EMPLOYMENT AGREEMENT

This EMPLOYMENT AGREEMENT ("Agreement") is made and entered into as of **July 1, 2025** ("Effective Date") by and between the MSD of Martinsville Board of School Trustees of the School Corporation ("School Corporation") and **Suzie Lipps** ("Employee")(collectively "Parties"). Employee desires to be employed or to continue to be employed by the School Corporation. The School Corporation desires to employ or to continue to employ Employee provided it is afforded the protections of this Agreement until **June 30, 2028**. In consideration of the foregoing, the School Corporation's employment of Employee, and the promises and covenants contained in this Agreement, the School Corporation and Employee agree as follows:

1. **Employment**. The School Corporation agrees to employ Employee and Employee agrees to be employed by the School Corporation for a period beginning on **July 1, 2025** and continuing through the sooner of **June 30, 2028** or until terminated by either party. This is also subject to the Teacher Contract attached as Exhibit "A." Employee will serve in the position of **Assistant Superintendent for Curriculum, Instruction and Human Resources** and will have those duties and responsibilities that the School Corporation assigns to Employee from time to time. This position is a full-time position to which the Employee's entire working time, attention, and energies should be devoted. The Employee shall diligently and impartially perform the duties of this position and shall comply with all applicable laws in the performance of his/her duties.

2. **Number and Schedule of Work Days.** Employee shall provide services to the School Corporation on a salary basis for **260** days, and shall therefore be charged by the School Corporation with the achievement of certain goals and objectives. In each calendar year, Employee will have paid vacation days, paid holidays, paid sick leave days, and other forms of paid leave provided by the Board to administrative employees of the Board.

School Corporation Policies. Employee will abide by any employment or work rules and/or policies, procedures, guidelines, and practices that the School Corporation currently has or may adopt, amend or implement from time to time during Employee's employment.

4. **Compensation and Benefits.** For all services to be rendered by Employee during Employee's employment under this Agreement, and as consideration for complying with the terms of this Agreement, the School Corporation will pay and provide the following to Employee:

a. During Employee's employment, the School Corporation will pay Employee an annual salary or other designated compensation ("Salary") in the amount of **$114,900.00**. The School Corporation and Employee acknowledge and agree that the School Corporation, in its sole discretion, may adjust the manner and amount of Employee's Salary (or any other elements of compensation) from time to time during Employee's employment with the School Corporation. The Salary shall be paid to Employee consistent with the customary payroll practices of the School Corporation. The Salary shall be subject to standard payroll withholding deductions as required by law and withholding for benefits in which Employee elects to participate.

b. During Employee's employment, Employee will be entitled to leaves of absence and participation in the School Corporation's employee benefit plans in which other administrators of the School Corporation are generally entitled to participate; provided, however, Employee's entitlement to participate in such benefit plans is subject to the eligibility requirements and other terms and conditions of such benefit plans. Employee acknowledges and agrees that the School Corporation, in its sole discretion, may change, amend or discontinue any of its employee benefit plans or programs at any time during Employee's employment with the School Corporation, and nothing contained in this Agreement shall obligate the School Corporation to institute, maintain or refrain from changing, amending or discontinuing any benefit plan or program.

5. **Reassignment**. The School Corporation, in its sole discretion, may assign Employee to a different administrative position, or may assign new or different duties and responsibilities, from time to time during

Employee's employment with the School Corporation. If the Employee is reassigned to a non-administrative position, this Agreement is terminated pursuant to the provision in paragraph 6.

6. **Termination of Administrator Employment Agreement.** The School Corporation may terminate the Employee's employment in this position at any time for any reason relevant to the School Corporation's interest, in accordance with the due process procedures set forth in Ind. Code § 20-28-8 or non-renew the contract pursuant to IC 20-28-8-11.

7. **Confidentiality.** Confidential information learned or obtained in the scope of Employee's employment with the School Corporation, whether such information relates to students, staff, parents, visitors, or any member of the school community, will be kept confidential by Employee, and such confidentiality obligation remains following the termination of this Agreement.

8. **Return of School Corporation Property.** All records, manuals, memoranda, lists, reports, correspondence, charts, and other documents and information pertaining to the past or current activities or future plans of the School Corporation and/or any property provided by the School Corporation for Employee's use in the course of Employee's employment with the School Corporation shall be and remain the property of the School Corporation and shall be subject at all times to its discretion and control. Likewise, all such items shall be delivered promptly to the School Corporation, without request, by the Employee upon termination of Employee's employment for whatever reason.

9. **Entire Agreement; No Waiver and Modification**. This Agreement, incorporating the Employee's Regular Teacher's Contract, constitutes the entire agreement of the parties on the subjects specifically addressed in it and supersedes any prior oral or written agreements, understandings, or representations, on these subjects. This Agreement, incorporating the Employee's Regular Teacher's Contract, replaces any and all prior agreements, understandings, or representations between the Parties and may not be changed except by a written document signed by both Employee and a duly authorized officer of the School Corporation. To the extent there is any conflict between the terms in this Agreement and the Employee's Regular Teacher's Contract, the terms of this Agreement shall control.

2. **Severability.** If any portion of this Agreement is held invalid or inoperative, the other portions of this Agreement shall be deemed valid and operative and, so far as is reasonable and possible, effect shall be given to the intent manifested by the portion held invalid or inoperative.

3. **Governing Law**. This Agreement shall in all respects be construed, interpreted, governed, and enforced in accordance with the laws of the State of Indiana, without giving effect to that state's conflict of laws provisions.

4. **Counterparts.** This Agreement may be executed in one or more counterparts, all of which taken together shall constitute one agreement. Signatures transmitted by facsimile or other electronic means are acceptable as much as original signatures for execution of this Agreement.

IN WITNESS WHEREOF, the Employee and duly authorized representative(s) of the Board of Trustees of the School Corporation have caused this Agreement to be executed on each party's behalf.

Suzie Lipps
Employee

By: E Bowles
Superintendent

November 20, 2025

Exhibit A

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 MSD of Martinsville ("Corporation") and **Suzie Lipps** ("Teacher"). **Suzie Lipps** 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 1, 2025**, and ending on **June 30, 2028**. 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** 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 7. 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 **$114,900.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in 26 installments on a biweekly basis. Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)
6. This Contract may be canceled 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 20 day of November, 2025.

Teacher

Suzie Lipps

School Corporation by:

President

Attested:

Superintendent

Secretary

EMPLOYMENT AGREEMENT

This EMPLOYMENT AGREEMENT ("Agreement") is made and entered into as of **July 1, 2025** ("Effective Date") by and between the MSD of Martinsville Board of School Trustees of the School Corporation ("School Corporation") and **Kurt Bodell** ("Employee")(collectively "Parties"). Employee desires to be employed or to continue to be employed by the School Corporation. The School Corporation desires to employ or to continue to employ Employee provided it is afforded the protections of this Agreement until **June 30, 2027**. In consideration of the foregoing, the School Corporation's employment of Employee, and the promises and covenants contained in this Agreement, the School Corporation and Employee agree as follows:

1. **Employment**. The School Corporation agrees to employ Employee and Employee agrees to be employed by the School Corporation as **Director of Food Services** for a period beginning on **July 1, 2025** and continuing through the sooner of **June 30, 2027** or until terminated by either party. Employee will serve in the position of Director of Food Services and will have those duties and responsibilities that the School Corporation assigns to Employee from time to time. This position is a full-time position to which the Employee's entire working time, attention, and energies should be devoted. The Employee shall diligently and impartially perform the duties of this position and shall comply with all applicable laws in the performance of his/her duties.

