



Employment Agreements & Contracts

2016 – 2017

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Collective Bargaining Agreement

between

Board of School Trustees
Lake Station Community Schools

and

Lake Station Federation of Teachers
Local 1395
American Federation of Teachers

July 1, 2016 to June 30, 2017

September 29, 2016

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COLLECTIVE BARGAINING AGREEMENT

ARTICLE I

RECOGNITION

The Board hereby recognizes the Lake Station Federation of Teachers as the exclusive representative of all members of the bargaining unit at the Lake Station Community Schools.

ARTICLE II

TERM

The term of this agreement shall be for a period of one (1) year commencing on July 1, 2016 and terminating June 30, 2017.

ARTICLE III

MEMBERS OF THE BARGAINING UNIT

- A. The members of the bargaining unit consist of: Teachers, Counselors, Librarians, Title I Reading Facilitators. The following are not members of the bargaining unit: Superintendent, Assistant Superintendent, Principals, Assistant Principals, Dean of Students, Technology Director, Athletic Director, Corporation Nurse, and Title I Coordinator.
- B. The term “teacher” when used in this agreement shall refer to all members of the bargaining unit.
- C. The Board agrees to deduct dues for the Exclusive Bargaining Representative in five (5) or ten (10) equal payments from the regular salaries of union members. The Board agrees to transmit the monies in five (5) or ten (10) equal payments after each collection to the Exclusive Bargaining Representative beginning with the second payment in the school year.

On or before the last Friday before the second payment of each year, the Exclusive Bargaining Representative will provide the Board with a list of teachers who have authorized the Board to deduct dues for the Exclusive Bargaining Representative and copies of the signed dues authorization form.

The exclusive Bargaining Representative will certify to the Board in writing the current rate of its dues and will notify the Board in writing of any change in the dues on or before the last Friday before the second payment of the year.

ARTICLE IV

PAID LEAVES

A. Leave Days

1. Each teacher shall be entitled to thirteen (13) days leave during the first year of teaching in the Lake Station Community Schools and thirteen (13) days each year after, accumulative to a maximum of one hundred fifty (150) days. Each year, the teachers shall be given an accounting of their individual accumulated leave.
2. At the discretion of the teacher's supervisor, medical documentation for an absence may be requested.
 - a. Paid leave days may not be used for a vacation or to extend school vacation/breaks.
 - b. Stipend based on unpaid leave days: The Board and Federation agree to split any savings realized from the docking of salary of any certified teacher on a 25% (Board)/75% (Federation) basis. Teachers who have missed zero (0), one (1), two (2), three (3) days as of the last day of the teachers' calendar (183 days) of each year shall share according to the formula in Appendix III seventy-five percent (75%) of the docketed

teacher savings.

- c. It is understood that the provisions of this article shall be in effect only if money is realized from a docked salary.
3. If any teacher has accumulated one or more days of leave in another public school corporation in the State of Indiana and shall thereupon become employed as a teacher in the Lake Station Community Schools, then there shall be added for the second year and each succeeding year of such employment, three (3) leave days until the number of accumulated days to which the teacher was entitled in the last place of employment shall be exhausted.
4. Each teacher in a summer school position is entitled to one summer school day leave without loss of pay. These days are non-accumulative and lapse at the end of each summer school term.
5. The teacher shall notify the Administration Center about his/her absence prior to the day of his/her absence or not later than 6:30 a.m. on the day of the absence. With the exception of emergency situations, failure to notify the Administration Center of an absence by 6:30 a.m. of the day of absence shall result in loss of pay for that day.
6. Physician approved absences resulting from an assault or battery while the teacher was properly performing his/her duty, including extra-curricular duties, will not be charged against illness leave. The Board shall continue the teacher's wages in full until Worker's Compensation payments begin and after such payments begin, the Board shall pay the difference between Worker's Compensation payments and

the contractual salary of the teacher for a period not to exceed the number of contractual days in the current school year.

7. Supplemental Leave Day Contribution

All unused leave in excess of one hundred fifty (150) days will be compensated at a rate of twenty dollars (\$20.00) per day, and this amount will be added annually to the teacher's 401(a) account.

B. **Bereavement**

1. An additional paid leave up to a maximum of five (5) working days funeral leave shall be granted by reason of death of husband, wife, brother, sister, father, mother, mother-in-law, father-in-law, son or daughter, step-child, brother-in-law, sister-in-law, son-in-law, daughter-in-law, grandparent, grandparent-in-law, step-parent, grandchild, aunt, uncle, niece, nephew, and /or any person who is living in the teacher's home as a member of the family. These days do not have to be taken consecutively but must be taken in the same school year. Additional days may be granted by the Superintendent, depending on travel and circumstances. Upon request, proof of death must be provided to the teacher's immediate supervisor.
2. In the event of a death of current/retired employee or current student, the building administrator shall make reasonable accommodations to allow teachers to attend the funeral service and then return to their assignments. Teachers who wish to extend their visitation beyond the funeral service will be required to take a leave day.

C. **Jury Duty**

A teacher duly called for jury duty or subpoenaed to appear before a governmental body or judicial tribunal shall be compensated for the difference between the teaching pay and the pay received for the performance of such responsibility.

D. **Workshop and Conference Attendance**

When the Superintendent requests that a teacher attends a workshop or conference, the teacher will be granted paid leave for the day(s) of attendance at the workshop/conference and shall also receive reimbursement for travel expenses, registration fees and lodging and meals. Mileage shall be reimbursed at the IRS rate in the event the teacher's personal vehicle is utilized for transportation. Reimbursement for meals shall not exceed forty dollars (\$40.00) per diem. All reimbursements shall be based on itemized receipts or accountable records of expenditures. The maximum reimbursement for any individual teacher under this provision shall not exceed one thousand dollars (\$1,000).

In the event a teacher makes the request to attend a workshop/conference, and the request is approved by the Superintendent, then registration fees and all expenses may be reimbursed at the discretion of Superintendent but, the teacher shall be granted release time even if expenses are not reimbursed.

If a teacher attends any workshop or conference which has not been pre-approved by the Superintendent, then not only will there be no reimbursement for any of the expenses but the teacher shall not be granted paid release time.

A written summary of the workshop/conference shall be submitted to the Superintendent within two weeks following the conclusion of the workshop/conference. In addition, the

attende may be required to share his/her experience or expertise with his colleagues.

E. **Temporary Disability**

In case of any accident or injury arising out of and in the course of employment the involved teacher shall make every effort to report to his/her principal or director within forty-eight (48) hours and shall make every effort to file a written report with the Superintendent within seven (7) days of such accident or injury. The Board shall continue the teacher's wages in full until Workers Compensation payments begin. After such payments begin, the Board shall pay the difference between Worker's Compensation payments and the contractual salary of the teacher for a period not to exceed the number of contractual days.

F. **Public Office**

Leave without pay or fringe benefits shall be granted upon written application to any teacher elected to a full time governmental office for the duration of the term of office.

G. **FMLA**

FMLA shall be provided per Federal statute and Board policy. Accumulated leave days or sick bank days shall be used concurrently with FMLA leave days.

H. **Maternity/Paternity Leave**

1. A maternity leave of absence shall be granted to a pregnant teacher for any time between the commencement of the teacher's pregnancy and a period of one year following the birth of the child if the teacher notifies the Superintendent in writing of her intention to such maternity leave thirty days prior to the effective date, and all other provisions in accordance with Indiana state law.

2. Maternity/Paternity leave shall be provided per Federal and State statute.
3. Upon return from leave, the teacher will be assigned to the same position if available or if not, to a substantially equivalent position.
4. Teachers shall use any accumulated PTO days concurrently with maternity/paternity leave.
5. The teacher shall notify the Superintendent in writing by March 1st whether she intends to return to teach in the following semester.

I. **Presidential Leave**

1. The President of Lake Station Federation of Teachers Local 1395 and/or his/her designee(s) shall be provided with up to five (5) school days for the purpose of conducting Federation business provided the Federation pays the cost of the substitute employed to replace the teacher on presidential leave. It is further agreed that the presidential leave days must be taken in at least one half (1/2) day increments. This leave shall not be deducted from personal business days or personal illness days. The Federation shall pay for the cost of the substitute teacher up to sixty five dollars (\$65) in all situations.
2. Application for presidential leave shall be made at least forty eight (48) hours in advance with the school principal.

J. **Sabbatical Leave**

1. Any teacher who has completed ten (10) consecutive years of teaching in the Lake Station Community Schools may apply for sabbatical leave.

2. A sabbatical leave shall be granted to permit a teacher to engage in full-time professional study, research, or educational travel, or for any combination of these three purposes in an academic program conducted by an institution of higher learning.
3. A plan for such full-time study, research or educational travel shall be submitted with a leave application. All such plans must detail how the sabbatical leave shall benefit the teacher and the corporation. The application for sabbatical leave must be filed with the Superintendent on or before February 15 of the school year preceding the school year for which the leave is required. Notification to those teachers receiving sabbatical leave will be sent prior to March 15 preceding the school year for which the leave was requested. All such sabbatical leave applications must be approved by the Superintendent, and the Superintendent shall make his/her recommendation to the Board. Only applications approved by the Superintendent shall be submitted to the Board.
4. Sabbatical leave shall be granted for not less than one (1) year. No more than two (2) nonconsecutive years of sabbatical leave will be permitted during the course of a teacher's career in the Lake Station Community Schools.
5. The number of sabbatical leaves available each year shall not exceed one (1) per school year.
6. Teachers on sabbatical leave shall not engage in full-time remunerative employment.
7. A teacher on sabbatical leave shall be entitled to maintain benefits which he/she was receiving at the time of the sabbatical leave subject to the payment of any

premiums or other cost which would be the responsibility of the teacher if she/she was not on sabbatical leave.

8. The teacher shall within thirty days (30) days after returning from sabbatical leave, submit a report to the Superintendent concerning the manner in which the leave was used, the specific ways in which the sabbatical leave and its benefit shall be implemented in the teacher's classroom.
9. A teacher shall retain his or her place on the salary schedule which he/she held at the time of leaving for the sabbatical leave. The teacher will be assured of a teaching position at the beginning of the fall term following his/her leave.

