

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 WABASH CITY SCHOOLS ("Corporation") and JOSHUA T. BLOSSOM ("Teacher"). JOSHUA T. BLOSSOM 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, 2025 and ending on June 30, 2026. Ind. Code 20-28-6-2(a) (3) (A) *First of (2) Year Contract*
2. The school term described in paragraph 1 immediately above for services under this Contract consists of 230.00 days. Ind. Code 20-28-6-2(a) (3) (B)
3. The number of hours per day the Teacher is expected to work under this Contract is 8.00. Ind. Code 20-28-6-2(a) (3) (E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of \$97,750.00 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 cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this 1st day of July, 2025.

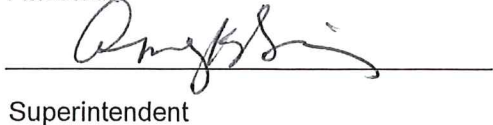
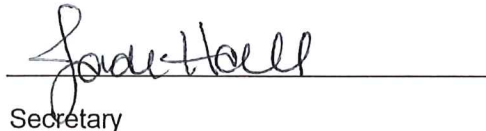
Teacher:



School Corporation by:


President

Attested:


Superintendent
Secretary

REGULAR TEACHER CONTRACT

Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract

for the employment of teachers pursuant to Ind. Code 20-28-6-4(b)

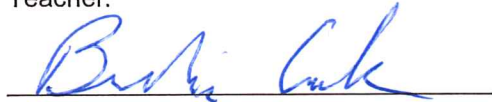
This regular teacher contract ("Contract") is by and between the governing body of the WABASH CITY SCHOOLS ("Corporation") and BRODERIC D COOK ("Teacher"). BRODERIC D COOK is a teacher as defined in Ind. Code 20-18-2-22.

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

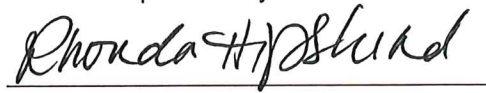
1. The Teacher shall teach in the schools of the Corporation for the school term beginning July 01, 2025 and ending on June 30, 2026. Ind. Code 20-28-6-2(a) (3) (A) *First of (2) Year Contract*
2. The school term described in paragraph 1 immediately above for services under this Contract consists of 205.00 days. Ind. Code 20-28-6-2(a) (3) (B)
3. The number of hours per day the Teacher is expected to work under this Contract is 8.00. Ind. Code 20-28-6-2(a) (3) (E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of \$60,000.00 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 cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this 1st day of July, 2025.

Teacher:



School Corporation by:

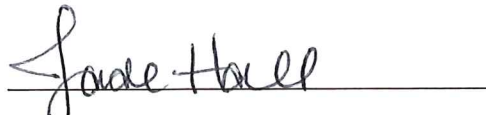


President

Attested:



Superintendent



Secretary

WABASH CITY SCHOOLS CONTRACT

This contract ("Contract") is by and between the governing body of the Wabash City Schools ("Corporation") and Sarah Delgadillo ("Employee").

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

1. The Employee shall work for the Corporation for the school term, beginning July 1, 2025 and ending September 24, 2025.
2. The amount of days for services under this contract consists of 62 days (July 1, 2025 - September 24, 2025) for the school term (July 1, 2025 - June 30, 2025).
3. The number of hours per day the Employee is expected to work under the Contract is 4.0.
4. The Corporation shall pay the Employee for the services under the Contract a total salary of \$12,400.00
5. The Corporation shall pay this amount biweekly from July 1, 2025 - September 30, 2025.
6. The Employee will receive a one-time stipend equal to 50% of the profits earned from the 2025 Fall Spanish Exchange program. This stipend will be paid out on or before October 24, 2025.
7. The Employee will not receive the Administrative Insurance Benefit Package except for Life Insurance.
8. The Employee will receive a Valic 401(a) account at 3% of the base salary.
9. The Employee will receive no vacation days.
10. The employee will receive no leave days.
11. This contract may be canceled during the 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.
12. This Contract is public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this 7th day of July, 2025.