2. **Number and Schedule of Work Days**. Employee shall provide services to the School Corporation on a salary basis for **260** days, and shall therefore be charged by the School Corporation with the achievement of certain goals and objectives. In each calendar year, Employee will have paid vacation days, paid holidays, paid sick leave days, and other forms of paid leave provided by the Board to administrative employees of the Board.

3. **School Corporation Policies**. Employee will abide by any employment or work rules and/or policies, procedures, guidelines, and practices that the School Corporation currently has or may adopt, amend or implement from time to time during Employee's employment.

4. **Compensation and Benefits**. For all services to be rendered by Employee during Employee's employment under this Agreement, and as consideration for complying with the terms of this Agreement, the School Corporation will pay and provide the following to Employee:

a. During Employee's employment, the School Corporation will pay Employee a salary or other designated compensation ("Salary") in the amount of **$101,500.00** to be paid on an annualized basis. Employee's initial Salary shall be determined by mutual agreement between the School Corporation and Employee. The School Corporation and Employee acknowledge and agree that the School Corporation, in its sole discretion, may adjust the manner and amount of Employee's Salary (or any other elements of compensation) from time to time during Employee's employment with the School Corporation. The Salary shall be paid to Employee consistent with the customary payroll practices of the School Corporation. The Salary shall be subject to standard payroll withholding deductions as required by law and withholding for benefits in which Employee elects to participate.

b. During Employee's employment, Employee will be entitled to such leaves of absence and participation in the School Corporation's employee benefit plans in which other administrative employees of the School Corporation are generally entitled to participate; provided, however, Employee's entitlement to participate in such benefit plans is subject to the eligibility requirements and other terms and conditions of such benefit plans. Employee acknowledges and agrees that the School Corporation, in its sole discretion, may change, amend or discontinue any of its employee benefit plans or programs at any time during Employee's employment with the School Corporation, and nothing contained in this Agreement shall obligate the School Corporation to institute, maintain or refrain from changing, amending or discontinuing any benefit plan or program.

c. During Employee's employment, Employee will be entitled to the use of a vehicle, as determined by the School Corporation. Food Service shall incur all reasonable expenses associated with the use of the vehicle, including fuel expenses, excluding personal traffic fines. The vehicle will be returned to the School Corporation by the Employee immediately upon termination of Employee's employment by the School Corporation.

5. **Reassignment**. The School Corporation, in its sole discretion, may assign Employee a different position or title, or new or different duties and responsibilities, from time to time during Employee's employment with the School Corporation. In the case of such a reassignment, the Employee's compensation and benefits may be modified and/or reduced at the sole discretion of the

School Corporation. If the Employee is reassigned to a non-administrative position, this Addendum is terminated pursuant to the provision in paragraph 6.

6. **Termination.** Employee's employment is on an at-will basis, and this Agreement does not guarantee employment for any specific duration. The School Corporation may terminate the employment relationship at any time for any reason, or no reason, with or without advance notice. The Employee may terminate the employment relationship for any reason or no reason by giving the School Corporation written notice of termination, specifying in such notice a termination date not less than twenty (20) calendar days after giving the notice. Upon termination of the employment relationship, Employer shall be obligated to pay the Employee the portion of his or her Salary that has been earned through the termination date and to pay or provide to the Employee such payments or benefits, if any, which accrued before the termination date, including payment for any accrued but unused vacation days. If the Employee fails to provide the required twenty (20) calendar day notice of termination, the Employee will forfeit payment for any accrued but unused vacation days. Other than the foregoing, and the obligation to provide appropriate due process as required by the U.S. and Indiana Constitutions, the School Corporation shall have no further obligations to the Employee under this Agreement.

7. **Confidentiality.** Confidential information learned or obtained in the scope of Employee's employment with the School Corporation, whether such information relates to students, staff, parents, visitors, or any member of the school community, will be maintained as confidential, and such confidentiality obligation remains following the termination of this Agreement.

8. **Return of School Corporation Property.** All records, manuals, memoranda, lists, reports, correspondence, charts, and other documents and information pertaining to the activities or future plans of the School Corporation and/or and/or any property provided by the School Corporation for Employee's use in the course of Employee's employment with the School Corporation shall be and remain the property of the School Corporation and shall be subject at all times to its discretion and control. Likewise, all such items shall be delivered promptly to the School Corporation, without request, by the Employee upon termination of Employee's employment for whatever reason.

9. **Entire Agreement; No Waiver and Modification.** This document constitutes the entire agreement of the parties on the subjects specifically addressed in it and supersedes any prior oral or written agreements, understandings, or representations, on these subjects. The Parties specifically agree that as a noncertified Employee, the Employee is not entitled to any of the statutory provisions relating to the employment of certified employees. This Agreement replaces any and all agreements, understandings, or representations between the Parties. This Agreement may not be changed except by a written document signed by both Employee and a duly authorized officer of the School Corporation.

10. **Severability.** If any portion of this Agreement is held invalid or inoperative, the other portions of this Agreement shall be deemed valid and operative and, so far as is reasonable and possible, effect shall be given to the intent manifested by the portion held invalid or inoperative.

11. **Governing Law.** This Agreement shall in all respects be construed, interpreted, governed, and enforced in accordance with the laws of the State of Indiana, without giving effect to that state's conflict of laws provisions.

12. **Counterparts.** This Agreement may be executed in one or more counterparts, all of which taken together shall constitute one agreement. Signatures transmitted by facsimile or other electronic means are acceptable as much as original signatures for execution of this Agreement.

IN WITNESS WHEREOF, the Board of Trustees of the School Corporation has caused this contract to be executed on its behalf by its President and its Secretary.

Employee

By: Eric Bowlen
Superintendent

November 20, 2025

EMPLOYMENT AGREEMENT

This EMPLOYMENT AGREEMENT ("Agreement") is made and entered into as of **July 1, 2025** ("Effective Date") by and between the MSD of Martinsville Board of School Trustees of the School Corporation ("School Corporation") and **Lisa Callihan** ("Employee")(collectively "Parties"). Employee desires to be employed or to continue to be employed by the School Corporation. The School Corporation desires to employ or to continue to employ Employee provided it is afforded the protections of this Agreement until **June 30, 2027**. In consideration of the foregoing, the School Corporation's employment of Employee, and the promises and covenants contained in this Agreement, the School Corporation and Employee agree as follows:

1. **Employment**. The School Corporation agrees to employ Employee and Employee agrees to be employed by the School Corporation as **Co-Director of Transportation** for a period beginning on **July 1, 2025** and continuing through the sooner of **June 30, 2027** or until terminated by either party. Employee will serve in the position of Assistant Director of Transportation and will have those duties and responsibilities that the School Corporation assigns to Employee from time to time. This position is a full-time position to which the Employee's entire working time, attention, and energies should be devoted. The Employee shall diligently and impartially perform the duties of this position and shall comply with all applicable laws in the performance of his/her duties.

