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 M. S. D. OF NORTH POSEY COUNTY ("Corporation") and Tracy A Bagby ("Teacher"). Tracy A Bagby 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 23, 2026 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 210.00 days. Ind. Code 20-28-6-2(a) (3) (B)

3. The Corporation shall pay the Teacher for services under this Contract the total salary of $87,500.00 during the school year. Ind. Code 20-28-6-2(a) (3) (C)

4. 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)

5. 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.

6. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this 23rd day of July, 2026.

Teacher:

Tracy A Bagby

School Corporation by:

President

Attested:

Superintendent

Secretary

MSD OF NORTH POSEY COUNTY
Support Staff Contract

This agreement, made and entered into in duplicate, this **1st day of July, 2026,** by and between the Board of Education, hereinafter called the "Board", **Brandon Cox,** hereinafter called, the "Employee," witnesseth that:

In consideration of the mutual agreements contained herein, the Employee agrees to serve as **Technology Director** at **Central Office** within the Metropolitan School District and to perform the duties assigned and/or indicated below, beginning **July 1, 2026**, and continuing until such services are terminated by action of the Board or through resignation.

Assignment: The Employee shall work under the general supervision of the Superintendent, or an administrative officer designated by the Superintendent, and the immediate direction of the school principal. The school principal shall be responsible for the assignment of duties, work hours, leave days, and other responsibilities, subject to the approval of administrative officers and in accordance with the general policies of the Board of Education.

Agreement:

Contract Salary:	**$79,123.20**
Biweekly Pay:	**$3,043.20**
Days/Hour:	**240/8**
Hourly Rate:	**$41.21**

Termination:

1. The term of this contract shall extend through June 30, 2027.

2. The Board may terminate this contract for just cause, as determined in a regular or special meeting of the Board, with such action officially recorded in the Board minutes. Written notice of termination, including the reason(s) constituting just cause, shall be provided to the Employee and signed by the President and Secretary of the Board.

3. Should the Employee resign prior to the completion of the contract term, leave days will be prorated based on the number of contract days completed.

4. To qualify for retirement benefits, the Employee must submit written notice to the Superintendent in accordance with the Classified Employee Retirement Benefits Policy, available on the school corporation's website.

IN WITNESS WHEREOF, the parties have executed this contract on the date first above written.

BOARD OF EDUCATION OF THE METROPOLITAN SCHOOL DISTRICT
OF NORTH POSEY COUNTY, INDIANA

BY: _____ _____

Employee — President, Board of Education

_____ _____

Superintendent — Secretary, Board of Education

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 M. S. D. OF NORTH POSEY COUNTY ("Corporation") and Amy S Duvall ("Teacher"). Amy S Duvall 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 23, 2026 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 200.00 days. Ind. Code 20-28-6-2(a) (3) (B)

3. The Corporation shall pay the Teacher for services under this Contract the total salary of $86,100.00 during the school year. Ind. Code 20-28-6-2(a) (3) (C)

4. 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)

5. 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.

6. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this 23rd day of July, 2026.

Teacher:

Amy S Duvall

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 M. S. D. OF NORTH POSEY COUNTY ("Corporation") and SEAN R FISHER ("Teacher"). SEAN R FISHER 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 23, 2026 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 220.00 days. Ind. Code 20-28-6-2(a) (3) (B)

3. The Corporation shall pay the Teacher for services under this Contract the total salary of $96,096.00 during the school year. Ind. Code 20-28-6-2(a) (3) (C)

4. 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)

5. 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.

6. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this 23rd day of July, 2026.

Teacher:

SEAN R FISHER

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 M. S. D. OF NORTH POSEY COUNTY ("Corporation") and Matthew A Jaques ("Teacher"). Matthew A Jaques 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 23, 2026 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 210.00 days. Ind. Code 20-28-6-2(a) (3) (B)

3. The Corporation shall pay the Teacher for services under this Contract the total salary of $87,500.00 during the school year. Ind. Code 20-28-6-2(a) (3) (C)

4. 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)

5. 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.

6. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this 23rd day of July, 2026.

Teacher:

Matthew A Jaques

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 M. S. D. OF NORTH POSEY COUNTY ("Corporation") and STEVEN MICHAEL KAVANAUGH ("Teacher"). STEVEN MICHAEL KAVANAUGH 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 23, 2026 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 200.00 days. Ind. Code 20-28-6-2(a) (3) (B)

3. The Corporation shall pay the Teacher for services under this Contract the total salary of $97,582.75 during the school year. Ind. Code 20-28-6-2(a) (3) (C)

4. 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)

5. 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.

6. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this 23rd day of July, 2026.

Teacher: STEVEN MICHAEL KAVANAUGH

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 M. S. D. OF NORTH POSEY COUNTY ("Corporation") and SHANNON M MACMUNN ("Teacher"). SHANNON M MACMUNN 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, 2026 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 240.00 days. Ind. Code 20-28-6-2(a) (3) (B)

3. The Corporation shall pay the Teacher for services under this Contract the total salary of $100,000.00 during the school year. Ind. Code 20-28-6-2(a) (3) (C)

4. 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)

5. 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.

6. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this 1st day of July, 2026.

Teacher: SHANNON M MACMUNN

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 M. S. D. OF NORTH POSEY COUNTY ("Corporation") and Waylon A Schenk ("Teacher"). Waylon A Schenk 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, 2026 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 220.00 days. Ind. Code 20-28-6-2(a) (3) (B)

3. The Corporation shall pay the Teacher for services under this Contract the total salary of $85,226.00 during the school year. Ind. Code 20-28-6-2(a) (3) (C)

4. 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)

5. 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.

6. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this 1st day of July, 2026.

Teacher:

Waylon A Schenk

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 M. S. D. OF NORTH POSEY COUNTY ("Corporation") and Todd S Slagle ("Teacher"). Todd S Slagle 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, 2026 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 240.00 days. Ind. Code 20-28-6-2(a) (3) (B)

3. The Corporation shall pay the Teacher for services under this Contract the total salary of $118,500.00 during the school year. Ind. Code 20-28-6-2(a) (3) (C)

4. 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)

5. 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.

6. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this 1st day of July, 2026.

Teacher:

Todd S Slagle

School Corporation by:

President

Attested:

Superintendent

Secretary

AMENDMENT TO ADDENDUM TO REGULAR TEACHER'S CONTRACT

Whereas, the Board of Education of the Metropolitan School District of North Posey County ("the Board" and "the District") and Todd Slagle, Superintendent of Schools ("Superintendent") executed an Addendum to the Regular Teacher's Contract on February 21, 2024 ("Addendum");

Whereas, Board and Superintendent wish to amend the Addendum;

Now, therefore, in consideration of the mutual promises and covenants contained herein, the parties agree as follows.

1. TERM AND RENEWAL:

The parties agree that the term of the Superintendent's contract shall be extended to June 30, 2028. There shall be no automatic renewal.

7. PAID LEAVES:

A. Vacation

The Superintendent may sell back to up to five (5) vacation days per year and may bank up to twenty-five (25) vacation days per year to be paid at separation of employment.

The remaining terms and conditions of the Addendum shall remain in full force and effect.

This Amendment is executed this 9th day of February, 2026.

Todd Slagle, Superintendent

Vincent F. Oakley, Board President

Gregory Schmitt, Vice President

Rick Nightingale, Secretary

Lindsey Bowers, Member

Larry Kahle, Member

UNDERSTANDING OF EMPLOYMENT
ADDENDUM TO REGULAR TEACHER'S CONTRACT

PREAMBLE:

The Board of Education of the Metropolitan School District of North Posey County ("the Board" and "the District") and Todd Slagle, Superintendent of Schools ("Superintendent"), in order to more clearly define the employment relationship between the Board and the Superintendent, agree to this contract addendum to the basic contract set forth on the Teacher Regular Contract Form, and which provides for the following:

1. TERM AND RENEWAL:

MSD of North Posey County hereby employs and designates Todd Slagle as Superintendent of Schools for a period of thirty-six (36) months beginning March 4, 2024, and continuing until March 1, 2027. This term shall automatically extend to June 30, 2027, unless written notice, including notice by electronic mail, is provided by the Board President no later than June 30, 2024, notifying the Superintendent that the automatic renewal will take effect.

2. DUTIES:

The Superintendent shall furnish, throughout the life of this Understanding of Employment, a valid and appropriate certificate to serve as Superintendent of Schools in the State of Indiana.

3. OUTSIDE PROFESSIONAL ACTIVITIES:

Keeping in mind his primary responsibilities, the Superintendent may undertake outside professional activities including, but not limited to, consultative work, speaking engagements, writing, teaching, lecturing, or other professional duties and obligations. The Superintendent shall notify the Board of School Trustees, or, in the event insufficient time exists to convene a meeting, then the Board of School Trustees President, as to any activity he seeks to pursue, and he may proceed with that activity subject to any conditions the Board of School Trustees or the President may set. It is the intent of the parties to this Agreement that the pursuit of activities of a minor nature not be impeded but that major activities such as long-term consulting be accomplished under mutually satisfactory conditions or that it not be pursued.

4. EVALUATION:

The Superintendent shall have his performance evaluated on a regular schedule.
The primary purpose of the evaluation is to effect improvements, where needed, in the management and administrative leadership of the District and to advise the Superintendent as to his past performance.

5. EXPENSES:

All reasonable expenses of the Superintendent incurred in the performance of this professional relationship for the District shall be paid by the District in accordance with applicable laws.

The Superintendent may attend appropriate professional meetings at the local, regional, state and national levels visit other school corporations and engage in other professional activities that are related to the role of Superintendent. All reasonable expenses incurred in such attendance and participation shall be paid by the District in accordance with applicable laws.

The District shall reimburse the Superintendent for mileage, at the rate applicable for other District employees at the time, in the event he must use his personal vehicle for approved District business.

6. STIPENDS AND PAY INCREASES:

A. Each year of the contract the Superintendent will be awarded a $500.00 stipend if at least an effective rating is received on his evaluation. Payment will be awarded in July of each year, starting July, 2024.