ARTICLE V

INSURANCE

A. Coverage

1. Medical, dental, and optical plan shall be provided for all teachers. The Board shall contribute ninety percent (90%) of the yearly premium for any teacher who chooses the single plan, or eighty percent (80%) of the yearly premium for any teacher who chooses the family plan. Any teacher at his/her option may elect not to participate in the group hospitalization, major medical, optical, and dental insurance plans and instead receive a yearly payment of one thousand dollars (\$1000) payable at the end of the contract year in one of the tax sheltered annuities from a list agreed upon by the Board.
2. All newly hired teachers will have the option of selecting either single or family insurance coverage within the first thirty days of employment. Once the initial enrollment period has passed, teachers may enroll in the Porter County School Employees Insurance Trust if they experience a HIPAA qualifying event.

B. **Reduced Scheduled Teacher Benefit**

Reduced scheduled teachers may participate in the insurance program provided they work at least 30 hours per week. The Board shall contribute ninety percent (90%) of the yearly premium for any teacher who chooses the single plan, or eighty percent (80%) for any teacher who chooses the family plan.

C. **Life Insurance**

The Board will provide fifty thousand dollars (\$50,000) of life insurance coverage to age seventy (70), whereupon the coverage decreases by one-half, for each teacher at a cost of one dollar (\$1) per year per teacher.

ARTICLE VI

SICK LEAVE BANK

The primary purpose of the sick leave bank is to give a teacher extended income protection in the event of a serious medical occurrence. It is also designed to provide maximum benefit to teachers who have utilized the regular illness leave days in a professional manner. It is not designed to provide additional illness leave days for use by all teachers. New teachers shall receive a sick leave bank application at the time of first employment.

A Sick Leave Bank Committee, composed of an administrator and teacher from each building, as well as the Federation President or designee, and Superintendent or designee, shall establish procedure for and administer the program. The chairperson of the committee will alternate between the Superintendent on odd years and Federation President on even years.

A. **Eligibility**

1. Any teacher employed by the Lake Station Schools is eligible to participate in the bank.

2. Attendance history may be scrutinized by the Sick Leave Bank Committee.
3. A contribution of one (1) illness leave day is required to join the bank. An additional day will be required when the total days in the bank falls below thirty (30). Participants will be notified by the Superintendent's Office of the additional assessment and those members who sign the authorization to contribute an additional day to the bank will continue to participate in the bank.
4. Newly contracted teachers may join the Sick Leave Bank at the time they are employed. All other teachers who are not members of the bank may join during the enrollment period from start of school to September 15 each year.
5. Illness leave days donated to the bank are considered a permanent donation to the bank.

B. Criteria For Use Of The Bank

1. The applicant must be a current participant in the bank.
2. All illness leave days previously accumulated by the applicant must be exhausted.
3. The request for withdrawal of days from the bank must be made on the appropriate form and submitted to the Sick Leave Bank Committee. If a member is incapacitated and cannot make application for withdrawal, the payroll clerk will notify the Federation President when sick days are exhausted. The Federation President will then notify next of kin or legal guardian of the existence of the Sick Leave Bank. It will then be his/her responsibility to apply to the Sick Leave Bank. An application will accompany the notice.
4. The Sick Leave Bank Committee, with the approval of the Board of School Trustees, will grant at their discretion up to a maximum of thirty (30) days. Days

will be granted in blocks of five (5) days up to the maximum of thirty (30) days per school year. Teachers may reapply during the same school year as long as they have not met their maximum days.

Should a teacher who has requested days from the Sick Leave Bank return to work prior to using all the days given by the bank, the unused days shall be returned to the bank. Such an accounting shall be made by the Sick Leave Bank Committee and the Committee shall in turn update the payroll clerk of the teacher's remaining days.

5. It is understood that the Sick Leave Bank is intended for recovery from serious illnesses and injuries of the teacher. Examples of serious illnesses include, but are not limited to cancer, heart, leukemia, diabetic complications, kidney, operations, hospitalization due to accidents, loss of limb or physical senses.
 6. The Sick Leave Bank Committee may require the applicant to submit a written statement from the applicant's doctor indicating the prognosis for returning to work.
 7. Teachers on leave due to pregnancy will not be eligible to withdraw days from the bank, unless complications arise necessitating an extended medical leave.
- C. Upon resumption of employment, said teacher will repay sick days owed (number of days borrowed minus number of days contributed), at the rate of two (2) days per year. Said teacher must also continue to contribute one (1) sick day when requested to remain a member of the Sick Leave Bank. Members of the sick leave bank who are unable to contribute days to the bank when it is depleted, shall be required to contribute appropriate day(s) to the bank as soon as they are earned, in order to remain members in good

standing of the bank. If a member retires before his/her debt is repaid, the remainder of the debt will be waived.

- D. Any member wishing to withdraw from the sick leave bank must repay any sick leave days owed to the bank. Any member who withdraws may re-enroll with the understanding that they must pay all days owed to the bank during their period of absence.
- E. Any days remaining in the sick leave bank at the end of a school year, will be carried over to the bank for the next school year.
- F. The Sick Leave Bank Committee shall inform the Federation and the School Corporation in writing of any decision of the Committee granting or denying a request to withdraw from the sick leave bank and the need to have additional contributions made due to the total number of days falling below thirty (30). In addition, the School Corporation and Federation will receive a written accounting of the number of days donated, used, and remaining in the sick leave bank at the close of each school year.

ARTICLE VII

401(a) PLANS

Lake Station Community Schools will maintain a qualified Section 401(a) Annuity Plan, hereinafter referred to as the “401(a) Plan”, for all teachers who are employed on a regular teacher’s contract.

A. Benefits

- 1. The District will contribute an amount equal to 1.5% of the teacher’s annual base salary to a Section 401(a) plan for all teachers who have contributed an equal amount to a 403(b) account.

2. District contributions will be made quarterly.

B. Distribution of Benefits

1. Contributions to the teacher's 401(a) Plan will be considered to be vested after five (5) years of participation by the teacher in the plan or at retirement.
2. In case of death of the teacher, the current amount in the teacher's 401(a) account will be payable to the designated beneficiary if the account vesting requirement has been met.
3. Contributions and earnings of the teacher's 401(a) Plan account shall remain in the 401(a) Plan until vesting and until one of the qualifying events of death, permanent disability, or termination of employment occurs making it possible for the individual to withdraw or transfer funds.
4. Should a teacher die or leave employment with the District prior to the vesting of his/her 401(a) Plan account, the amount in the account will be considered forfeited and be applied to the District's contribution obligation.
5. Each teacher shall direct the investments of his/her individual 401(a) Plan account from a list of investment options available from the annuity administrator.
6. The vendor for the 401(a) Plan shall be selected by the Board of School Trustees of the Lake Station Community Schools after consultation with the Federation.

ARTICLE VIII

RETIREMENT AND SEVERANCE BENEFITS

A. General Provisions

1. All retirements must begin at the beginning of the school year with notification in writing of retirement given to the Superintendent no later than January 31 of the

year of retirement. Exceptions may be made in case of serious illness or disability by an appeal made to the Superintendent.

2. If a retiree so chooses, he/she may continue until age sixty-five (65) to participate in a group health insurance program available to active teachers by paying the monthly premium in advance in the Office of the Superintendent.
 - a. The type of classification of insurance coverage, either single or family, shall remain the same as when the teacher retired except that at the request of the teacher, family coverage may be changed to single coverage. However, single coverage may not be changed to family coverage.
 - b. The surviving spouse of a retiree may continue to participate as a single member in the group health insurance plan to age 65 if that spouse was a continuous member of the plan. Should the insurance carrier refuse to cover the surviving spouse, the Board will be under no obligation to provide insurance.
 - c. Health insurance is a qualified benefit under Section 125 of the Internal Revenue Code of 1986 (hereinafter referred to as Section 125). Retirees may use part or all of their available Section 125 Benefit to pay for health insurance premiums.
3. If a retiree so chooses, he/she may continue life insurance coverage at the level of \$25,000 until age sixty-five (65) by paying the annual premium in advance to the Superintendent's Office.
 - a. Life insurance is a Section 125 qualified benefit.

- b. Retirees may use all or part of their Section 125 Benefit to pay for life insurance premiums.
4. A contractual agreement will be made between the retiree and the school corporation regarding the continuation of insurance as set forth in this article if such election is made.
5. The Board and the Federation agree that if the provisions of Article VIII become financially problematic, the Board will provide the Federation with one hundred eighty (180) contractual days written notification of termination. A retirement committee of teachers and administrators will then be formed to review the retirement program and recommend changes prior to the start of the next contract negotiations.

B. Benefits

Benefits paid in 2017 will be limited to a maximum of two teachers who submit such notice. All other teachers who submit such notice shall receive benefits in June 2018 as outlined below. (If more than two teachers submit notice by January 31, 2017, the Federation will determine the two who shall receive benefits in 2017).

Failure to provide written notice by January 31, 2017 shall disqualify a teacher from receiving these benefits.

Teachers shall receive the following benefits:

1. Retirement/Severance Pay
 - a. Eligibility – To be eligible for retirement and severance pay, a teacher must have fifteen (15) years of service with the Lake Station Community

Schools as of the last day of the regular school term as specified in the school calendar and as adopted by the Board of School Trustees.

b. Benefits

1). Beginning with his or her sixteenth (16th) year of service with the Lake Station Schools, a teacher will be credited with \$600 towards his or her retirement severance benefit. The teacher will then continue to accumulate an additional \$100 for each additional year of service (See Table 1 – Years of Experience in Lake Station below).

<u>Years of Experience</u>	<u>Payment</u>
16	\$600
17	\$700
18	\$800
19	\$900
20	\$1,000
21	\$1,100
22	\$1,200
23	\$1,300
24	\$1,400
25	\$1,500
26	\$1,600
27	\$1,700
28	\$1,800
29	\$1,900
30	\$2,000
31	\$2,100
32	\$2,200
33	\$2,300
34	\$2,400
35	\$2,500
36	\$2,600
37	\$2,700
38	\$2,800
39	\$2,900
40	\$3,000

2). Accumulated illness leave will be compensated at the rate of \$2.00 per each year of service times a percentage of the number of accumulated leave days in the following manner:

16-20 years of service = 40% of accumulated leave
21-29 years of service = 60% of accumulated leave
30-35 years of service = 80% of accumulated leave
36-40 years of service = 100% of accumulated leave

3). For the purposes of retirement/severance pay, teachers may accumulate up to one hundred and fifty (150) leave days.

c. Distribution of Benefits

1). Two Thousand Dollars (\$2000) of Retirement/Severance benefits will be paid in June of the year of retirement.