2. **Number and Schedule of Work Days.** Employee shall provide services to the School Corporation on a salary basis for **260** days of service for the school year, and shall therefore be charged by the School Corporation with the achievement of certain goals and objectives. In each calendar year, Employee will have paid vacation days, paid holidays, paid sick leave days, and other forms of paid leave provided by the Board to administrative employees of the Board.

3. **School Corporation Policies**. Employee will abide by any employment or work rules and/or policies, procedures, guidelines, and practices that the School Corporation currently has or may adopt, amend or implement from time to time during Employee's employment.

4. **Compensation and Benefits.** For all services to be rendered by Employee during Employee's employment under this Agreement, and as consideration for complying with the terms of this Agreement, the School Corporation will pay and provide the following to Employee:

a. During Employee's employment, the School Corporation will pay Employee a salary or other designated compensation ("Salary") in the amount of **$72,800.00** to be paid on an annualized basis. Employee's initial Salary shall be determined by mutual agreement between the School Corporation and Employee. The School Corporation and Employee acknowledge and agree that the School Corporation, in its sole discretion, may adjust the manner and amount of Employee's Salary (or any other elements of compensation) from time to time during Employee's employment with the School Corporation. The Salary shall be paid to Employee consistent with the customary payroll practices of the School Corporation. The Salary shall be subject to standard payroll withholding deductions as required by law and withholding for benefits in which Employee elects to participate.

b. During Employee's employment, Employee will be entitled to such leaves of absence and participation in the School Corporation's employee benefit plans in which other administrative employees of the School Corporation are generally entitled to participate; provided, however, Employee's entitlement to participate in such benefit plans is subject to the eligibility requirements and other terms and conditions of such benefit plans. Employee acknowledges and agrees that the School Corporation, in its sole discretion, may change, amend or discontinue any of its employee benefit plans or programs at any time during Employee's employment with the School Corporation, and nothing contained in this Agreement shall obligate the School Corporation to institute, maintain or refrain from changing, amending or discontinuing any benefit plan or program.

5. **Reassignment**. The School Corporation, in its sole discretion, may assign Employee a different position or title, or new or different duties and responsibilities, from time to time during Employee's employment with the School Corporation. In the case of such a reassignment, the Employee's compensation and benefits may be modified and/or reduced at the sole discretion of the School Corporation. If the Employee is reassigned to a non-administrative position, this Addendum is terminated pursuant to the provision in paragraph 6.

6. **Termination.** Employee's employment is on an at-will basis, and this Agreement does not guarantee employment for any specific duration. The School Corporation may terminate the employment relationship at any time for any reason, or no

reason, with or without advance notice. The Employee may terminate the employment relationship for any reason or no reason by giving the School Corporation written notice of termination, specifying in such notice a termination date not less than twenty (20) calendar days after giving the notice. Upon termination of the employment relationship, Employer shall be obligated to pay the Employee the portion of his or her Salary that has been earned through the termination date and to pay or provide to the Employee such payments or benefits, if any, which accrued before the termination date, including payment for any accrued but unused vacation days. If the Employee fails to provide the required twenty (20) calendar day notice of termination, the Employee will forfeit payment for any accrued but unused vacation days. Other than the foregoing, and the obligation to provide appropriate due process as required by the U.S. and Indiana Constitutions, the School Corporation shall have no further obligations to the Employee under this Agreement.

7. **Confidentiality.** Confidential information learned or obtained in the scope of Employee's employment with the School Corporation, whether such information relates to students, staff, parents, visitors, or any member of the school community, will be maintained as confidential, and such confidentiality obligation remains following the termination of this Agreement.

8. **Return of School Corporation Property.** All records, manuals, memoranda, lists, reports, correspondence, charts, and other documents and information pertaining to the activities or future plans of the School Corporation and/or and/or any property provided by the School Corporation for Employee's use in the course of Employee's employment with the School Corporation shall be and remain the property of the School Corporation and shall be subject at all times to its discretion and control. Likewise, all such items shall be delivered promptly to the School Corporation, without request, by the Employee upon termination of Employee's employment for whatever reason.

9. **Entire Agreement; No Waiver and Modification**. This document constitutes the entire agreement of the parties on the subjects specifically addressed in it and supersedes any prior oral or written agreements, understandings, or representations, on these subjects. The Parties specifically agree that as a noncertified Employee, the Employee is not entitled to any of the statutory provisions relating to the employment of certified employees. This Agreement replaces any and all agreements, understandings, or representations between the Parties. This Agreement may not be changed except by a written document signed by both Employee and a duly authorized officer of the School Corporation.

10. **Severability.** If any portion of this Agreement is held invalid or inoperative, the other portions of this Agreement shall be deemed valid and operative and, so far as is reasonable and possible, effect shall be given to the intent manifested by the portion held invalid or inoperative.

11. **Governing Law**. This Agreement shall in all respects be construed, interpreted, governed, and enforced in accordance with the laws of the State of Indiana, without giving effect to that state's conflict of laws provisions.

12. **Counterparts.** This Agreement may be executed in one or more counterparts, all of which taken together shall constitute one agreement. Signatures transmitted by facsimile or other electronic means are acceptable as much as original signatures for execution of this Agreement.

IN WITNESS WHEREOF, the Board of Trustees of the School Corporation has caused this contract to be executed on its behalf by its President and its Secretary.

Employee

By: _____
Superintendent

November 20, 2025

EMPLOYMENT AGREEMENT

This EMPLOYMENT AGREEMENT ("Agreement") is made and entered into as of **July 1, 2025** ("Effective Date") by and between the MSD of Martinsville Board of School Trustees of the School Corporation ("School Corporation") and **Nathan Dilley** ("Employee")(collectively "Parties"). Employee desires to be employed or to continue to be employed by the School Corporation. The School Corporation desires to employ or to continue to employ Employee provided it is afforded the protections of this Agreement until **June 30, 2027**. In consideration of the foregoing, the School Corporation's employment of Employee, and the promises and covenants contained in this Agreement, the School Corporation and Employee agree as follows:

1. **Employment**. The School Corporation agrees to employ Employee and Employee agrees to be employed by the School Corporation for a period beginning on **July 1, 2025** and continuing through the sooner of **June 30, 2027** or until terminated by either party. This also subject to the Teacher Contract attached as Exhibit "A." Employee will serve in the position of Director of Special Education and will have those duties and responsibilities that the School Corporation assigns to Employee from time to time. This position is a full-time position to which the Employee's entire working time, attention, and energies should be devoted. The Employee shall diligently and impartially perform the duties of this position and shall comply with all applicable laws in the performance of his/her duties.

2. **Number and Schedule of Work Days.** Employee shall provide services to the School Corporation on a salary basis for **260** days, and shall therefore be charged by the School Corporation with the achievement of certain goals and objectives.

3. **School Corporation Policies**. Employee will abide by any employment or work rules and/or policies, procedures, guidelines, and practices that the School Corporation currently has or may adopt, amend or implement from time to time during Employee's employment.