Employee:

Sarah Delgadillo

School Corporation by:

Rhonda Hipkin
Board President

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)

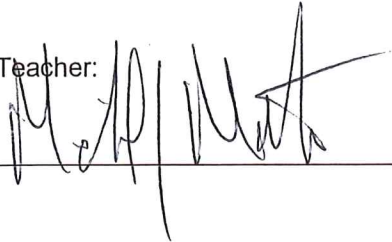
This regular teacher contract ("Contract") is by and between the governing body of the WABASH CITY SCHOOLS ("Corporation") and MICHAEL J. MATTERN ("Teacher"). MICHAEL J. MATTERN is a teacher as defined in Ind. Code 20-18-2-22.

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, 2025 and ending on June 30, 2026. Ind. Code 20-28-6-2(a) (3) (A) *First of (2) Year Contract*
2. The school term described in paragraph 1 immediately above for services under this Contract consists of 225.00 days. Ind. Code 20-28-6-2(a) (3) (B)
3. The number of hours per day the Teacher is expected to work under this Contract is 8.00. Ind. Code 20-28-6-2(a) (3) (E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of \$95,625.00 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 cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this 1st day of July, 2025.

Teacher:

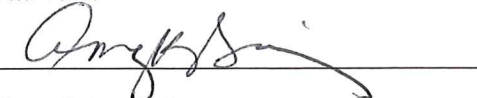


School Corporation by:

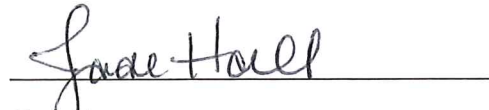


President

Attested:



Superintendent



Secretary

REGULAR TEACHER CONTRACT

Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract

for the employment of teachers pursuant to Ind. Code 20-28-6-4(b)

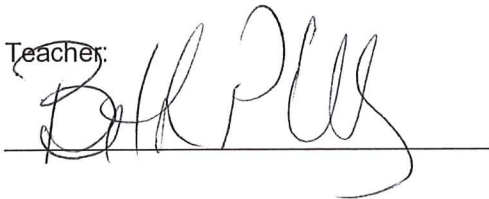
This regular teacher contract ("Contract") is by and between the governing body of the WABASH CITY SCHOOLS ("Corporation") and BETH A METZ PHILLIPY ("Teacher"). BETH A METZ PHILLIPY is a teacher as defined in Ind. Code 20-18-2-22.

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, 2025 and ending on June 30, 2026. Ind. Code 20-28-6-2(a) (3) (A) *First of (2) Year Contract*
2. The school term described in paragraph 1 immediately above for services under this Contract consists of 210.00 days. Ind. Code 20-28-6-2(a) (3) (B)
3. The number of hours per day the Teacher is expected to work under this Contract is 8.00. Ind. Code 20-28-6-2(a) (3) (E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of \$77,700.00 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 cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this 1st day of July, 2025.

Teacher:



School Corporation by:

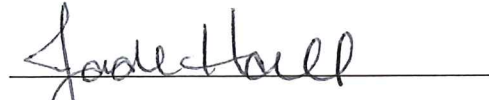


President

Attested:



Superintendent



Secretary

REGULAR TEACHER CONTRACT

Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract

for the employment of teachers pursuant to Ind. Code 20-28-6-4(b)

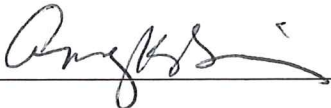
This regular teacher contract ("Contract") is by and between the governing body of the WABASH CITY SCHOOLS ("Corporation") and AMY K SIVLEY ("Teacher"). AMY K SIVLEY is a teacher as defined in Ind. Code 20-18-2-22.

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, 2025 and ending on June 30, 2026. Ind. Code 20-28-6-2(a) (3) (A) *First of (3) Year Contract*
2. The school term described in paragraph 1 immediately above for services under this Contract consists of 260.00 days. Ind. Code 20-28-6-2(a) (3) (B)
3. The number of hours per day the Teacher is expected to work under this Contract is 8.00. Ind. Code 20-28-6-2(a) (3) (E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of \$119,180.00 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 cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this 1st day of July, 2025.