2). Teachers may elect to have their benefits divided in two (2) installments; the first in June of the year of retirement and the second in the following January.

3). Severance shall be capped at ten thousand dollars (\$10,000) per individual employee.

2. Retirement Annuity Program – Lake Station Community Schools will maintain a qualified Section 401(a) Annuity Plan, hereinafter referred to as the “401(a) Plan”, for all teachers who are employed on a regular teacher’s contract.

a. Benefits

1). The District will contribute annually an amount equal to 1.5% of the teacher’s annual base salary to a Section 401(a) plan for all teachers who have contributed an equal amount to a 403(b) account.

2). District contributions will be made quarterly.

ARTICLE IX

EXTRA-CURRICULAR SALARY SCHEDULE

The extra-curricular salary schedule shall become part of this Agreement as Appendix II. Final checks will not be dispensed until all responsibilities have been met and the building principal notifies the Business Office.

ARTICLE X

SUMMER SCHOOL

A. **Method of Payment**

Summer school pay will not be paid by separate check. Summer school pay will be paid in regular bi-weekly segments. Teacher will be paid an hourly rate determined by daily rate of pay divided by 6 hours.

ARTICLE XI

COMPENSATION

A. Board agrees to pay teachers' three percent (3%) contribution to the Indiana State Teachers Retirement Fund.

B. **Salary Range**

1. The Salary Range for returning teachers for 2016-2017 is \$31,420 to \$62,306. In 2017-2018 the range will be \$34,500 to \$62,306. The Salary Range for newly hired teachers in 2016-2017 is \$31,420 to \$62,306. In 2017-2018 the range will be \$34,500 to \$62,306.

2. In 2017-18, teachers with one to two years of experience with Lake Station Community Schools shall have raises as reflected on Appendix I - 2017-18. Teachers with three years of experience shall receive the raise noted on

Appendix - I 2017-18 so long as they meet criteria detailed in the Compensation Model below. Only those teachers rated as effective or highly effective shall be eligible for any raise.

C. Compensation Model

The Compensation Model applies to all certificated staff members (not to administrators).

Increases to the base salary shall be based upon the following:

1. A certified staff member rated as Highly Effective or Effective in his or her performance evaluation shall receive four (4) points.
2. Certified staff rated as Highly Effective or Effective on his or her performance evaluation shall receive one (1) point for a year of service in 2016-2017 so long as he or she returns for the 2017-2018 school year. A year of service is defined as a minimum of 120 days in “pay status” per TRF. (The exception is for those staff members who may be on approved FMLA or ADA leave).

The funds available will be divided by the total points that have been earned to determine the value of each point. The number of points each staff member has accumulated will then be multiplied by the amount for each individual point. This total will then be added to the teacher’s base salary for the 2017-2018 school year. These funds will be payable when all data is received from the Indiana Department of Education for finalizing summative evaluations. Those receiving a performance rating of Ineffective or Needs Improvement shall not receive any increase for compensation, and the amounts which would otherwise have been due to such persons shall be divided among those staff members who are rated as Effective or Highly Effective.

**NO FUNDING IS MADE AVAILABLE IN 2016-2017 FOR THIS
COMPENSATION MODEL.**

D. Stipend

1. In order to receive any stipend a teacher must have received a performance evaluation for the 2016-2017 school year as Effective or Highly Effective.
2. The General Fund will be used to pay expenses for CPF and the Transportation Fund in amounts not to exceed that which is required to keep either or both the CPF or Transportation Funds at a zero balance as of December 31, 2016 and June 30, 2017. If after making such expenditures for the CPF and/or Transportation Funds, the receipts exceed all expenditures in the General Fund (less the amount of all Tax Anticipation Warrants) by at least \$300,000 on June 30, 2017, then each teacher who taught at least 120 days in the 2016-2017 school year, and returned to Lake Station as a teacher in 2017-2018 (except those on approved FMLA or ADA leave), and those who retired from Lake Station at the end of the 2016-2017 school year who served at least 15 years at Lake Station and who are not employed as teachers in any public, private or charter school in Indiana, shall receive a \$1,800 stipend payable by September 15, 2017.
3. The General Fund will be used to pay expenses for CPF and the Transportation Fund in amounts not to exceed that which is required to keep either or both the CPF or Transportation Funds at a zero balance as of December 31, 2016 and June 30, 2017. If after making such expenditures for the CPF and/or Transportation Funds, the receipts exceed all expenditures in the General Fund (less the amount of all Tax Anticipation Warrants) by at least \$200,000 to \$299,999.99 on June 30,

2017, then each teacher who taught at least 120 days in the 2016-2017 school year, and returned to Lake Station as a teacher in 2017-2018 (except those on approved FMLA or ADA leave), and those who retired from Lake Station at the end of the 2016-2017 school year who served at least 15 years at Lake Station and who are not employed as teachers in any public, private or charter school in Indiana, shall receive a \$1,000 stipend payable by September 15, 2017.

Hard to Fill Positions

1. A “hard to fill position” occurs whenever a vacancy for a teaching position is posted and either no applications are received or the applicants who do respond are deemed unacceptable by the Superintendent to fill the position.
2. Whenever the Superintendent determines that a vacant teaching position meets the criteria of being “hard to fill,” the Superintendent shall notify the President of the Federation. Upon notification, the Superintendent shall have the exclusive authority and discretion to seek a qualified person for the hard to fill position and the Superintendent shall be allowed to offer such person a salary so that a person may be secured to fill this position. It is agreed that the salary offered may be different and greater than that paid to existing teachers with commensurate experience and degrees.
3. The salary offered shall be considered this teacher’s base salary.

ARTICLE XII

SAVINGS CLAUSE

The parties hereto recognize their mutual obligation to comply with and follow the laws; therefore, if any provision of this agreement is held to be contrary to the law, then the provision

shall be considered null and void. However, all other provisions of this agreement shall continue with full force and effect.

This agreement contains the entire understanding between the parties hereto on items bargained and may not be altered or amended without the expressed written consent of the parties.

ARTICLE XIII

GRIEVANCE PROCEDURE

In order to facilitate the prompt resolution of disputes arising under the terms of this agreement, the following procedure will be followed:

A. Definitions

1. “Grievance”: Grievance is defined as an alleged violation or misapplication of the terms of this agreement.
2. “Grievant” – Grievant is defined as teacher or group of teachers.
3. “Days” – Unless otherwise indicated, days shall mean all days other than Saturdays, Sundays, legal holidays, and vacation days during the regular school year.

B. Procedure

1. Step I – The desire of prompt resolution of disputes being recognized by the parties hereto, the Grievant involved should attempt to informally resolve the dispute with the immediate Supervisor prior to filing the formal Grievance Resolution Form.

If the grievance arises from an action of authority higher than the immediate supervisor, and the employee has informally discussed the grievance with his or her building principal, the employee may present such grievance at Step III of this

procedure. It is understood, however, that the appropriate Grievance Resolution Form as well as the forty-five (45) day filing period described in Step II shall apply.

2. Step II – In the event the dispute cannot be resolved on an informal basis, the Grievant must file with the immediate Supervisor the Grievance Resolution Form which is attached as an appendix to this agreement as Appendix VI. The Grievance Resolution Form shall be filed within forty-five (45) days of the specific act which is alleged to be violation or misapplication of the agreement. Within seven (7) days of receipt of the Grievance Resolution Form, the supervisor shall meet with the involved Grievant in an effort to resolve the grievance. The Supervisor shall indicate his/her disposition of the grievance with seven (7) days after such meeting by completing Step II of the Grievance Resolution Form and returning it to the Grievant.
3. Step III – If the Grievant is not satisfied with the disposition of the grievance at Step II, he/she shall file within seven (7) days of the Grievance Resolution Form (Appendix VI), Step III with the Superintendent. Within seven (7) days, the Superintendent shall meet with the Grievant. Within seven (7) days after the meeting, the Superintendent shall indicate his/her disposition by completing Step III of the Grievance Resolution Form (Appendix VI) and returning it to the Grievant.
4. Step IV – If the Grievant is not satisfied with the disposition of the grievance at Step III, he/she shall file within seven (7) days of the Grievance Resolution Form (Appendix VI), Step IV, with the Secretary of the Board with a copy sent to the

Superintendent. The Board within twenty-one (21) days of the filing of the Step IV form shall meet with the Grievant. The disposition of the Board shall be in writing within seven (7) days of the meeting by completing Step IV of the Grievance Resolution form (Appendix VI) and returning it to the Grievant.

5. Step V – If the Grievant is not satisfied with the disposition of the grievance at Step IV, the grievance may be submitted to advisory arbitration before an impartial arbitrator by the teacher or group of teachers filing within fifteen (15) days of the Grievance Resolution Form (Appendix VI), Step V, in duplicate, with the Secretary of the Board or the Superintendent.

The arbitration proceedings shall be governed by the American Arbitration Association rules. The arbitrator shall have no power to alter, add to, or subtract from the terms of the agreement. Both parties agree that the award of the arbitrator shall be advisory only. The Federation and the Board agree that all fees and expenses for the filing of any arbitration and for the arbitrator shall be paid exclusively by the Federation.

The representative of the Federation may accompany the teacher or the group of teachers at any step in order to aid the resolution of the grievance.

The failure of the Supervisor, Superintendent, or Board to give a written decision within the specified time limits in this procedure, shall permit the teacher or group of teachers to take the grievance to the next step within the specified time limits. Failure at any step of this procedure to take a grievance to the next step within the specified time limits shall constitute a waiver of the grievance.

Grievances not fully processed at the end of the regular school year will be processed to a conclusion within the number of days required for the various grievance procedure steps,

regardless of there being no school days. Saturdays, Sundays, and holidays shall not be considered in totaling the number of days for each step.