4. **Compensation and Benefits.** For all services to be rendered by Employee during Employee's employment under this Agreement, and as consideration for complying with the terms of this Agreement, the School Corporation will pay and provide the following to Employee:

a. During Employee's employment, the School Corporation will pay Employee an annual salary or other designated compensation ("Salary") in the amount of **$107,200.00**. The School Corporation and Employee acknowledge and agree that the School Corporation, in its sole discretion, may adjust the manner and amount of Employee's Salary (or any other elements of compensation) from time to time during Employee's employment with the School Corporation. The Salary shall be paid to Employee consistent with the customary payroll practices of the School Corporation. The Salary shall be subject to standard payroll withholding deductions as required by law and withholding for benefits in which Employee elects to participate.

b. During Employee's employment, Employee will be entitled to leaves of absence and participation in the School Corporation's employee benefit plans in which other administrators of the School Corporation are generally entitled to participate; provided, however, Employee's entitlement to participate in such benefit plans is subject to the eligibility requirements and other terms and conditions of such benefit plans. Employee acknowledges and agrees that the School Corporation, in its sole discretion, may change, amend or discontinue any of its employee benefit plans or programs at any time during Employee's employment with the School Corporation, and nothing contained in this Agreement shall obligate the School Corporation to institute, maintain or refrain from changing, amending or discontinuing any benefit plan or program.

5. **Reassignment**. The School Corporation, in its sole discretion, may assign Employee to a different administrative position, or may assign new or different duties and responsibilities, from time to time during Employee's employment with the School Corporation. If the Employee is reassigned to a non-administrative position, this Agreement is terminated pursuant to the provision in paragraph 6.

6. **Termination of Administrator Employment Agreement.** The School Corporation may terminate the Employee's employment in this position at any time for any reason relevant to the School Corporation's interest, in accordance with the due process procedures set forth in Ind. Code § 20-28-8 or non-renew the contract pursuant to IC 20-28-8-11.

7. **Confidentiality.** Confidential information learned or obtained in the scope of Employee's employment with the School Corporation, whether such information relates to students, staff, parents, visitors, or any member of the school community, will be kept confidential by Employee, and such confidentiality obligation remains following the termination of this Agreement.

8. **Return of School Corporation Property.** All records, manuals, memoranda, lists, reports, correspondence, charts, and other documents and information pertaining to the past or current activities or future plans of the School Corporation and/or any property provided by the School Corporation for Employee's use in the course of Employee's employment with the School Corporation shall be and remain the property of the School Corporation and shall be subject at all times to its discretion and control. Likewise, all such items shall be delivered promptly to the School Corporation, without request, by the Employee upon termination of Employee's employment for whatever reason.

9. **Entire Agreement; No Waiver and Modification**. This Agreement, incorporating the Employee's Regular Teacher's Contract, constitutes the entire agreement of the parties on the subjects specifically addressed in it and supersedes any prior oral or written agreements, understandings, or representations, on these subjects. This Agreement, incorporating the Employee's Regular Teacher's Contract, replaces any and all prior agreements, understandings, or representations between the Parties and may not be changed except by a written document signed by both Employee and a duly authorized officer of the School Corporation. To the extent there is any conflict between the terms in this Agreement and the Employee's Regular Teacher's Contract, the terms of this Agreement shall control.

2. **Severability.** If any portion of this Agreement is held invalid or inoperative, the other portions of this Agreement shall be deemed valid and operative and, so far as is reasonable and possible, effect shall be given to the intent manifested by the portion held invalid or inoperative.

3. **Governing Law**. This Agreement shall in all respects be construed, interpreted, governed, and enforced in accordance with the laws of the State of Indiana, without giving effect to that state's conflict of laws provisions.

4. **Counterparts.** This Agreement may be executed in one or more counterparts, all of which taken together shall constitute one agreement. Signatures transmitted by facsimile or other electronic means are acceptable as much as original signatures for execution of this Agreement.

IN WITNESS WHEREOF, the Employee and duly authorized representative(s) of the Board of Trustees of the School Corporation have caused this Agreement to be executed on each party's behalf.

Employee

By: E Bowles
Superintendent

November 20, 2025

Exhibit A

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 MSD of Martinsville ("Corporation") and Nathan Dilley ("Teacher"). **Nathan Dilley** 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 1, 2025**, 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** 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 7. 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 **$107,200.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in 26 installments on a biweekly basis. Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)
6. This Contract may be canceled 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 20 day of November, 2025.

Teacher

School Corporation by:

President

Attested:

Superintendent

Secretary

EMPLOYMENT AGREEMENT

This EMPLOYMENT AGREEMENT ("Agreement") is made and entered into as of **July 1, 2025** ("Effective Date") by and between the MSD of Martinsville Board of School Trustees of the School Corporation ("School Corporation") and **Brandy Hammans** ("Employee")(collectively "Parties"). Employee desires to be employed or to continue to be employed by the School Corporation. The School Corporation desires to employ or to continue to employ Employee provided it is afforded the protections of this Agreement until **June 30, 2027**. In consideration of the foregoing, the School Corporation's employment of Employee, and the promises and covenants contained in this Agreement, the School Corporation and Employee agree as follows:

1. **Employment**. The School Corporation agrees to employ Employee and Employee agrees to be employed by the School Corporation for a period beginning on **July 1, 2025** and continuing through the sooner of **June 30, 2027** or until terminated by either party. This also subject to the Teacher Contract attached as Exhibit "A." Employee will serve in the position of Assistant Director of Special Education and will have those duties and responsibilities that the School Corporation assigns to Employee from time to time. This position is a full-time position to which the Employee's entire working time, attention, and energies should be devoted. The Employee shall diligently and impartially perform the duties of this position and shall comply with all applicable laws in the performance of his/her duties.

2. **Number and Schedule of Work Days.** Employee shall provide services to the School Corporation on a salary basis for **209** days, and shall therefore be charged by the School Corporation with the achievement of certain goals and objectives.

3. **School Corporation Policies**. Employee will abide by any employment or work rules and/or policies, procedures, guidelines, and practices that the School Corporation currently has or may adopt, amend or implement from time to time during Employee's employment.

4. **Compensation and Benefits.** For all services to be rendered by Employee during Employee's employment under this Agreement, and as consideration for complying with the terms of this Agreement, the School Corporation will pay and provide the following to Employee:

a. During Employee's employment, the School Corporation will pay Employee an annual salary or other designated compensation ("Salary") in the amount of **$82,900.00**. The School Corporation and Employee acknowledge and agree that the School Corporation, in its sole discretion, may adjust the manner and amount of Employee's Salary (or any other elements of compensation) from time to time during Employee's employment with the School Corporation. The Salary shall be paid to Employee consistent with the customary payroll practices of the School Corporation. The Salary shall be subject to standard payroll withholding deductions as required by law and withholding for benefits in which Employee elects to participate.

b. During Employee's employment, Employee will be entitled to leaves of absence and participation in the School Corporation's employee benefit plans in which other administrators of the School Corporation are generally entitled to participate; provided, however, Employee's entitlement to participate in such benefit plans is subject to the eligibility requirements and other terms and conditions of such benefit plans. Employee acknowledges and agrees that the School Corporation, in its sole discretion, may change, amend or discontinue any of its employee benefit plans or programs at any time during Employee's employment with the School Corporation, and nothing contained in this Agreement shall obligate the School Corporation to institute, maintain or refrain from changing, amending or discontinuing any benefit plan or program.

5. **Reassignment**. The School Corporation, in its sole discretion, may assign Employee to a different administrative position, or may assign new or different duties and responsibilities, from time to time during Employee's employment with the School Corporation. If the Employee is reassigned to a non-administrative position, this Agreement is terminated pursuant to the provision in paragraph 6.