Teacher:



School Corporation by:

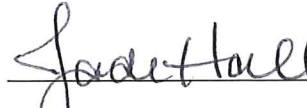


President

Attested:



Superintendent



Secretary

ADDENDUM TO REGULAR TEACHER CONTRACT
SUPERINTENDENT OF WABASH CITY SCHOOLS

This Addendum modifies and supplements the terms of the Regular Teacher Contract entered into by and between Wabash City Schools Corporation ("WCS") and Dr. Amy K. Sivley ("Superintendent"). In exchange for Superintendent serving as superintendent of WCS, the parties state and agree as follows:

- a. The initial term of this addendum shall be three (3) years, from July 1, 2025 through June 30, 2028.
- b. WCS will pay the Superintendent a regular salary of \$119,180 per year.
- c. The School Corporation may pay the Superintendent an annual performance stipend not to exceed five percent (5%) of the Superintendent's annual base salary. The amount of the performance stipend will be determined by considering the overall district's financial condition as well the Superintendent's most recent evaluation (a rating of Effective or Highly Effective is required for this stipend to be awarded). The amount of the stipend shall be approved by the Board at a public meeting during the month of December and be paid to the Superintendent before the end of the calendar year.
- d. Superintendent agrees to a work year of two hundred sixty (260) days with an annual entitlement of 17 sick/personal days. These days may accumulate up to a maximum of ninety (90) total days. Furthermore, Superintendent is entitled to thirty-five (35) days paid vacation per year. These may accumulate to a maximum of forty (40) days.
- e. Superintendent has accumulated a number of sick/personal days from her immediate past employer. WCS agrees to immediately bring in all remaining days that have not been rolled over.
- f. WCS will contribute five percent (5.00%) of the Superintendent's regular salary toward an annuity, which shall become fully vested after five years on June 30, 2026. In addition, WCS will contribute three percent (3.00%) of the Superintendent's regular salary toward the Teachers' Retirement Fund.
- g. WCS shall pay premiums of \$297.48 per year to provide the Superintendent's long term disability insurance coverage. WCS shall pay premiums of \$199.00 per year to provide life insurance coverage for the Superintendent, providing for a \$150,000.00 death benefit.
- h. WCS shall provide medical, dental, and vision insurance coverage for the Superintendent as provided in the Administrators Benefits Handbook.
- i. Superintendent will have use of a WCS vehicle as needed for conferences and other off-site school-related functions. In the event the WCS vehicle is not available, WCS will reimburse the Superintendent for mileage at the rate adopted under IRS guidelines for all necessary travel to and from off-site school-related functions.
- j. To the extent a specific term herein is not in conflict, the Superintendent shall receive all leave, retirement, and professional compensation benefits as provided in the Administrators Benefits Handbook.
- k. WCS shall provide the Superintendent with a WCS-owned cellular phone, iPad, and laptop for WCS business.
- l. WCS shall pay the Superintendent's membership fees to professional organizations. It shall also pay for conference expenses up to \$3,000.00 annually.
- m. The WCS Board of Trustees shall conduct the Superintendent's formal evaluation on or before June 15 each year.

- n. Unless written notice of cancellation of this Addendum is given to Superintendent on or before January 1 of the last year of the initial term (January 1, 2027) or each year thereafter, this Addendum shall automatically extend for an additional period of one (1) year.

[Signature page follows]

This Addendum is executed on the 7th day of July, 2025, to be effective retroactively to July 1, 2025, as evidenced by the signatures of the parties below.

BOARD OF SCHOOL TRUSTEES:

Rhonda Hippskind
Board President

[Signature]
Board Vice President

Jane Hall
Board Secretary

[Signature]
Board Member

Connie Gorman
Board Member

SUPERINTENDENT:

[Signature]

[Signature Page to Addendum to Regular Teacher Contract]

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)

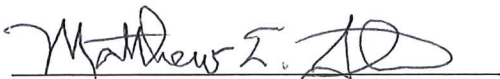
This regular teacher contract ("Contract") is by and between the governing body of the WABASH CITY SCHOOLS ("Corporation") and MATTHEW E. STONE ("Teacher"). MATTHEW E. STONE is a teacher as defined in Ind. Code 20-18-2-22.

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, 2025 and ending on June 30, 2026. Ind. Code 20-28-6-2(a) (3) (A) *First of (2) Year Contract*
2. The school term described in paragraph 1 immediately above for services under this Contract consists of 260.00 days. Ind. Code 20-28-6-2(a) (3) (B)
3. The number of hours per day the Teacher is expected to work under this Contract is 8.00. Ind. Code 20-28-6-2(a) (3) (E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of \$97,500.00 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 cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this 1st day of July, 2025.