RATIFICATION

FOR THE LAKE STATION COMMUNITY
SCHOOLS BOARD OF TRUSTEES

By: _____

September 29, 2016
Date

FOR THE LAKE STATION FEDERATION OF
TEACHERS LOCAL 1395
AMERICAN FEDERATION OF TEACHERS

By: _____

9/29/16
Date

APPENDIX I 2016-2017

Teacher's Salary Range for Newly Hired Teachers

Years	BS	BS+15	BS+45/MS	BS+60/MS+15	BS+75/MS+30	BS+90/MS+45/Doctorate
0	31,420	31,688	34,202	34,636	36,860	37,972
1	32,348	32,615	35,470	35,908	38,133	39,245
2	33,270	33,539	36,747	37,152	39,409	40,522
3	34,202	34,469	38,017	38,456	40,683	41,796
4	35,126	35,392	39,290	39,726	41,955	43,069
5	36,977	37,246	41,724	42,161	44,382	45,492
6	37,902	38,172	42,994	43,431	45,658	46,771
7	38,826	39,097	44,266	44,704	46,933	48,047
8	39,752	40,023	45,544	45,979	48,204	49,316
9	40,683	40,952	46,813	47,250	49,481	50,597
10	42,185	42,454	48,670	49,104	51,330	52,443
11	43,112	43,382	49,940	50,376	52,602	53,715
12	44,036	44,305	51,216	51,651	53,874	54,986
13	44,036	44,305	52,486	52,924	55,147	56,258
14	44,036	44,305	53,759	54,196	56,421	57,532
15	44,036	44,305	56,190	56,625	58,855	59,969
16	45,372	45,640	57,525	57,961	60,190	61,304
17	45,372	45,640	57,525	57,961	60,190	61,304
18	45,372	45,640	57,525	57,961	60,190	61,304
19	45,372	45,640	57,525	57,961	60,190	61,304
20	45,372	45,640	57,525	57,961	60,190	61,304
21	45,928	46,197	58,082	58,518	60,747	61,861
22	45,928	46,197	58,082	58,518	60,747	61,861
23	45,928	46,197	58,082	58,518	60,747	61,861
24	45,928	46,197	58,082	58,518	60,747	61,861
25	45,928	46,197	58,082	58,518	60,747	61,861
26	46,151	46,419	58,304	58,740	60,969	62,083
27	46,151	46,419	58,304	58,740	60,969	62,083
28	46,151	46,419	58,304	58,740	60,969	62,083
29	46,151	46,419	58,304	58,740	60,969	62,083
30	46,151	46,419	58,304	58,740	60,969	62,083
31	46,373	46,642	58,527	58,963	61,192	62,306

Bachelor + 30	500
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APPENDIX I 2017-2018

Teacher's Salary Range for Newly Hired Teachers

Years	BS	BS+15	BS+45/MS	BS+60/MS+15	BS+75/MS+30	BS+90/MS+45/Doctorate
0	34,500	34,500	34,500	34,636	36,860	37,972
1	34,600	34,600	35,470	35,908	38,133	39,245
2	34,700	34,700	36,747	37,152	39,409	40,522
3	34,800	34,800	38,017	38,456	40,683	41,796
4	35,126	35,392	39,290	39,726	41,955	43,069
5	36,977	37,246	41,724	42,161	44,382	45,492
6	37,902	38,172	42,994	43,431	45,658	46,771
7	38,826	39,097	44,266	44,704	46,933	48,047
8	39,752	40,023	45,544	45,979	48,204	49,316
9	40,683	40,952	46,813	47,250	49,481	50,597
10	42,185	42,454	48,670	49,104	51,330	52,443
11	43,112	43,382	49,940	50,376	52,602	53,715
12	44,036	44,305	51,216	51,651	53,874	54,986
13	44,036	44,305	52,486	52,924	55,147	56,258
14	44,036	44,305	53,759	54,196	56,421	57,532
15	44,036	44,305	56,190	56,625	58,855	59,969
16	45,372	45,640	57,525	57,961	60,190	61,304
17	45,372	45,640	57,525	57,961	60,190	61,304
18	45,372	45,640	57,525	57,961	60,190	61,304
19	45,372	45,640	57,525	57,961	60,190	61,304
20	45,372	45,640	57,525	57,961	60,190	61,304
21	45,928	46,197	58,082	58,518	60,747	61,861
22	45,928	46,197	58,082	58,518	60,747	61,861
23	45,928	46,197	58,082	58,518	60,747	61,861
24	45,928	46,197	58,082	58,518	60,747	61,861
25	45,928	46,197	58,082	58,518	60,747	61,861
26	46,151	46,419	58,304	58,740	60,969	62,083
27	46,151	46,419	58,304	58,740	60,969	62,083
28	46,151	46,419	58,304	58,740	60,969	62,083
29	46,151	46,419	58,304	58,740	60,969	62,083
30	46,151	46,419	58,304	58,740	60,969	62,083
31	46,373	46,642	58,527	58,963	61,192	62,306

Bachelor + 30	500
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APPENDIX II

Extracurricular Salary Schedule¹

POSITION	STIPEND
Academic Super Bowl*	\$904
Booster Club Sponsor*	\$721
Cheerleading Sponsor – JH	\$1006
Cheerleading Sponsor – JV*	\$1006
Cheerleading Sponsor – V	\$1869
Choral Director – JH*	\$1925
Choral Director-HS*	\$1989
Class Sponsor – Freshman	\$574
Class Sponsor – Sophomore	\$574
Class Sponsor – Junior	\$792
Class Sponsor – Senior	\$574
Computer Tech-Elem. (3)	\$1404
Computer Tech-HS	\$1404
DECA Coordinator	\$653
Dept. Head – Business/FACS*	\$801
Dept. Head – Fine Arts*	\$801
Dept. Head – Foreign Lang.*	\$801
Dept. Head – Health/PE*	\$801
Dept. Head – Library*	\$801
Dept. Head – English/ESL*	\$801
Dept. Head – Math*	\$801
Dept. Head – Science*	\$801
Dept. Head – Social Studies*	\$801
Drama Coach*	\$1010
Elem. Math Bowl coach (3)	\$904
Elem. Math Bowl proctor (3)*	\$565
Elem. Science Bowl coach (3)	\$904
Elem. Spell Bowl coach (3)	\$904
Elem. Spell Bowl proctor (3)*	\$565
Elem. Publications (3)*	\$565
Elementary* Detention/tutoring (3)*	\$10/hour (not to exceed 60 hours/year)
JH/HS Detention (TBD)*	\$10/hour not to exceed 120/hours/year)
JH/HS Lunch Supervision (4)*	\$10/lunch period

*Position available on a year-to-year basis based upon financial availability and need.

¹ The number of positions is included for information only and was not bargained.

APPENDIX II (cont.)

Extracurricular Salary Schedule

POSITION	STIPEND
Open Gym*	\$10/hr (not to exceed 290 hours/year)
Spring Football*	\$10/hr (not to exceed 45 hours/year)
Honor Society Sponsor-JH	\$574
Honor Society Sponsor-HS	\$721
HS Spell Bowl Sponsor (2)*	\$735
JH Spell Bowl Coach*	\$904
JH Spell Bowl Proctor*	\$565
Lead Teacher Elem (3)*	\$801
Mileage-Elem. Art Teacher*	\$282
Mileage-Elem. Counselor*	\$282
Mileage-Elem. Music Teacher*	\$282
Mileage-Elem PE Teacher*	\$282
Mileage-Elem. ESL*	\$282
Misc. Sponsor/Advisor/Coach*	\$500
Music Coach HS*	\$507
Newspaper Sponsor – HS*	\$1404
Publications Sponsor – JH	\$869
Science Olympiad Sponsor – JH*	\$990
Science Olympiad Sponsor – HS*	\$990
Student Council Sponsor – JH	\$926
Student Council Sponsor – HS	\$2260
Supervision – Elem (3)*	\$574
Supervision – JH (3)*	\$574
Supervision – HS (4)*	\$574
Yearbook Sponsor – HS	\$2751
Web Master Elem (3)*	\$500
Web Master JH/HS (2)*	\$500
Pep Band/Marching Band*	\$2957

*Position available on a year-to-year basis based upon financial availability and need.

Athletics ECA	
Athletic Trainer *	5,779 **
Baseball Coach - Varsity	4,114
Baseball Coach - Assistant - Varsity	3,128
Baseball Coach - Assistant - Junior Varsity	1,425
Basketball Coach - Boys Head - Varsity	6,170
Basketball Coach - Boys Assistant - Varsity	3,300
Basketball Coach - Boys Assistant - Junior Varsity	1,775
Basketball Coach - Boys Freshman*	2,361*
Basketball Coach - Boys 8TH	1,500
Basketball Coach - Boys 7TH	1,500
Basketball Coach - Boys 6TH	1,500*
Basketball Coach - Girls Head - Varsity	6,170
Basketball Coach - Girls Assistant - Varsity	3,300
Basketball Coach - Girls Assistant - Junior Varsity	1,775
Basketball Coach - Girls Freshman*	2,361*
Basketball Coach - Girls 8TH	1,500
Basketball Coach - Girls 7TH	1,500
Basketball Coach - Girls 6TH	1,500*
Cross Country Coach	3,361
Cross Country Coach - JH	2,361
Football Coach - Head Varsity	6,170
Football Coach - Assistant - Varsity	4,114
Football Coach - Junior Varsity	3,361
Football Coach - Freshman	3,128
Football Coach - JH	2,542
Football Coach - JH Assistant	1,954
Golf Coach	3,361 *
Softball Coach - Head - Varsity	4,114
Softball Coach - Assistant - Varsity	3,128
Softball Coach - Assistant - Junior Varsity	1,425
Tennis Coach - Boys	3,361
Tennis Coach - Girls	3,361
Track Coach - Boys	3,100
Track Coach - Boys JH	1,500
Track Coach - Boys and Girls JH Assistant *	1,170*
Track Coach - Girls	3100
Track Coach - Girls JH	1500
Volleyball Coach - Head Varsity	4,114
Volleyball Coach - Assistant - Varsity/Junior Varsity	3,128
Volleyball Coach - Freshman*	2,361
Volleyball Coach - 8TH	2,361
Volleyball Coach - 7TH	2,361
Volleyball Coach - 6TH	2,361
Wrestling Coach -Head - Varsity	4,114
Wrestling Coach - Assistant - Varsity/Junior Varsity	1,775
Wrestling Coach - JH - Head Coach	1,500
Wrestling Coach - JH - Assistant	1,093*

*Position available on a year-to-year basis based upon financial availability and need.