6. **Termination of Administrator Employment Agreement.** The School Corporation may terminate the Employee's employment in this position at any time for any reason relevant to the School Corporation's interest, in accordance with the due process procedures set forth in Ind. Code § 20-28-8 or non-renew the contract pursuant to IC 20-28-8-11.

7. **Confidentiality.** Confidential information learned or obtained in the scope of Employee's employment with the School Corporation, whether such information relates to students, staff, parents, visitors, or any member of the school community, will be kept confidential by Employee, and such confidentiality obligation remains following the termination of this Agreement.

8. **Return of School Corporation Property.** All records, manuals, memoranda, lists, reports, correspondence, charts, and other documents and information pertaining to the past or current activities or future plans of the School Corporation and/or any property provided by the School Corporation for Employee's use in the course of Employee's employment with the School Corporation shall be and remain the property of the School Corporation and shall be subject at all times to its discretion and control. Likewise, all such items shall be delivered promptly to the School Corporation, without request, by the Employee upon termination of Employee's employment for whatever reason.

9. **Entire Agreement; No Waiver and Modification**. This Agreement, incorporating the Employee's Regular Teacher's Contract, constitutes the entire agreement of the parties on the subjects specifically addressed in it and supersedes any prior oral or written agreements, understandings, or representations, on these subjects. This Agreement, incorporating the Employee's Regular Teacher's Contract, replaces any and all prior agreements, understandings, or representations between the Parties and may not be changed except by a written document signed by both Employee and a duly authorized officer of the School Corporation. To the extent there is any conflict between the terms in this Agreement and the Employee's Regular Teacher's Contract, the terms of this Agreement shall control.

2. **Severability.** If any portion of this Agreement is held invalid or inoperative, the other portions of this Agreement shall be deemed valid and operative and, so far as is reasonable and possible, effect shall be given to the intent manifested by the portion held invalid or inoperative.

3. **Governing Law**. This Agreement shall in all respects be construed, interpreted, governed, and enforced in accordance with the laws of the State of Indiana, without giving effect to that state's conflict of laws provisions.

4. **Counterparts.** This Agreement may be executed in one or more counterparts, all of which taken together shall constitute one agreement. Signatures transmitted by facsimile or other electronic means are acceptable as much as original signatures for execution of this Agreement.

IN WITNESS WHEREOF, the Employee and duly authorized representative(s) of the Board of Trustees of the School Corporation have caused this Agreement to be executed on each party's behalf.

Brandy Hammons
Employee

By: E Bowman
Superintendent

November 20, 2025

Exhibit A

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 MSD of Martinsville ("Corporation") and Brandy Hammans ("Teacher"). **Brandy Hammans** 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 1, 2025**, and ending on **June 30, 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 **209** 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 7. 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 **$82,900.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in 26 installments on a biweekly basis. Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)
6. This Contract may be canceled 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 20 day of November, 2025.

Teacher

Brandy Hammans

School Corporation by:

President

Attested:

Superintendent

Secretary

EMPLOYMENT AGREEMENT

This EMPLOYMENT AGREEMENT ("Agreement") is made and entered into as of **July 1, 2025** ("Effective Date") by and between the MSD of Martinsville Board of School Trustees of the School Corporation ("School Corporation") and **Will Miers** ("Employee")(collectively "Parties"). Employee desires to be employed or to continue to be employed by the School Corporation. The School Corporation desires to employ or to continue to employ Employee provided it is afforded the protections of this Agreement until **June 30, 2027**. In consideration of the foregoing, the School Corporation's employment of Employee, and the promises and covenants contained in this Agreement, the School Corporation and Employee agree as follows:

1. **Employment**. The School Corporation agrees to employ Employee and Employee agrees to be employed by the School Corporation as **Director of Technology** for a period beginning on **July 1, 2025** and continuing through the sooner of **June 30, 2027** or until terminated by either party. Employee will serve in the position of Director of Technology and will have those duties and responsibilities that the School Corporation assigns to Employee from time to time. This position is a full-time position to which the Employee's entire working time, attention, and energies should be devoted. The Employee shall diligently and impartially perform the duties of this position and shall comply with all applicable laws in the performance of his/her duties.

2. **Number and Schedule of Work Days.** Employee shall provide services to the School Corporation on a salary basis for **260** days, and shall therefore be charged by the School Corporation with the achievement of certain goals and objectives. In each calendar year, Employee will have paid vacation days, paid holidays, paid sick leave days, and other forms of paid leave provided by the Board to administrative employees of the Board.

3. **School Corporation Policies**. Employee will abide by any employment or work rules and/or policies, procedures, guidelines, and practices that the School Corporation currently has or may adopt, amend or implement from time to time during Employee's employment.

4. **Compensation and Benefits.** For all services to be rendered by Employee during Employee's employment under this Agreement, and as consideration for complying with the terms of this Agreement, the School Corporation will pay and provide the following to Employee:

a. During Employee's employment, the School Corporation will pay Employee a salary or other designated compensation ("Salary") in the amount of **$88,100.00** to be paid on an annualized basis. Employee's initial Salary shall be determined by mutual agreement between the School Corporation and Employee. The School Corporation and Employee acknowledge and agree that the School Corporation, in its sole discretion, may adjust the manner and amount of Employee's Salary (or any other elements of compensation) from time to time during Employee's employment with the School Corporation. The Salary shall be paid to Employee consistent with the customary payroll practices of the School Corporation. The Salary shall be subject to standard payroll withholding deductions as required by law and withholding for benefits in which Employee elects to participate.

b. During Employee's employment, Employee will be entitled to such leaves of absence and participation in the School Corporation's employee benefit plans in which other administrative employees of the School Corporation are generally entitled to participate; provided, however, Employee's entitlement to participate in such benefit plans is subject to the eligibility requirements and other terms and conditions of such benefit plans. Employee acknowledges and agrees that the School Corporation, in its sole discretion, may change, amend or discontinue any of its employee benefit plans or programs at any time during Employee's employment with the School Corporation, and nothing contained in this Agreement shall obligate the School Corporation to institute, maintain or refrain from changing, amending or discontinuing any benefit plan or program.

5. **Reassignment**. The School Corporation, in its sole discretion, may assign Employee a different position or title, or new or different duties and responsibilities, from time to time during Employee's employment with the School Corporation. In the case of such a reassignment, the Employee's compensation and benefits may be modified and/or reduced at the sole discretion of the School Corporation. If the Employee is reassigned to a non-administrative position, this Addendum is terminated pursuant to the provision in paragraph 6.

6. **Termination.** Employee's employment is on an at-will basis, and this Agreement does not guarantee employment for any specific duration. The School Corporation may terminate the employment relationship at any time for any reason, or no reason, with or without advance notice. The Employee may terminate the employment relationship for any reason or no reason by

giving the School Corporation written notice of termination, specifying in such notice a termination date not less than twenty (20) calendar days after giving the notice. Upon termination of the employment relationship, Employer shall be obligated to pay the Employee the portion of his or her Salary that has been earned through the termination date and to pay or provide to the Employee such payments or benefits, if any, which accrued before the termination date, including payment for any accrued but unused vacation days. If the Employee fails to provide the required twenty (20) calendar day notice of termination, the Employee will forfeit payment for any accrued but unused vacation days. Other than the foregoing, and the obligation to provide appropriate due process as required by the U.S. and Indiana Constitutions, the School Corporation shall have no further obligations to the Employee under this Agreement.