Teacher:



School Corporation by:

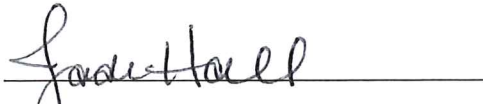


President

Attested:



Superintendent



Secretary

REGULAR TEACHER CONTRACT

Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract

for the employment of teachers pursuant to Ind. Code 20-28-6-4(b)

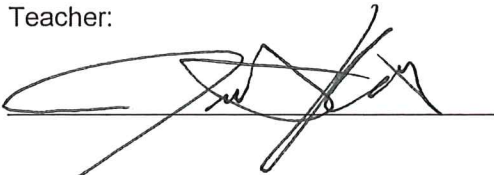
This regular teacher contract ("Contract") is by and between the governing body of the WABASH CITY SCHOOLS ("Corporation") and JUSTIN DANIEL VAIL ("Teacher"). JUSTIN DANIEL VAIL is a teacher as defined in Ind. Code 20-18-2-22.

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, 2025 and ending on June 30, 2026. Ind. Code 20-28-6-2(a) (3) (A) *First of (2) Year Contract*
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 number of hours per day the Teacher is expected to work under this Contract is 8.00. Ind. Code 20-28-6-2(a) (3) (E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of \$60,600.00 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 cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this 1st day of July, 2025.

Teacher:



School Corporation by:

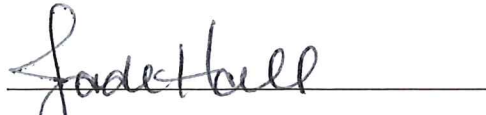


President

Attested:



Superintendent



Secretary

REGULAR TEACHER CONTRACT

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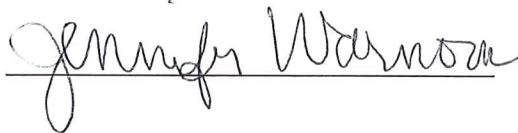
This regular teacher contract ("Contract") is by and between the governing body of the WABASH CITY SCHOOLS ("Corporation") and JENNIFER MARIE WARNOCK ("Teacher"). JENNIFER MARIE WARNOCK is a teacher as defined in Ind. Code 20-18-2-22.

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, 2025 and ending on June 30, 2026. Ind. Code 20-28-6-2(a) (3) (A) *First of (2) Year Contract*
2. The school term described in paragraph 1 immediately above for services under this Contract consists of 210.00 days. Ind. Code 20-28-6-2(a) (3) (B)
3. The number of hours per day the Teacher is expected to work under this Contract is 8.00. Ind. Code 20-28-6-2(a) (3) (E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of \$78,750.00 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 cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this 1st day of July, 2025.

Teacher:



School Corporation by:

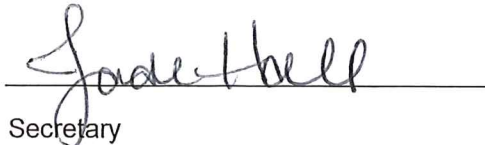


President

Attested:



Superintendent



Secretary

REGULAR TEACHER CONTRACT

Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract

for the employment of teachers pursuant to Ind. Code 20-28-6-4(b)

This regular teacher contract ("Contract") is by and between the governing body of the WABASH CITY SCHOOLS ("Corporation") and KATHERINE MICHELE WILSON ("Teacher"). KATHERINE MICHELE WILSON 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, 2025 and ending on June 30, 2026. Ind. Code 20-28-6-2(a) (3) (A) *First of (2) Year Contract*
2. The school term described in paragraph 1 immediately above for services under this Contract consists of 210.00 days. Ind. Code 20-28-6-2(a) (3) (B)
3. The number of hours per day the Teacher is expected to work under this Contract is 8.00. Ind. Code 20-28-6-2(a) (3) (E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of \$73,500.00 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 cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this 1st day of July, 2025.

Teacher:

Kathy Wilson

School Corporation by:

Rhonda Hyslop

President

Attested:

Angela Swig

Superintendent

Joan Hall

Secretary