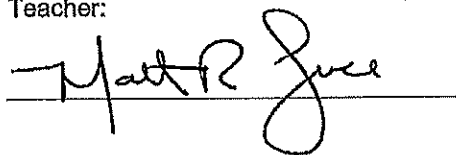
This regular teacher contract ("Contract") is by and between the governing body of the **LIBERTY-PERRY COMM SCHOOL CORP** ("Corporation") and **MATT R LUCE** ("Teacher"). **MATT R LUCE** is a teacher as defined in Ind. Code 20-18-2-22.

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

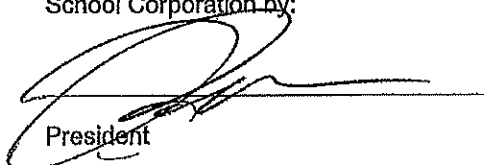
1. The Teacher shall teach in the schools of the Corporation for the school term beginning **July 01, 2023** and ending on **June 30, 2025**. Ind. Code 20-28-6-2(a) (3) (A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **205.00** days. Ind. 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 **8.00**. 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 **\$91,679.26** during the school year. Ind. Code 20-28-6-2(a) (3) (C)
5. The Corporation shall pay this amount in **24** installments on a **Twice a Month** basis. 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 **9th** day of **October, 2023**.

Teacher:



School Corporation by:

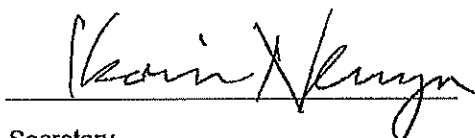


President

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 **LIBERTY-PERRY COMM SCHOOL CORP** ("Corporation") and **LESLEY MOULTON** ("Teacher"). **LESLEY MOULTON** 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 **July 01, 2023** and ending on **June 30, 2025**, 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 **210.00** 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 **8.00**, 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 **\$101,232.56** during the school year, Ind. Code 20-28-6-2(a) (3) (C)
5. The Corporation shall pay this amount in **24** installments on a **Twice a Month** basis, 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 9th day of **October, 2023**.

Teacher:

Lesley Moulton

School Corporation by:

[Signature]
President

Attested:

Bryan Rausch

Superintendent

[Signature]

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 **LIBERTY-PERRY COMM SCHOOL CORP** ("Corporation") and **Jeremy Neckers** ("Teacher"). **Jeremy Neckers** 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 **July 31, 2023** and ending on **July 30, 2025**. 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 **200.00** 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
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 **\$71,000.00** during the school year. Ind. Code 20-28-6-2(a) (3) (C)
5. The Corporation shall pay this amount in **24** installments on a **Twice a Month** basis.
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 10th day of August, 2023.

Teacher:

Jeremy Neckers

School Corporation by:

[Signature]
President

Attested:

Bryan Raines
Superintendent

[Signature]
Secretary

ADDENDUM TO TEACHER'S CONTRACT
Superintendent Contract

THIS ADDENDUM TO TEACHER'S CONTRACT ("Addendum") is attached to and made a part of the regular Teacher's Contract ("Contract") entered into by and between Liberty-Perry School Corporation, Delaware County, Indiana, hereinafter called "Employer" and Bryan Rausch, hereinafter called "Superintendent".

Whereas, Employer desires to employ Superintendent; and

Whereas, Superintendent is willing to accept such employment.

Now, therefore, in consideration of the mutual covenants contained herein, Employer and Superintendent agree as follows:

1. Employment of Superintendent and Term of Employment

Employer employs the Superintendent and the Superintendent agrees to be employed by the Employer as a superintendent for a period beginning July 1, 2022 and concluding on June 30, 2025 ("Contract Term"). This Addendum shall be automatically extended an additional year beginning July 1, 2023 unless the Superintendent or the Employer notifies the other party to the contrary by May 1 of each calendar year. However, any contract extensions are subject to the then-current law.

2. Duties of the Superintendent

The Superintendent is responsible for and shall perform those functions as specified in the job description for the position for which the Superintendent is hereby employed, as such may be amended from time to time by the Board of Education. The Superintendent shall be responsible to, and shall be subject to, the direct supervision and evaluation of the Board of Education. In addition, the Superintendent shall, during the term of this contract, hold and maintain such state licenses and certifications as may be applicable or required, and shall devote his full working time to the performance of his duties as Superintendent.