7. **Confidentiality.** Confidential information learned or obtained in the scope of Employee's employment with the School Corporation, whether such information relates to students, staff, parents, visitors, or any member of the school community, will be maintained as confidential, and such confidentiality obligation remains following the termination of this Agreement.

8. **Return of School Corporation Property.** All records, manuals, memoranda, lists, reports, correspondence, charts, and other documents and information pertaining to the activities or future plans of the School Corporation and/or and/or any property provided by the School Corporation for Employee's use in the course of Employee's employment with the School Corporation shall be and remain the property of the School Corporation and shall be subject at all times to its discretion and control. Likewise, all such items shall be delivered promptly to the School Corporation, without request, by the Employee upon termination of Employee's employment for whatever reason.

9. **Entire Agreement; No Waiver and Modification**. This document constitutes the entire agreement of the parties on the subjects specifically addressed in it and supersedes any prior oral or written agreements, understandings, or representations, on these subjects. The Parties specifically agree that as a noncertified Employee, the Employee is not entitled to any of the statutory provisions relating to the employment of certified employees. This Agreement replaces any and all agreements, understandings, or representations between the Parties. This Agreement may not be changed except by a written document signed by both Employee and a duly authorized officer of the School Corporation.

10. **Severability.** If any portion of this Agreement is held invalid or inoperative, the other portions of this Agreement shall be deemed valid and operative and, so far as is reasonable and possible, effect shall be given to the intent manifested by the portion held invalid or inoperative.

11. **Governing Law**. This Agreement shall in all respects be construed, interpreted, governed, and enforced in accordance with the laws of the State of Indiana, without giving effect to that state's conflict of laws provisions.

12. **Counterparts.** This Agreement may be executed in one or more counterparts, all of which taken together shall constitute one agreement. Signatures transmitted by facsimile or other electronic means are acceptable as much as original signatures for execution of this Agreement.

IN WITNESS WHEREOF, the Board of Trustees of the School Corporation has caused this contract to be executed on its behalf by its President and its Secretary.

Employee

By: _____
Superintendent

November 20, 2025

EMPLOYMENT AGREEMENT

This EMPLOYMENT AGREEMENT ("Agreement") is made and entered into as of **July 1, 2025** ("Effective Date") by and between the MSD of Martinsville Board of School Trustees of the School Corporation ("School Corporation") and **Kyle Stout** ("Employee")(collectively "Parties"). Employee desires to be employed or to continue to be employed by the School Corporation. The School Corporation desires to employ or to continue to employ Employee provided it is afforded the protections of this Agreement until **June 30, 2027** In consideration of the foregoing, the School Corporation's employment of Employee, and the promises and covenants contained in this Agreement, the School Corporation and Employee agree as follows:

1. **Employment**. The School Corporation agrees to employ Employee and Employee agrees to be employed by the School Corporation for a period beginning on **July 1, 2025** and continuing through the sooner of **June 30, 2027** or until terminated by either party. This is also subject to the Teacher Contract attached as Exhibit "A." Employee will serve in the position of **Director of Operations** and will have those duties and responsibilities that the School Corporation assigns to Employee from time to time. This position is a full-time position to which the Employee's entire working time, attention, and energies should be devoted. The Employee shall diligently and impartially perform the duties of this position and shall comply with all applicable laws in the performance of his/her duties.

2. **Number and Schedule of Work Days.** Employee shall provide services to the School Corporation on a salary basis for **260** days, and shall therefore be charged by the School Corporation with the achievement of certain goals and objectives. In each calendar year, Employee will have paid vacation days, paid holidays, paid sick leave days, and other forms of paid leave provided by the Board to administrative employees of the Board.

School Corporation Policies. Employee will abide by any employment or work rules and/or policies, procedures, guidelines, and practices that the School Corporation currently has or may adopt, amend or implement from time to time during Employee's employment.

4. **Compensation and Benefits.** For all services to be rendered by Employee during Employee's employment under this Agreement, and as consideration for complying with the terms of this Agreement, the School Corporation will pay and provide the following to Employee:

a. During Employee's employment, the School Corporation will pay Employee an annual salary or other designated compensation ("Salary") in the amount of **$107,300.00**. The School Corporation and Employee acknowledge and agree that the School Corporation, in its sole discretion, may adjust the manner and amount of Employee's Salary (or any other elements of compensation) from time to time during Employee's employment with the School Corporation. The Salary shall be paid to Employee consistent with the customary payroll practices of the School Corporation. The Salary shall be subject to standard payroll withholding deductions as required by law and withholding for benefits in which Employee elects to participate.

b. During Employee's employment, Employee will be entitled to leaves of absence and participation in the School Corporation's employee benefit plans in which other administrators of the School Corporation are generally entitled to participate; provided, however, Employee's entitlement to participate in such benefit plans is subject to the eligibility requirements and other terms and conditions of such benefit plans. Employee acknowledges and agrees that the School Corporation, in its sole discretion, may change, amend or discontinue any of its employee benefit plans or programs at any time during Employee's employment with the School Corporation, and nothing contained in this Agreement shall obligate the School Corporation to institute, maintain or refrain from changing, amending or discontinuing any benefit plan or program.

c. During Employee's employment, Employee will be entitled to the use of a vehicle, as determined by the School Corporation. Maintenance shall incur all reasonable expenses associated with the use of the vehicle, including fuel expenses, excluding personal traffic fines. The vehicle will be returned to the School Corporation by the Employee immediately upon termination of Employee's employment by the School Corporation.

5. **Reassignment**. The School Corporation, in its sole discretion, may assign Employee to a different administrative position, or may assign new or different duties and responsibilities, from time to time during Employee's employment with the School Corporation. If the Employee is reassigned to a non-administrative position, this Agreement is terminated pursuant to the provision in paragraph 6.

6. **Termination of Administrator Employment Agreement.** The School Corporation may terminate the Employee's employment in this position at any time for any reason relevant to the School Corporation's interest, in accordance with the due process procedures set forth in Ind. Code § 20-28-8 or non-renew the contract pursuant to IC 20-28-8-11.

7. **Confidentiality.** Confidential information learned or obtained in the scope of Employee's employment with the School Corporation, whether such information relates to students, staff, parents, visitors, or any member of the school community, will be kept confidential by Employee, and such confidentiality obligation remains following the termination of this Agreement.

8. **Return of School Corporation Property.** All records, manuals, memoranda, lists, reports, correspondence, charts, and other documents and information pertaining to the past or current activities or future plans of the School Corporation and/or any property provided by the School Corporation for Employee's use in the course of Employee's employment with the School Corporation shall be and remain the property of the School Corporation and shall be subject at all times to its discretion and control. Likewise, all such items shall be delivered promptly to the School Corporation, without request, by the Employee upon termination of Employee's employment for whatever reason.

9. **Entire Agreement; No Waiver and Modification**. This Agreement, incorporating the Employee's Regular Teacher's Contract, constitutes the entire agreement of the parties on the subjects specifically addressed in it and supersedes any prior oral or written agreements, understandings, or representations, on these subjects. This Agreement, incorporating the Employee's Regular Teacher's Contract, replaces any and all prior agreements, understandings, or representations between the Parties and may not be changed except by a written document signed by both Employee and a duly authorized officer of the School Corporation. To the extent there is any conflict between the terms in this Agreement and the Employee's Regular Teacher's Contract, the terms of this Agreement shall control.