B. Beginning July 1, 2025, and continuing each July 1 thereafter, if the overall rating of the evaluation for the Superintendent's evaluation is "highly effective" or "effective" for the prior contract period, then the Superintendent will be eligible for a base salary increase equal to base salary increases of teachers. The calculation to determine the increase will be communicated by the Board President to the Superintendent following conclusion of collective bargaining with the teachers, and the calculation will be applied beginning with the preceding July 1.

7. PAID LEAVES:

A. Vacation

The Superintendent shall be granted fifteen (15) days of vacation each year with full pay. The Superintendent must notify a Board member whenever he intends to be absent from the District for three (3) or more days.

B. Other Paid Leaves

All annual leave, bereavement leave, and other leave provided in the teachers master contract will be available to the Superintendent. The Superintendent shall be afforded all other leaves that are normally and routinely given to other employees, such as but not limited to: jury duty leave, court leave, and disability leave.

C. Unused Leave Days

All the Superintendent's unused leave days from prior employment with other school corporations will rollover to MSD of North Posey County at a maximum rate of Thirty-three (33) days per school year, with a maximum rollover of One Hundred (100) accumulated leave days from other school districts.

D. Holidays

The Superintendent shall be granted the following holidays with full pay:

New Year's Day, Memorial Day, Independence Day, Labor Day, Day following Thanksgiving, Thanksgiving Day, Christmas Eve, Christmas Day, New Year's Eve, President's Day (provided it is not being used as a school make-up day).

If any of the holidays fall on a Saturday or Sunday, they will be afforded as per Board Policy or Administrative Directive.

8. INSURANCE:

A. Medical

The Superintendent shall receive $1,500 per month pursuant to a Section 125 plan with a salary deferral arrangement. The Superintendent, at his election, can use this amount as follows: (i) he can elect to have the funds contributed towards qualified health insurance plan benefits under the District's employer health insurance plan that qualifies under a plan described in section 125 of the Internal Revenue Code (the "Code") or (ii) the funds may be paid as additional wages to the electing Superintendent.

B. Life

The District shall maintain a term life insurance protection policy on the life of the Superintendent payable to the beneficiaries as designated by the Superintendent. The Corporation shall contribute One Hundred Percent (100%) of the premium. The face value of that policy shall be One Hundred and Seventy-five Dollars ($175,000.00).

C. Income Protection

The District shall contribute One Hundred Percent (100%) toward the premium for an income protection plan for the Superintendent as provided by the District's master policy for income protection.

9. BENEFITS:

A. Annuity

The Superintendent will not receive the matching annuity under the teacher collective bargaining agreement but instead receive as an employer contribution into a 403(b) plan an amount equal to the employee's contributions, not to exceed 3% of the Superintendent's base salary.

All payments to the Superintendent subject to federal employment tax, FICA, and the Superintendent's contribution to the Indiana State Teachers Retirement Fund shall be included in the Superintendent's salary for purposes of the Indiana State Teachers' Retirement Fund.

B. HSA

If the Superintendent elects to enroll in a District high deductible medical insurance plan, he will be eligible for an annual HSA contribution made by the District of $1,500 if enrolled in a family plan or $750 for enrollment in non-family plan.

C. Institute Membership

The Board agrees to maintain membership in the Indiana Association of Public School Superintendents with Superintendent as the designed member as long as this contract remains in effect. The Board agrees to maintain membership in the Indiana Association of School Business Officials with the Superintendent and others designated as members as long as this contract remains in effect.

D. Cell Phone

The Board shall pay the Superintendent Six Hundred Dollars ($600.00) per year as an allowance for a cell phone, and to be consistent with Board policy for other administrators. Reimbursement for February 2024 will be included in the first payment.

10. RETIREMENT:

The District shall pay the Superintendent's contribution of 3% to the teacher's retirement fund.

11. SECTION 125 BENEFITS:

The benefits provided by Section 125 of the Revenue Act of 1978 as participated in by the District shall be available to the Superintendent unless otherwise modified by this agreement.

12. LEGAL DEFENSE:

The Board shall provide legal defense to the Superintendent for all civil legal actions, or the threat of, arising from the good faith performance of his duties as Superintendent of Schools.

13. RESIGNATION:

If the Superintendent resigns during the term of this contact without a written notification to the Board one hundred twenty (120) days in advance of July 1st, the Superintendent will forfeit and repay the stipend payments that were awarded and paid during the year of resignation. Also, in the event the Superintendent resigns, the Superintendent's annuity payment, as set forth above, will be prorated to the number of days the Superintendent's employment during the contract year that the resignation becomes effective.

15. TERMINATION:

Termination of the contract shall be in accord with I.C. 20-28-8-7.

16. ADDITION AND/OR MODIFICATION:

The Regular Teacher Contract with this Understanding Of Employment together are to be the exclusive agreement of the parties, and shall not be amended except by mutual written consent.

This contract is executed this 21st day of February, 2024.

Board of Education, Metropolitan School District of North Posey County

Todd Slagle, Superintendent

Vincent F. Oakley, President

Larry A. Kahle, Vice President

Lindsey N. Bowers, Secretary

Gregory U. Schmitt, Member

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