**Currently contracted to outside source.

APPENDIX III

STIPEND BASED ON UNPAID LEAVE DAYS

In circumstances where teachers are absent in excess of their PTO days, resulting in a savings to the corporation, in such instances where a savings occurs, this excess money will be split between the corporation and teachers with exemplary attendance (3 absences or fewer) according to the following formula.

After deducting the cost of hiring subs for the absent teacher, 75% of the remaining savings will be distributed as a stipend to teachers with exemplary attendance at the following rate:

0 absences = 4x
1 absences = 3x
2 absences = 2x
3 absences = 1x

X = share of the savings

½ days will be rounded up to the next full day

Example:

After deducting sub pay, \$5,400 75% = \$4050

Number of Teachers with exemplary attendance: 51

Teachers with 0 absences: 2 (x 4shares) = 8
Teachers with 1 absence: 5 (x 3 shares) =15
Teachers with 2 absences: 4 (x 2 shares) = 8
Teachers with 3 absences: 20 (x 1 share) =20

Total = 51 shares

\$4050 / 51 shares = \$79.41

Therefore,

0 absences = 4 shares of 79.41 = \$317.64 per teacher (x 2 teachers) for a total of \$635.28
1 absence = 3 shares of 79.41 = \$238.23 per teacher (x 5 teachers) for a total of \$1,191.15
2 absences = 2 shares of 79.41 = \$158.82 per teacher (x 4 teachers) for a total of \$635.28
3 absences = 1 share of 79.41 = \$79.41 per teacher (x 20 teachers) for a total of \$1,588.20

Grand Total \$4,049.91

APPENDIX IV
GRIEVANCE RESOLUTION FORM

STEP II _____
STEP III _____
STEP IV _____
STEP V _____

Grievance Resolution Form

School: _____

Assignment: _____

Name of Teacher or
Group of Teachers: _____

A. Date cause of the grievance occurred: _____

B. Statement of the grievance by teacher or group of teachers:

C. Articles of agreement involved

D. Relief Sought: _____

Signature of Teacher or group of Teachers

Date Submitted

E. Date received by Supervisor, Superintendent, or Board: _____

F. Disposition by Supervisor, Superintendent, or Board:

Date: _____

Signature of Supervisor, Superintendent or Secretary of the Board

REGULAR TEACHERS 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 LAKE STATION COMMUNITY SCHOOLS ("Corporation") and MARY ALGER ("Teacher").

MARY ALGER 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 **October 3, 2016**, and ending on **June 30, 2017**. 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 **149** 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 as discussed and established pursuant to Ind. Code 20-29-6-7(10). 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 **\$25,583.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in twenty-three (23) installments on a bi-weekly 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.

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

This Contract is dated this 3rd day of **October 2016**.

Teacher:

Lake Station Community Schools

xx *Mary Alger* **COPY** xx
MARY ALGER

xx *Donna ...* **COPY** xx
President

xx *Lauren ...* **COPY** xx
Secretary

xx *James ...* **COPY** xx
Superintendent of Schools

REGULAR TEACHERS 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 LAKE STATION COMMUNITY SCHOOLS ("Corporation") and LISA ALVARADO ("Teacher").

LISA ALVARADO is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning **August 15, 2016**, and ending on **June 30, 2017**. 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 **183** 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 as discussed and established pursuant to Ind. Code 20-29-6-7(10). 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 **\$34,202.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in twenty-six (26) installments on a bi-weekly 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.

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

This Contract is dated this 15th day of **August 2016**.

Teacher:

Lake Station Community Schools


 LISA ALVARADO


 President


 Secretary


 Superintendent of Schools

XX COPY XX XX COPY XX
 XX COPY XX
 XX COPY XX

REGULAR TEACHERS 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 LAKE STATION COMMUNITY SCHOOLS ("Corporation") and JENIFER ANDERSON ("Teacher").

JENIFER ANDERSON is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning **August 15, 2016**, and ending on **June 30, 2017**. 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 **183** 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 as discussed and established pursuant to Ind. Code 20-29-6-7(10). 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 **\$42,185.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in twenty-six (26) installments on a bi-weekly 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.

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

This Contract is dated this 15th day of August 2016.

Teacher:

Lake Station Community Schools

Jenifer Anderson
 JENIFER ANDERSON **XX COPY XX** *Donna M. ...* **XX COPY XX**
 President

Karen ...
XX COPY XX
 Secretary

Thomas ...
XX COPY XX
 Superintendent of Schools

REGULAR TEACHERS 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 LAKE STATION COMMUNITY SCHOOLS ("Corporation") and KAITLYNN ANTAL ("Teacher").

KAITLYNN ANTAL is a teacher as defined in Ind. Code 20-18-2-22.

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


1. The Teacher shall teach in the schools of the Corporation for the school term beginning **August 15, 2016**, and ending on **June 30, 2017**. 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 **183** 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 as discussed and established pursuant to Ind. Code 20-29-6-7(10). 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 **\$31,420.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in twenty-six (26) installments on a bi-weekly 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.


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


This Contract is dated this 15th day of August 2016.


Teacher:

Lake Station Community Schools


XX COPY XX
 KAITLYNN ANTAL


XX COPY XX
 President


XX COPY XX
 Secretary


XX COPY XX
 Superintendent of Schools

REGULAR TEACHERS 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 LAKE STATION COMMUNITY SCHOOLS ("Corporation") and DANIEL AYERS ("Teacher").

DANIEL AYERS is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning **August 15, 2016**, and ending on **June 30, 2017**. 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 **183** 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 as discussed and established pursuant to Ind. Code 20-29-6-7(10). 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 **\$58,740.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in twenty-six (26) installments on a bi-weekly 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.

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

This Contract is dated this 15th day of August 2016.

Teacher:

Lake Station Community Schools

[Signature]
 DANIEL AYERS
 XX COPY XX

[Signature]
 President
 XX COPY XX

[Signature]
 Secretary
 XX COPY XX

[Signature]
 Superintendent of Schools
 XX COPY XX

REGULAR TEACHERS 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 LAKE STATION COMMUNITY SCHOOLS ("Corporation") and AMBROSIA BACKE ("Teacher").

AMBROSIA BACKE is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning **August 15, 2016**, and ending on **June 30, 2017**. 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 **183 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 as discussed and established pursuant to Ind. Code 20-29-6-7(10). 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 **\$31,420.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in twenty-six (26) installments on a bi-weekly 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.

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

This Contract is dated this 15th day of August 2016.

Teacher:

Lake Station Community Schools




XX COPY XX **XX COPY XX**

AMBROSIA BACKE Principal



XX COPY XX

Secretary



XX COPY XX

Superintendent of Schools

REGULAR TEACHERS 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 LAKE STATION COMMUNITY SCHOOLS ("Corporation") and PENNY BATTISTA ("Teacher").

PENNY BATTISTA is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning **August 15, 2016**, and ending on **June 30, 2017**. 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 **183 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 as discussed and established pursuant to Ind. Code 20-29-6-7(10). 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 **\$58,304.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in twenty-six (26) installments on a bi-weekly 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.

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

This Contract is dated this 15th day of August 2016.

Teacher:

Lake Station Community Schools

~~XX COPY XX~~
~~PENNY BATTISTA~~

~~XX COPY XX~~
~~President~~

~~XX COPY XX~~
~~Secretary~~

~~XX COPY XX~~
~~Superintendent of Schools~~

REGULAR TEACHERS 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 LAKE STATION COMMUNITY SCHOOLS ("Corporation") and DIANA BENSON ("Teacher").

DIANA BENSON is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning **August 15, 2016**, and ending on **June 30, 2017**. 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 **183** 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 as discussed and established pursuant to Ind. Code 20-29-6-7(10). 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 **\$45,372.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in twenty-six (26) installments on a bi-weekly 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.

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

This Contract is dated this 15th day of August 2016.

Teacher:

Lake Station Community Schools

Diana Benson
DIANA BENSON

John P. ...
President

Karen ...
Secretary

Thomas ...
Superintendent of Schools

REGULAR TEACHERS 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 LAKE STATION COMMUNITY SCHOOLS ("Corporation") and BELINDA BLACK ("Teacher").

BELINDA BLACK is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning **August 15, 2016**, and ending on **June 30, 2017**. 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 **183** 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 as discussed and established pursuant to Ind. Code 20-29-6-7(10). 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 **\$47,250.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in twenty-six (26) installments on a bi-weekly 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.

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

This Contract is dated this 15th day of August 2016.

Teacher:

Lake Station Community Schools

Belinda Black
BELINDA BLACK

Janet ...
President

Karen ...
Secretary

Thomas ...
Superintendent of Schools

REGULAR TEACHERS 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 LAKE STATION COMMUNITY SCHOOLS ("Corporation") and AMY BRAILEY ("Teacher").

AMY BRAILEY is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning **August 15, 2016**, and ending on **June 30, 2017**. 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 **183** 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 as discussed and established pursuant to Ind. Code 20-29-6-7(10). 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 **\$44,305.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in twenty-six (26) installments on a bi-weekly 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.

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

This Contract is dated this ~~15th day of August 2016~~, Nov. 4, 2016

Teacher:

Lake Station Community Schools

Amy Brailey
 AMY BRAILEY
 11/4/16
XX COPY XX

Jan [Signature]
 President
XX COPY XX

Karen [Signature]
 Secretary
XX COPY XX

Thomas [Signature]
 Superintendent of Schools
XX COPY XX

REGULAR TEACHERS 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 LAKE STATION COMMUNITY SCHOOLS ("Corporation") and KATHLEEN BROWN ("Teacher").

KATHLEEN BROWN is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning **August 11, 2016**, and ending on **June 30, 2017**. 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 **185** 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 as discussed and established pursuant to Ind. Code 20-29-6-7(10). 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 **\$43,856.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in twenty-six (26) installments on a bi-weekly 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.

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

This Contract is dated this 11th day of August 2016.

Teacher:

Lake Station Community Schools

Kathleen Brown
 KATHLEEN BROWN

Donna M. ...
 President

Karen ...
 Secretary

Anna ...
 Superintendent of Schools

REGULAR TEACHERS 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 **LAKE STATION COMMUNITY SCHOOLS** ("Corporation") and **JULIA BRUMMEL** ("Teacher").