2. **Severability.** If any portion of this Agreement is held invalid or inoperative, the other portions of this Agreement shall be deemed valid and operative and, so far as is reasonable and possible, effect shall be given to the intent manifested by the portion held invalid or inoperative.

3. **Governing Law**. This Agreement shall in all respects be construed, interpreted, governed, and enforced in accordance with the laws of the State of Indiana, without giving effect to that state's conflict of laws provisions.

4. **Counterparts.** This Agreement may be executed in one or more counterparts, all of which taken together shall constitute one agreement. Signatures transmitted by facsimile or other electronic means are acceptable as much as original signatures for execution of this Agreement.

IN WITNESS WHEREOF, the Employee and duly authorized representative(s) of the Board of Trustees of the School Corporation have caused this Agreement to be executed on each party's behalf.

Employee

By: E Bowles
Superintendent

November 20, 2025

Exhibit A

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 MSD of Martinsville ("Corporation") and **Kyle Stout** ("Teacher"). **Kyle Stout** 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 1, 2025**, 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** 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 7. 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 **$107,300.00**. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in 26 installments on a biweekly basis. Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)
6. This Contract may be canceled 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 20 day of November, 2025.

Teacher

School Corporation by:

President

Attested:

Superintendent

Secretary

EMPLOYMENT AGREEMENT

This EMPLOYMENT AGREEMENT ("Agreement") is made and entered into as of **July 1, 2025** ("Effective Date") by and between the MSD of Martinsville Board of School Trustees of the School Corporation ("School Corporation") and **Jenny Oakley** ("Employee")(collectively "Parties"). Employee desires to be employed or to continue to be employed by the School Corporation. The School Corporation desires to employ or to continue to employ Employee provided it is afforded the protections of this Agreement until **June 30, 2027**. In consideration of the foregoing, the School Corporation's employment of Employee, and the promises and covenants contained in this Agreement, the School Corporation and Employee agree as follows:

1. **Employment**. The School Corporation agrees to employ Employee and Employee agrees to be employed by the School Corporation for a period beginning on **July 1, 2025** and continuing through the sooner of **June 30, 2027** or until terminated by either party. This is also subject to the Teacher Contract attached as Exhibit "A." Employee will serve in the position of **Director of eLearning and Literacy** and will have those duties and responsibilities that the School Corporation assigns to Employee from time to time. This position is a full-time position to which the Employee's entire working time, attention, and energies should be devoted. The Employee shall diligently and impartially perform the duties of this position and shall comply with all applicable laws in the performance of his/her duties.

1. **Number and Schedule of Work Days.** Employee shall provide services to the School Corporation on a salary basis for **260** days, and shall therefore be charged by the School Corporation with the achievement of certain goals and objectives. In each calendar year, Employee will have paid vacation days, paid holidays, paid sick leave days, and other forms of paid leave provided by the Board to administrative employees of the Board.

School Corporation Policies. Employee will abide by any employment or work rules and/or policies, procedures, guidelines, and practices that the School Corporation currently has or may adopt, amend or implement from time to time during Employee's employment.

4. **Compensation and Benefits.** For all services to be rendered by Employee during Employee's employment under this Agreement, and as consideration for complying with the terms of this Agreement, the School Corporation will pay and provide the following to Employee:

a. During Employee's employment, the School Corporation will pay Employee an annual salary or other designated compensation ("Salary") in the amount of **$86,500.00**. The School Corporation and Employee acknowledge and agree that the School Corporation, in its sole discretion, may adjust the manner and amount of Employee's Salary (or any other elements of compensation) from time to time during Employee's employment with the School Corporation. The Salary shall be paid to Employee consistent with the customary payroll practices of the School Corporation. The Salary shall be subject to standard payroll withholding deductions as required by law and withholding for benefits in which Employee elects to participate.

b. During Employee's employment, Employee will be entitled to leaves of absence and participation in the School Corporation's employee benefit plans in which other administrators of the School Corporation are generally entitled to participate; provided, however, Employee's entitlement to participate in such benefit plans is subject to the eligibility requirements and other terms and conditions of such benefit plans. Employee acknowledges and agrees that the School Corporation, in its sole discretion, may change, amend or discontinue any of its employee benefit plans or programs at any time during Employee's employment with the School Corporation, and nothing contained in this Agreement shall obligate the School Corporation to institute, maintain or refrain from changing, amending or discontinuing any benefit plan or program.

5. **Reassignment**. The School Corporation, in its sole discretion, may assign Employee to a different administrative position, or may assign new or different duties and responsibilities, from time to time during

Employee's employment with the School Corporation. If the Employee is reassigned to a non-administrative position, this Agreement is terminated pursuant to the provision in paragraph 6.

6. **Termination of Administrator Employment Agreement.** The School Corporation may terminate the Employee's employment in this position at any time for any reason relevant to the School Corporation's interest, in accordance with the due process procedures set forth in Ind. Code § 20-28-8 or non-renew the contract pursuant to IC 20-28-8-11.

7. **Confidentiality.** Confidential information learned or obtained in the scope of Employee's employment with the School Corporation, whether such information relates to students, staff, parents, visitors, or any member of the school community, will be kept confidential by Employee, and such confidentiality obligation remains following the termination of this Agreement.

8. **Return of School Corporation Property.** All records, manuals, memoranda, lists, reports, correspondence, charts, and other documents and information pertaining to the past or current activities or future plans of the School Corporation and/or any property provided by the School Corporation for Employee's use in the course of Employee's employment with the School Corporation shall be and remain the property of the School Corporation and shall be subject at all times to its discretion and control. Likewise, all such items shall be delivered promptly to the School Corporation, without request, by the Employee upon termination of Employee's employment for whatever reason.

9. **Entire Agreement; No Waiver and Modification**. This Agreement, incorporating the Employee's Regular Teacher's Contract, constitutes the entire agreement of the parties on the subjects specifically addressed in it and supersedes any prior oral or written agreements, understandings, or representations, on these subjects. This Agreement, incorporating the Employee's Regular Teacher's Contract, replaces any and all prior agreements, understandings, or representations between the Parties and may not be changed except by a written document signed by both Employee and a duly authorized officer of the School Corporation. To the extent there is any conflict between the terms in this Agreement and the Employee's Regular Teacher's Contract, the terms of this Agreement shall control.

2. **Severability.** If any portion of this Agreement is held invalid or inoperative, the other portions of this Agreement shall be deemed valid and operative and, so far as is reasonable and possible, effect shall be given to the intent manifested by the portion held invalid or inoperative.

3. **Governing Law**. This Agreement shall in all respects be construed, interpreted, governed, and enforced in accordance with the laws of the State of Indiana, without giving effect to that state's conflict of laws provisions.

4. **Counterparts.** This Agreement may be executed in one or more counterparts, all of which taken together shall constitute one agreement. Signatures transmitted by facsimile or other electronic means are acceptable as much as original signatures for execution of this Agreement.

IN WITNESS WHEREOF, the Employee and duly authorized representative(s) of the Board of Trustees of the School Corporation have caused this Agreement to be executed on each party's behalf.

Jenny Oakley

Employee

By: E Bowles

Superintendent

November 20, 2025

Exhibit A

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 MSD of Martinsville ("Corporation") and **Jenny Oakley** ("Teacher"). **Jenny Oakley** 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 1, 2025**, and ending on **June 30, 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 **260** 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 7. 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 **$86,500.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in 26 installments on a biweekly basis. Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)
6. This Contract may be canceled 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 15 day of January, 2026.