3. Salary and Benefits

So long as Employer employs Superintendent as a superintendent:

(a) Employer will pay to Superintendent or on the Superintendent's behalf:

(i) Salary

An annual salary of One Hundred Thirty-Six Six Hundred Ninty-One Dollars (\$136,691) through June 30, 2025. The Superintendent will be eligible for a performance pay increase with a "Highly Effective" or "Effective" rating each

school year. The Superintendent will earn a base pay increase the same percentage raise as the average teacher in the same performance category going forward to begin in the 2022-23 school year. The Superintendent will also receive a performance bonus stipend consistent with the teacher contract. The Superintendent will not take a pay increase if the funds are not available for teachers to receive an increase. If the superintendent's performance category is either improvement necessary or ineffective the superintendent will not receive a salary increase.

(ii) *Employee Retirement Contribution*

The Employer agrees to pay the superintendent 8% of the base salary for a qualified retirement contribution.

(iii) *ISTRF Employee Contribution*

The Employer agrees that the Superintendent is to receive an amount equal to three percent (3%) of the annual base salary to be applied to the Indiana State Teachers' Retirement Fund.

(iii) *Retention*

If the Superintendent is employed by the Corporation on July 2 and thereafter each year, for the pay period that includes July 2 , the Corporation agrees to pay the Superintendent a retention bonus stipend equal to four percent of the Superintendent's current base salary. This bonus stipend is in addition to the Superintendent's regular salary at the time of payment.

(b) *Employer will pay for and provide on Superintendent's behalf:*

(i) *Insurance*

The Superintendent will be paid a salary stipend in the amount of the cost of the High Deductible/HSA (\$3000/\$6000) plan offered by the school corporation. This salary stipend must be used to purchase the High Deductible/HSA (\$3000/\$6000) plan offered by the school corporation. If the Superintendent does not purchase the High Deductible/HSA (\$3000/\$6000) plan offered by the school corporation, the Superintendent will not be entitled to this salary stipend. This salary stipend shall be paid on each payroll where insurance payments are deducted from the Superintendent's paycheck.

(c) *Superintendent shall be entitled to:*

(i) *Sick Leave*

The Employer agrees to provide the Superintendent twelve (12) sick leave

days in each twelve-month period between July 1 and June 30. Sick leave days unused in one contract year may be accumulated and carried over to future years.

(ii) Other Leave

The Employer agrees to provide the Superintendent twenty (20) vacation days in each twelve-month period between July 1 and June 30. Vacation days that are not used will be forfeited.

(iii) Other Administrative Benefits

Additional fringe benefits may be provided to the Superintendent if the fringe benefit is provided for other school administrators of the Employer and specifically approved by the Employer.

4. Defense and Indemnification for Acts in Performance of Duties

The Employer agrees to indemnify the Superintendent for any legal dispute arising out of the performance of the duties as a superintendent and to hold the Superintendent harmless for all claims, demands, and judgments arising out of these disputes to the fullest extent permitted by law. Employer shall not provide counsel to Superintendent in any dispute to which Superintendent and the Employer are adversaries or a conflict of interest arises.

5. Evaluation

The Board's evaluation of Superintendent shall be consistent with the law as applied to the evaluation of a public school superintendent. The Board shall conduct an annual evaluation of Superintendent, not later than June 15 of each year, starting in 2023. The Board may, but is not required to, conduct an evaluation of Superintendent at an earlier time. Not later than January 31 of each year, the Board and Superintendent shall agree as to the written evaluation instrument and the procedures to be used to evaluate Superintendent. The Board will consider the ISBA-IAPSS evaluation process as the evaluation instrument and procedures.

6. Termination

This Addendum may be terminated at any time prior to the end of the Contract Term for cause, and as permitted by applicable law of the State of Indiana.

In addition to terminating this Contract for cause and as permitted under applicable laws, the parties agree if the Employer provides Superintendent with written notice it is terminating this Contract early without a finding of cause, fault, or existence of a breach, Employer shall pay Superintendent to buy out the Contract for an amount which may not be more than the lesser of: (A) the Superintendent's salary for any one (1) year under the Contract; or (B) two hundred fifty thousand dollars (\$250,000). Payment shall be made within twenty-one (21) days of receiving from Superintendent an

acceptable written release and waiver of any and all claims and causes of action he/she has or may have against Employer relating to his/her employment and relationship with the Employer.

7. Miscellaneous

The Superintendent and the Board of Education/School Trustees stipulate and agree that all clauses and provisions of this contract are distinct and severable, and the Superintendent and Board of Education/School Trustees understand, and it is their intent, that in the event this contract is ever held to be invalid or unenforceable (in whole or in part) as to any particular provision herein, all other provisions shall remain fully valid and enforceable.