JULIA BRUMMEL is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning **August 15, 2016**, and ending on **June 30, 2017**. 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 **183** 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 as discussed and established pursuant to Ind. Code 20-29-6-7(10). 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 **\$31,420.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in twenty-six (26) installments on a bi-weekly 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.

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

This Contract is dated this **15th** day of **August 2016**.

Teacher:

Lake Station Community Schools

Julia Brummel
 JULIA BRUMMEL **XX COPY XX** *Don [Signature]*
 President **XX COPY XX**

Karen [Signature]
 Secretary **XX COPY XX**

Tom [Signature]
 Superintendent of Schools **XX COPY XX**

REGULAR TEACHERS 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 LAKE STATION COMMUNITY SCHOOLS ("Corporation") and ROBERT BURKE ("Teacher").

ROBERT BURKE is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning **August 15, 2016**, and ending on **June 30, 2017**. 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 **183** 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 as discussed and established pursuant to Ind. Code 20-29-6-7(10). 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 **\$37,902.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in twenty-six (26) installments on a bi-weekly 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.

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

This Contract is dated this 15th day of **August 2016**.

Teacher:

Lake Station Community Schools



XX COPY XX
ROBERT BURKE



XX COPY XX
President



XX COPY XX
Secretary



XX COPY XX
Superintendent of Schools

REGULAR TEACHERS 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 LAKE STATION COMMUNITY SCHOOLS ("Corporation") and BRENDA BURKETT ("Teacher").

BRENDA BURKETT is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning **August 15, 2016**, and ending on **June 30, 2017**. 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 **183** 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 as discussed and established pursuant to Ind. Code 20-29-6-7(10). 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 **\$44,305.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in twenty-six (26) installments on a bi-weekly 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.

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

This Contract is dated this 15th day of **August 2016**.

Teacher:

Lake Station Community Schools

Brenda Burkett
 BRENDA BURKETT **XX COPY XX** *Don R. ...*
 President **XX COPY XX**

Karen S. ...
 Secretary **XX COPY XX**

Thomas J. ...
 Superintendent of Schools **XX COPY XX**

REGULAR TEACHERS 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 LAKE STATION COMMUNITY SCHOOLS ("Corporation") and THOMAS COLEMAN ("Teacher").

THOMAS COLEMAN is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning **August 15, 2016**, and ending on **June 30, 2017**. 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 **183** 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 as discussed and established pursuant to Ind. Code 20-29-6-7(10). 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 **\$44,266.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in twenty-six (26) installments on a bi-weekly 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.

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

This Contract is dated this **15th** day of **August 2016**.

Teacher:

Lake Station Community Schools

Thomas Coleman
 THOMAS COLEMAN
 XX COPY XX

Jan [Signature]
 President
 XX COPY XX

Karen [Signature]
 Secretary
 XX COPY XX

James [Signature]
 Superintendent of Schools
 XX COPY XX

REGULAR TEACHERS 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 LAKE STATION COMMUNITY SCHOOLS ("Corporation") and LAUREN JENSEN ("Teacher").

LAUREN JENSEN is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning **August 15, 2016**, and ending on **June 30, 2017**. 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 **183** 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 as discussed and established pursuant to Ind. Code 20-29-6-7(10). 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 **\$31,420.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in twenty-six (26) installments on a bi-weekly 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.

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

This Contract is dated this 15th day of August 2016:

Teacher:

Lake Station Community Schools

Lauren Jensen
 LAUREN JENSEN
 COOKE

Donna M. ...
 President

Karen ...
 Secretary

Thomas ...
 Superintendent of Schools

REGULAR TEACHERS 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 **LAKE STATION COMMUNITY SCHOOLS** ("Corporation") and **AMANDA CRAWFORD** ("Teacher").

AMANDA CRAWFORD is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning **August 15, 2016**, and ending on **June 30, 2017**. 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 **183** 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 as discussed and established pursuant to Ind. Code 20-29-6-7(10). 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 **\$35,126.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in twenty-six (26) installments on a bi-weekly 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.

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

This Contract is dated this **15th** day of **August 2016**.

Teacher:

Lake Station Community Schools

Amanda Crawford
XX COPY XX
AMANDA CRAWFORD

Donna Blanton
XX COPY XX
President

Karen Blanton
XX COPY XX
Secretary

Anna J. Blanton
XX COPY XX
Superintendent of Schools

REGULAR TEACHERS 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 LAKE STATION COMMUNITY SCHOOLS ("Corporation") and REBECCA DAGENAIS ("Teacher").

REBECCA DAGENAIS is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning **August 15, 2016**, and ending on **June 30, 2017**. 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 **183** 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 as discussed and established pursuant to Ind. Code 20-29-6-7(10). 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 **\$40,023.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in twenty-six (26) installments on a bi-weekly 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.

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

This Contract is dated this 15th day of August 2016.

Teacher:

Lake Station Community Schools

REBECCA DAGENAIS

XX COPY XX

Jan Washburn
President

XX COPY XX

Karen E. Curtis
Secretary

XX COPY XX

Thomas H. Finkbeiner
Superintendent of Schools

XX COPY XX

REGULAR TEACHERS 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 LAKE STATION COMMUNITY SCHOOLS ("Corporation") and PAMELA DAVIES ("Teacher").

PAMELA DAVIES is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning **August 15, 2016**, and ending on **June 30, 2017**. 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 **183** 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 as discussed and established pursuant to Ind. Code 20-29-6-7(10). 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 **\$58,740.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in twenty-six (26) installments on a bi-weekly 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.

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

This Contract is dated this 15th day of August 2016.

Teacher:

Lake Station Community Schools


 PAMELA DAVIES


 President


 Secretary


 Superintendent of Schools

REGULAR TEACHERS 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 **LAKE STATION COMMUNITY SCHOOLS** ("Corporation") and **RAMONA DELGADO** ("Teacher").

RAMONA DELGADO is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning **August 15, 2016**, and ending on **June 30, 2017**. 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 **183** 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 as discussed and established pursuant to Ind. Code 20-29-6-7(10). 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 **\$31,420.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in twenty-six (26) installments on a bi-weekly 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.

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

This Contract is dated this 15th day of **August 2016**.

Teacher:

Lake Station Community Schools

Ramona Delgado
 XX COPY XX
 RAMONA DELGADO

Don McArthur
 XX COPY XX
 President

Karen Brantley
 XX COPY XX
 Secretary

Tommy J. Brantley
 XX COPY XX
 Superintendent of Schools

REGULAR TEACHERS 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 LAKE STATION COMMUNITY SCHOOLS ("Corporation") and ALLIE DOEPPING ("Teacher").

ALLIE DOEPPING is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning **August 15, 2016**, and ending on **June 30, 2017**. 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 **183** 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 as discussed and established pursuant to Ind. Code 20-29-6-7(10). 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 **\$45,640.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in twenty-six (26) installments on a bi-weekly 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.

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

This Contract is dated this 15th day of August 2016.

Teacher:

Lake Station Community Schools

Allie Doepping
ALLIE DOEPPING
XX COPY XX

Don Blawie
President
XX COPY XX

Laura L. Brantley
Secretary
XX COPY XX

Tommy A. Brantley
Superintendent of Schools
XX COPY XX

REGULAR TEACHERS 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 LAKE STATION COMMUNITY SCHOOLS ("Corporation") and RACHEL DOKICH ("Teacher").

RACHEL DOKICH is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning **August 15, 2016**, and ending on **June 30, 2017**. 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 **183** 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 as discussed and established pursuant to Ind. Code 20-29-6-7(10). 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 **\$39,097.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in twenty-six (26) installments on a bi-weekly 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.

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

This Contract is dated this 15th day of August 2016.

Teacher:

Lake Station Community Schools

Rachel Dokich
RACHEL DOKICH
XX COPY XX

Janice ...
President
XX COPY XX

Karen ...
Secretary
XX COPY XX

Anna ...
Superintendent of Schools
XX COPY XX

REGULAR TEACHERS 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 LAKE STATION COMMUNITY SCHOOLS ("Corporation") and LINDSEY DOOLIN ("Teacher").

LINDSEY DOOLIN is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning **August 15, 2016**, and ending on **June 30, 2017**. 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 **183** 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 as discussed and established pursuant to Ind. Code 20-29-6-7(10). 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 **\$31,420.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in twenty-six (26) installments on a bi-weekly 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.

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

This Contract is dated this 15th day of August 2016.

Teacher:

Lake Station Community Schools

Lindsey Doolin
 LINDSEY DOOLIN
 XX COPY XX

Donna M. ...
 President
 XX COPY XX

Karen ...
 Secretary
 XX COPY XX

Thomas ...
 Superintendent of Schools
 XX COPY XX

REGULAR TEACHERS 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 LAKE STATION COMMUNITY SCHOOLS ("Corporation") and CHRISTINA ELIZONDO ("Teacher").

CHRISTINA ELIZONDO is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning **August 15, 2016**, and ending on **June 30, 2017**. 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 **183** 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 as discussed and established pursuant to Ind. Code 20-29-6-7(10). 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 **\$44,036.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in twenty-six (26) installments on a bi-weekly 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.

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

This Contract is dated this 15th day of August 2016.

Teacher:

Lake Station Community Schools

Christina Elizondo
 XX COPY XX
 CHRISTINA ELIZONDO

Samuel J. ...
 XX COPY XX
 President

Karen ...
 XX COPY XX
 Secretary

Samuel J. ...
 XX COPY XX
 Superintendent of Schools

REGULAR TEACHERS 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 **LAKE STATION COMMUNITY SCHOOLS** ("Corporation") and **AMPARO ESPARZA** ("Teacher").

AMPARO ESPARZA is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning **August 15, 2016**, and ending on **June 30, 2017**. 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 **183** 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 as discussed and established pursuant to Ind. Code 20-29-6-7(10). 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 **\$31,420.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in twenty-six (26) installments on a bi-weekly 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.

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

This Contract is dated this **15th** day of **August 2016**.

Teacher:

Lake Station Community Schools

Amparo Esparza
 XX COPY XX
 AMPARO ESPARZA

Donna ...
 XX COPY XX
 President

... Secretary
 XX COPY XX
 Secretary

... Superintendent
 XX COPY XX
 Superintendent of Schools

REGULAR TEACHERS 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 LAKE STATION COMMUNITY SCHOOLS ("Corporation") and FAYELLEN FORSYTHE ("Teacher").