Teacher

Jenny Oakley

School Corporation by:

President

Attested:

E Bowles

Superintendent

Secretary

EMPLOYMENT AGREEMENT

This EMPLOYMENT AGREEMENT ("Agreement") is made and entered into as of **July 1, 2025** ("Effective Date") by and between the MSD of Martinsville Board of School Trustees of the School Corporation ("School Corporation") and **Doug Rather** ("Employee")(collectively "Parties"). Employee desires to be employed or to continue to be employed by the School Corporation. The School Corporation desires to employ or to continue to employ Employee provided it is afforded the protections of this Agreement until **June 30, 2027**. In consideration of the foregoing, the School Corporation's employment of Employee, and the promises and covenants contained in this Agreement, the School Corporation and Employee agree as follows:

1. **Employment**. The School Corporation agrees to employ Employee and Employee agrees to be employed by the School Corporation as **Assistant Director of Safety** for a period beginning on **July 1, 2025** and continuing through the sooner of **June 30, 2027** or until terminated by either party. Employee will serve in the position of Director of Safety and will have those duties and responsibilities that the School Corporation assigns to Employee from time to time. This position is a full-time position to which the Employee's entire working time, attention, and energies should be devoted. The Employee shall diligently and impartially perform the duties of this position and shall comply with all applicable laws in the performance of his/her duties.

2. **Number and Schedule of Work Days.** Employee shall provide services to the School Corporation on a salary basis for **260** days, and shall therefore be charged by the School Corporation with the achievement of certain goals and objectives. In each calendar year, Employee will have paid vacation days, paid holidays, paid sick leave days, and other forms of paid leave provided by the Board to administrative employees of the Board.

3. **School Corporation Policies**. Employee will abide by any employment or work rules and/or policies, procedures, guidelines, and practices that the School Corporation currently has or may adopt, amend or implement from time to time during Employee's employment.

4. **Compensation and Benefits.** For all services to be rendered by Employee during Employee's employment under this Agreement, and as consideration for complying with the terms of this Agreement, the School Corporation will pay and provide the following to Employee:

a. During Employee's employment, the School Corporation will pay Employee a salary or other designated compensation ("Salary") in the amount of **$77,800.00** to be paid on an annualized basis. Employee's initial Salary shall be determined by mutual agreement between the School Corporation and Employee. The School Corporation and Employee acknowledge and agree that the School Corporation, in its sole discretion, may adjust the manner and amount of Employee's Salary (or any other elements of compensation) from time to time during Employee's employment with the School Corporation. The Salary shall be paid to Employee consistent with the customary payroll practices of the School Corporation. The Salary shall be subject to standard payroll withholding deductions as required by law and withholding for benefits in which Employee elects to participate.

b. During Employee's employment, Employee will be entitled to such leaves of absence and participation in the School Corporation's employee benefit plans in which other administrative employees of the School Corporation are generally entitled to participate; provided, however, Employee's entitlement to participate in such benefit plans is subject to the eligibility requirements and other terms and conditions of such benefit plans. Employee acknowledges and agrees that the School Corporation, in its sole discretion, may change, amend or discontinue any of its employee benefit plans or programs at any time during Employee's employment with the School Corporation, and nothing contained in this Agreement shall obligate the School Corporation to institute, maintain or refrain from changing, amending or discontinuing any benefit plan or program.

c. During Employee's employment, Employee will be entitled to the use of a vehicle, as determined by the School Corporation. The district shall incur all reasonable expenses associated with the use of the vehicle, including work-related fuel expenses, excluding personal traffic fines. Employee shall notify the Superintendent prior to driving the vehicle outside of the surrounding counties (i.e., Johnson, Monroe, Hendricks). The vehicle will be returned to the School Corporation by the Employee immediately upon termination of Employee's employment by the School Corporation.

5. **Reassignment**. The School Corporation, in its sole discretion, may assign Employee a different position or title, or new or different duties and responsibilities, from time to time during Employee's employment with the School Corporation. In the case of such a reassignment, the Employee's compensation and benefits may be modified and/or reduced at the sole discretion of the

School Corporation. If the Employee is reassigned to a non-administrative position, this Addendum is terminated pursuant to the provision in paragraph 6.

6. **Termination.** Employee's employment is on an at-will basis, and this Agreement does not guarantee employment for any specific duration. The School Corporation may terminate the employment relationship at any time for any reason, or no reason, with or without advance notice. The Employee may terminate the employment relationship for any reason or no reason by giving the School Corporation written notice of termination, specifying in such notice a termination date not less than twenty (20) calendar days after giving the notice. Upon termination of the employment relationship, Employer shall be obligated to pay the Employee the portion of his or her Salary that has been earned through the termination date and to pay or provide to the Employee such payments or benefits, if any, which accrued before the termination date, including payment for any accrued but unused vacation days. If the Employee fails to provide the required twenty (20) calendar day notice of termination, the Employee will forfeit payment for any accrued but unused vacation days. Other than the foregoing, and the obligation to provide appropriate due process as required by the U.S. and Indiana Constitutions, the School Corporation shall have no further obligations to the Employee under this Agreement.

7. **Confidentiality.** Confidential information learned or obtained in the scope of Employee's employment with the School Corporation, whether such information relates to students, staff, parents, visitors, or any member of the school community, will be maintained as confidential, and such confidentiality obligation remains following the termination of this Agreement.

8. **Return of School Corporation Property.** All records, manuals, memoranda, lists, reports, correspondence, charts, and other documents and information pertaining to the activities or future plans of the School Corporation and/or and/or any property provided by the School Corporation for Employee's use in the course of Employee's employment with the School Corporation shall be and remain the property of the School Corporation and shall be subject at all times to its discretion and control. Likewise, all such items shall be delivered promptly to the School Corporation, without request, by the Employee upon termination of Employee's employment for whatever reason.

9. **Entire Agreement; No Waiver and Modification**. This document constitutes the entire agreement of the parties on the subjects specifically addressed in it and supersedes any prior oral or written agreements, understandings, or representations, on these subjects. The Parties specifically agree that as a noncertified Employee, the Employee is not entitled to any of the statutory provisions relating to the employment of certified employees. This Agreement replaces any and all agreements, understandings, or representations between the Parties. This Agreement may not be changed except by a written document signed by both Employee and a duly authorized officer of the School Corporation.

10. **Severability.** If any portion of this Agreement is held invalid or inoperative, the other portions of this Agreement shall be deemed valid and operative and, so far as is reasonable and possible, effect shall be given to the intent manifested by the portion held invalid or inoperative.

11. **Governing Law**. This Agreement shall in all respects be construed, interpreted, governed, and enforced in accordance with the laws of the State of Indiana, without giving effect to that state's conflict of laws provisions.

12. **Counterparts.** This Agreement may be executed in one or more counterparts, all of which taken together shall constitute one agreement. Signatures transmitted by facsimile or other electronic means are acceptable as much as original signatures for execution of this Agreement.

IN WITNESS WHEREOF, the Board of Trustees of the School Corporation has caused this contract to be executed on its behalf by its President and its Secretary.

Employee

By: E Bowlen

Superintendent

November 20, 2025