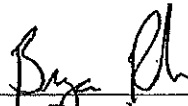
Superintendent shall be solely responsible for the payment of federal, state, and local taxes on Superintendent's income and amounts received under any benefit plan. This Addendum along with the Contract constitute the entire agreement between the Superintendent and the Employer, supersedes any prior negotiations, agreements or representations, whether oral or written. The terms of this Addendum control over any inconsistent terms found in policy or any other document provided that the conflicting term of this Addendum is consistent with the law. This Addendum may be amended or modified only by a written document signed by the parties and approved consistent with Indiana statutes. This Addendum is governed by the laws of the State of Indiana, and shall be subject to the provisions of any applicable state law concerning the terms and conditions of an employment contract between a public school corporation and its Superintendent. Superintendent shall comply with all applicable federal, state, and local laws, rules, regulations, and ordinances, and all provisions required thereby to be included herein are hereby incorporated by reference. The enactment or modification of any applicable state or federal statute or the promulgation of rules or regulations thereunder after execution of this Addendum shall be reviewed by the Employer and the Superintendent to determine whether the provisions of this Addendum require formal modification. This Addendum shall be deemed drafted equally by the parties. If, during the term of this Addendum, any specific clause or provision thereof is determined to be illegal or in conflict with law, the illegal or conflicting provision shall be deemed void. The remainder of the Addendum shall not be affected and shall remain in full force and effect. The Employer will in good faith perform its required obligations hereunder and does not agree to pay any penalties, liquidated damages, interest or attorney's fees, except as permitted by Indiana law.

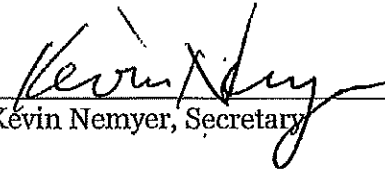
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This Addendum is executed in duplicate on the 20th day of June 2022 to be effective July 1, 2022 and each party has a copy thereof.

LIBERTY PERRY SCHOOL CORPORATION


Robert Cook, Board President


Bryan Rausch
"Superintendent"


Kevin Nemyer, 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 **LIBERTY-PERRY COMM SCHOOL CORP** ("Corporation") and **BRYAN M RAUSCH** ("Teacher"). **BRYAN M RAUSCH** 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 **July 01, 2023** and ending on **June 30, 2026**. 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 **260.00** 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 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 **\$138,533.11** during the school year. Ind. Code 20-28-6-2(a) (3) (C)
5. The Corporation shall pay this amount in **24** installments on a **Twice a Month** basis. 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 **9th** day of **October, 2023**.

Teacher:



School Corporation by:

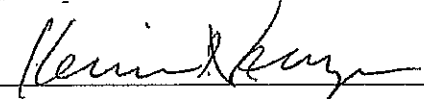


President

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)*

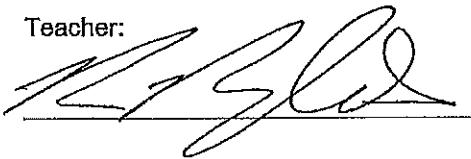
This regular teacher contract ("Contract") is by and between the governing body of the **LIBERTY-PERRY COMM SCHOOL CORP** ("Corporation") and **ROSS REYNOLDS** ("Teacher"). **ROSS REYNOLDS** is a teacher as defined in Ind. Code 20-18-2-22.

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

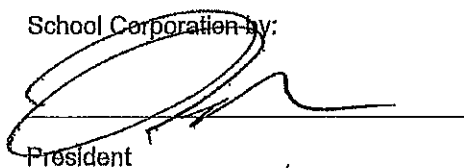
1. The Teacher shall teach in the schools of the Corporation for the school term beginning **July 01, 2023** and ending on **June 30, 2025**. Ind. Code 20-28-6-2(a) (3) (A)
2. The school term described in paragraph 1 immediately above for services under this Contract consists of **195.00** days. Ind. 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 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 **\$68,842.11** during the school year. Ind. Code 20-28-6-2(a) (3) (C)
5. The Corporation shall pay this amount in **24** installments on a **Twice a Month** basis. 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 **9th** day of **October, 2023**.

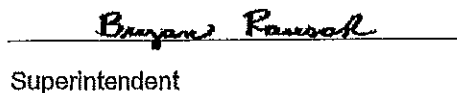
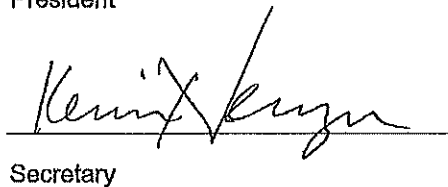
Teacher:



School Corporation by:


President

Attested:


Superintendent
Secretary