FAYELLEN FORSYTHE is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning **August 15, 2016**, and ending on **June 30, 2017**. 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 **183** 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 as discussed and established pursuant to Ind. Code 20-29-6-7(10). 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 **\$61,861.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in twenty-six (26) installments on a bi-weekly 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.

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

This Contract is dated this 15th day of August 2016.

Teacher:

Lake Station Community Schools

Fayellen G. Forsythe
 FAYELLEN FORSYTHE **XX COPY XX**

Janice M. ...
 President **XX COPY XX**

Karen ...
 Secretary **XX COPY XX**

Donna ...
 Superintendent of Schools **XX COPY XX**

REGULAR TEACHERS 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 **LAKE STATION COMMUNITY SCHOOLS** ("Corporation") and **NANCY FUENTES** ("Teacher").

NANCY FUENTES is a teacher as defined in Ind. Code 20-18-2-22.

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


1. The Teacher shall teach in the schools of the Corporation for the school term beginning **August 15, 2016**, and ending on **June 30, 2017**. 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 **183** 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 as discussed and established pursuant to Ind. Code 20-29-6-7(10). 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 **\$57,525.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in twenty-six (26) installments on a bi-weekly 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.

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

This Contract is dated this **15th** day of **August 2016**.

Teacher:

Lake Station Community Schools


XX COPY XX
 NANCY FUENTES


XX COPY XX
 President


XX COPY XX
 Secretary


XX COPY XX
 Superintendent of Schools

REGULAR TEACHERS 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 **LAKE STATION COMMUNITY SCHOOLS** ("Corporation") and **NANCY GLASS** ("Teacher").

NANCY GLASS is a teacher as defined in Ind. Code 20-18-2-22.

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


1. The Teacher shall teach in the schools of the Corporation for the school term beginning **August 15, 2016**, and ending on **June 30, 2017**. 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 **183** 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 as discussed and established pursuant to Ind. Code 20-29-6-7(10). 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 **\$57,525.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in twenty-six (26) installments on a bi-weekly 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.


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


This Contract is dated this **15th** day of **August 2016**.


Teacher:

Lake Station Community Schools


xx COPY xx
 NANCY GLASS


xx COPY xx
 President


xx COPY xx
 Secretary


xx COPY xx
 Superintendent of Schools

REGULAR TEACHERS 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 LAKE STATION COMMUNITY SCHOOLS ("Corporation") and ALYSSA GONZALES ("Teacher").

ALYSSA GONZALES is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning **August 15, 2016**, and ending on **June 30, 2017**. 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 **183** 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 as discussed and established pursuant to Ind. Code 20-29-6-7(10). 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 **\$33,270.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in twenty-six (26) installments on a bi-weekly 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.

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

This Contract is dated this 15th day of August 2016.

Teacher:

Lake Station Community Schools

Alyssa Gonzales
XX COPY XX
ALYSSA GONZALES

Donna...
XX COPY XX
President

...
XX COPY XX
Secretary

...
XX COPY XX
Superintendent of Schools

REGULAR TEACHERS 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 **LAKE STATION COMMUNITY SCHOOLS** ("Corporation") and **SARA GUDINO** ("Teacher").

SARA GUDINO is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning **August 15, 2016**, and ending on **June 30, 2017**. 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 **183** 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 as discussed and established pursuant to Ind. Code 20-29-6-7(10). 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 **\$44,036.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in twenty-six (26) installments on a bi-weekly 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.

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

This Contract is dated this 15th day of August 2016.

Teacher:

Lake Station Community Schools

Sara Gudino
 xx **COPY** xx
 SARA GUDINO

Donna Blawie
 xx **COPY** xx
 President

Heather Brantley
 xx **COPY** xx
 Secretary

Thomas J. Pfeiffer
 xx **COPY** xx
 Superintendent of Schools

REGULAR TEACHERS 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 LAKE STATION COMMUNITY SCHOOLS ("Corporation") and TANYA HAVRILLA ("Teacher").

TANYA HAVRILLA is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning **August 15, 2016**, and ending on **June 30, 2017**. 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 **183** 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 as discussed and established pursuant to Ind. Code 20-29-6-7(10). 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 **\$46,813.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in twenty-six (26) installments on a bi-weekly 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.

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

This Contract is dated this 15th day of August 2016.

Teacher:

Lake Station Community Schools

Tanya Havrilla
 TANYA HAVRILLA
 XX COPY XX

Don [Signature]
 President
 XX COPY XX

Karen [Signature]
 Secretary
 XX COPY XX

Anna [Signature]
 Superintendent of Schools
 XX COPY XX

REGULAR TEACHERS 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 LAKE STATION COMMUNITY SCHOOLS ("Corporation") and ANTHONY HICKS ("Teacher").

ANTHONY HICKS is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning **August 15, 2016**, and ending on **June 30, 2017**. 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 **183** 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 as discussed and established pursuant to Ind. Code 20-29-6-7(10). 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 **\$44,305.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in twenty-six (26) installments on a bi-weekly 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.

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

This Contract is dated this 15th day of August 2016.

Teacher:

Lake Station Community Schools

Anthony Hicks
ANTHONY HICKS
XX COPY XX

Don R. ...
President
XX COPY XX

Karen ...
Secretary
XX COPY XX

James ...
Superintendent of Schools
XX COPY XX

REGULAR TEACHERS 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 LAKE STATION COMMUNITY SCHOOLS ("Corporation") and FABIOLA JIMENEZ CERVANTES ("Teacher").

FABIOLA JIMENEZ CERVANTES is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning **August 15, 2016**, and ending on **June 30, 2017**. 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 **183** 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 as discussed and established pursuant to Ind. Code 20-29-6-7(10). 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 **\$31,420.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in twenty-six (26) installments on a bi-weekly 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.

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

This Contract is dated this 15th day of August 2016.

Teacher:

Lake Station Community Schools

Fabiola Jimenez Cervantes
FABIOLA JIMENEZ CERVANTES
XX COPY XX

Don [Signature]
President
XX COPY XX

Karen [Signature]
Secretary
XX COPY XX

Tom [Signature]
Superintendent of Schools
XX COPY XX

REGULAR TEACHERS 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 LAKE STATION COMMUNITY SCHOOLS ("Corporation") and JESSICA KAMMER ("Teacher").

JESSICA KAMMER is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning **August 15, 2016**, and ending on **June 30, 2017**. 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 **183** 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 as discussed and established pursuant to Ind. Code 20-29-6-7(10). 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 **\$36,977.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in twenty-six (26) installments on a bi-weekly 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.

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

This Contract is dated this 15th day of August 2016.

Teacher:

Lake Station Community Schools

Jessica Kammer
 JESSICA KAMMER
 xx COPY xx

Don [Signature]
 President
 xx COPY xx

Karen [Signature]
 Secretary
 xx COPY xx

Amad J. [Signature]
 Superintendent of Schools
 xx COPY xx

REGULAR TEACHERS 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 LAKE STATION COMMUNITY SCHOOLS ("Corporation") and MARSHA KAWICKI ("Teacher").

MARSHA KAWICKI is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning **August 15, 2016**, and ending on **June 30, 2017**. 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 **183** 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 as discussed and established pursuant to Ind. Code 20-29-6-7(10). 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 **\$31,420.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in twenty-six (26) installments on a bi-weekly 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.

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

This Contract is dated this **15th** day of **August 2016**.

Teacher:

Lake Station Community Schools

MARSHA KAWICKI
MARSHA KAWICKI
XX COPY XX

[Signature]
President
XX COPY XX

[Signature]
Secretary
XX COPY XX

[Signature]
Superintendent of Schools
XX COPY XX

REGULAR TEACHERS 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 **LAKE STATION COMMUNITY SCHOOLS** ("Corporation") and **ELIZABETH KELLEY** ("Teacher").

ELIZABETH KELLEY is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning **August 15, 2016**, and ending on **June 30, 2017**. 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 **183** 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 as discussed and established pursuant to Ind. Code 20-29-6-7(10). 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 **\$46,813.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in twenty-six (26) installments on a bi-weekly 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.

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

This Contract is dated this 15th day of August 2016.

Teacher:

Lake Station Community Schools

Elizabeth Kelley
~~ELIZABETH KELLEY~~ **XX COPY XX**

John P. ...
~~President~~ **XX COPY XX**

Karen ...
~~Secretary~~ **XX COPY XX**

Thomas ...
~~Superintendent of Schools~~ **XX COPY XX**

REGULAR TEACHERS 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 LAKE STATION COMMUNITY SCHOOLS ("Corporation") and HOLLY KRABBENHOEFT ("Teacher").

HOLLY KRABBENHOEFT is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning **August 15, 2016**, and ending on **June 30, 2017**. 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 **183** 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 as discussed and established pursuant to Ind. Code 20-29-6-7(10). 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 **\$58,527.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in twenty-six (26) installments on a bi-weekly 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.

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

This Contract is dated this **15th** day of **August 2016**.

Teacher:

Lake Station Community Schools

Holly Krabbenhoeft
 xx **COPY** xx
 HOLLY KRABBENHOEFT

Don R. ...
 xx **COPY** xx
 President

Karen ...
 xx **COPY** xx
 Secretary

Thomas ...
 xx **COPY** xx
 Superintendent of Schools

REGULAR TEACHERS 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 LAKE STATION COMMUNITY SCHOOLS ("Corporation") and BRADLEY KURCZYNSKI ("Teacher").

BRADLEY KURCZYNSKI is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning **August 29, 2016**, and ending on **June 30, 2017**. 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 **173** 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 as discussed and established pursuant to Ind. Code 20-29-6-7(10). 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 **\$29,703.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in twenty-six (26) installments on a bi-weekly 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.

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

This Contract is dated this 29th day of August 2016.

Teacher:

Lake Station Community Schools

Bradley Kurczynski
XX COPY XX
BRADLEY KURCZYNSKI

Don [Signature]
XX COPY XX
President

Laura [Signature]
XX COPY XX
Secretary

Tom [Signature]
XX COPY XX
Superintendent of Schools

REGULAR TEACHERS 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 LAKE STATION COMMUNITY SCHOOLS ("Corporation") and LINDA LLEWELLYN ("Teacher").

LINDA LLEWELLYN is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning **August 15, 2016**, and ending on **June 30, 2017**. 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 **183** 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 as discussed and established pursuant to Ind. Code 20-29-6-7(10). 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 **\$58,527.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in twenty-six (26) installments on a bi-weekly 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.

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

This Contract is dated this 15th day of August 2016.

Teacher:

Lake Station Community Schools

Linda Lewellyn
 XX COPY XX
 LINDA LLEWELLYN

Donna Blanton
 XX COPY XX
 President

Janet Blanton
 XX COPY XX
 Secretary

Thomas H. Blanton
 XX COPY XX
 Superintendent of Schools

REGULAR TEACHERS 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 LAKE STATION COMMUNITY SCHOOLS ("Corporation") and NONA MACKEY ("Teacher").

NONA MACKEY is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning **August 15, 2016**, and ending on **June 30, 2017**. 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 **183** 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 as discussed and established pursuant to Ind. Code 20-29-6-7(10). 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 **\$58,855.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in twenty-six (26) installments on a bi-weekly 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.

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

This Contract is dated this **15th** day of **August 2016**.

Teacher:

Lake Station Community Schools

Nona Mackey
 Nona Mackey
 XX COPY XX

Sam R. ...
 President
 XX COPY XX

... Secretary
 Secretary
 XX COPY XX

... Superintendent of Schools
 Superintendent of Schools
 XX COPY XX

REGULAR TEACHERS 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 **LAKE STATION COMMUNITY SCHOOLS** ("Corporation") and **ERIC MACKOWIAK** ("Teacher").

ERIC MACKOWIAK is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning **August 15, 2016**, and ending on **June 30, 2017**. 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 **183** 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 as discussed and established pursuant to Ind. Code 20-29-6-7(10). 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 **\$31,420.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in twenty-six (26) installments on a bi-weekly 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.

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

This Contract is dated this **15th** day of **August 2016**.

Teacher:

Lake Station Community Schools

Eric Mackowiak
XX COPY XX
 ERIC MACKOWIAK

Donna
XX COPY XX
 President

Laura
XX COPY XX
 Secretary

Tom
XX COPY XX
 Superintendent of Schools

REGULAR TEACHERS 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 LAKE STATION COMMUNITY SCHOOLS ("Corporation") and BENJAMIN MAHAR ("Teacher").

BENJAMIN MAHAR is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning **August 15, 2016**, and ending on **June 30, 2017**. 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 **183** 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 as discussed and established pursuant to Ind. Code 20-29-6-7(10). 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 **\$31,420.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in twenty-six (26) installments on a bi-weekly 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.

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

This Contract is dated this 15th day of August 2016.

Teacher:

Lake Station Community Schools

Benjamin Mahar
 BENJAMIN MAHAR **XX COPY XX** *Don W...*
 President **XX COPY XX**

Laura...
 Secretary **XX COPY XX**

Tom...
 Superintendent of Schools **XX COPY XX**

REGULAR TEACHERS 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 LAKE STATION COMMUNITY SCHOOLS ("Corporation") and BRITTNEY MARCINIAK ("Teacher").

BRITTNEY MARCINIAK is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning **August 15, 2016**, and ending on **June 30, 2017**. 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 **183** 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 as discussed and established pursuant to Ind. Code 20-29-6-7(10). 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 **\$33,270.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in twenty-six (26) installments on a bi-weekly 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.

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

This Contract is dated this 15th day of August 2016.

Teacher:

Lake Station Community Schools

Brittney Marciniak
BRITTNEY MARCINIAK

[Signature]
President

[Signature]
Secretary

[Signature]
Superintendent of Schools

REGULAR TEACHERS 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 LAKE STATION COMMUNITY SCHOOLS ("Corporation") and MARIA MARTINEZ ("Teacher").

MARIA MARTINEZ is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning **August 15, 2016**, and ending on **June 30, 2017**. 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 **183** 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 as discussed and established pursuant to Ind. Code 20-29-6-7(10). 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 **\$57,525.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in twenty-six (26) installments on a bi-weekly 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.

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

This Contract is dated this 15th day of August 2016.

Teacher:

Lake Station Community Schools

Maria Martinez
MARIA MARTINEZ
XX COPY XX

Donna Blawie
President
XX COPY XX

Janice Blawie
Secretary
XX COPY XX

Thomas J. Blawie
Superintendent of Schools
XX COPY XX

REGULAR TEACHERS 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 LAKE STATION COMMUNITY SCHOOLS ("Corporation") and EMILY MATULEWICZ ("Teacher").

EMILY MATULEWICZ is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning **August 15, 2016**, and ending on **June 30, 2017**. 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 **183** 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 as discussed and established pursuant to Ind. Code 20-29-6-7(10). 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 **\$32,348.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in twenty-six (26) installments on a bi-weekly 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.

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

This Contract is dated this 15th day of August 2016.

Teacher:

Lake Station Community Schools

Emily Matulewicz
 EMILY MATULEWICZ
 XX COPY XX

Donna Blawie
 President
 XX COPY XX

Lauren Brantley
 Secretary
 XX COPY XX

James H. Brantley
 Superintendent of Schools
 XX COPY XX

REGULAR TEACHERS 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 LAKE STATION COMMUNITY SCHOOLS ("Corporation") and TIMOTHY McCORMICK ("Teacher").

TIMOTHY McCORMICK is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning **August 15, 2016**, and ending on **June 30, 2017**. 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 **183** 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 as discussed and established pursuant to Ind. Code 20-29-6-7(10). 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 **\$45,640.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in twenty-six (26) installments on a bi-weekly 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.

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

This Contract is dated this 15th day of August 2016.

Teacher:

Lake Station Community Schools

Timothy McCormick
XX COPY XX
TIMOTHY McCORMICK

Sam Blawie
XX COPY XX
President

Karen P. ...
XX COPY XX
Secretary

Thomas ...
XX COPY XX
Superintendent of Schools

REGULAR TEACHERS 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 LAKE STATION COMMUNITY SCHOOLS ("Corporation") and MOLLY McCOY ("Teacher").

MOLLY McCOY is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning **August 15, 2016**, and ending on **June 30, 2017**. 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 **183** 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 as discussed and established pursuant to Ind. Code 20-29-6-7(10). 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 **\$31,420.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in twenty-six (26) installments on a bi-weekly 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.

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

This Contract is dated this 15th day of August 2016.

Teacher:

Lake Station Community Schools

Molly McCoy
MOLLY McCOY
XX COPY XX

Donna Blanton
President
XX COPY XX

Laura Blanton
Secretary
XX COPY XX

Thomas J. Blanton
Superintendent of Schools
XX COPY XX

REGULAR TEACHERS 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 LAKE STATION COMMUNITY SCHOOLS ("Corporation") and CYNTHIA McKNIGHT ("Teacher").

CYNTHIA McKNIGHT is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning **August 15, 2016**, and ending on **June 30, 2017**. 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 **183** 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 as discussed and established pursuant to Ind. Code 20-29-6-7(10). 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 **\$37,902.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in twenty-six (26) installments on a bi-weekly 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.

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

This Contract is dated this **15th** day of **August 2016**.

Teacher:

Lake Station Community Schools

Cynthia McKnight
 CYNTHIA McKNIGHT **XX COPY XX** *Don Blaine*
 President **XX COPY XX**

Harmon Pittman
 Secretary **XX COPY XX**

Tommy J. ...
 Superintendent of Schools **XX COPY XX**

REGULAR TEACHERS 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 LAKE STATION COMMUNITY SCHOOLS ("Corporation") and HEIDI MEYER ("Teacher").

HEIDI MEYER is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning **August 15, 2016**, and ending on **June 30, 2017**. 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 **183** 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 as discussed and established pursuant to Ind. Code 20-29-6-7(10). 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 **\$44,266.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in twenty-six (26) installments on a bi-weekly 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.

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

This Contract is dated this 15th day of August 2016.

Teacher:

Lake Station Community Schools

Heidi Meyer
 HEIDI MEYER
 xx COPY xx

Tom Blawie
 President
 xx COPY xx

Lauren Brantley
 Secretary
 xx COPY xx

Thomas J. Brantley
 Superintendent of Schools
 xx COPY xx

REGULAR TEACHERS 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 LAKE STATION COMMUNITY SCHOOLS ("Corporation") and KENNETH MILLER ("Teacher").

KENNETH MILLER is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning **August 15, 2016**, and ending on **June 30, 2017**. 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 **183** 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 as discussed and established pursuant to Ind. Code 20-29-6-7(10). 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 **\$31,420.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in twenty-six (26) installments on a bi-weekly 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.

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

This Contract is dated this 15th day of August 2016.

Teacher:

Lake Station Community Schools

Kenneth Miller
KENNETH MILLER
XX COPY XX

Don [Signature]
President
XX COPY XX

Karen [Signature]
Secretary
XX COPY XX

Anna [Signature]
Superintendent of Schools
XX COPY XX

REGULAR TEACHERS 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 LAKE STATION COMMUNITY SCHOOLS ("Corporation") and JULIE MILLS ("Teacher").

JULIE MILLS is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning **August 15, 2016**, and ending on **June 30, 2017**. 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 **183** 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 as discussed and established pursuant to Ind. Code 20-29-6-7(10). 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 **\$32,348.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in twenty-six (26) installments on a bi-weekly 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.

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

This Contract is dated this 15th day of August 2016.

Teacher:

Lake Station Community Schools

JULIE MILLS
XX COPY XX

[Signature]
President
XX COPY XX

[Signature]
Secretary
XX COPY XX

[Signature]
Superintendent of Schools
XX COPY XX

REGULAR TEACHERS 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 LAKE STATION COMMUNITY SCHOOLS ("Corporation") and JESSICA MODGLIN ("Teacher").

JESSICA MODGLIN is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning **August 15, 2016**, and ending on **June 30, 2017**. 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 **183** 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 as discussed and established pursuant to Ind. Code 20-29-6-7(10). 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 **\$32,348.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in twenty-six (26) installments on a bi-weekly 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.

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

This Contract is dated this 15th day of August 2016.

Teacher:

Lake Station Community Schools

Jessica Modglin
JESSICA MODGLIN
xx COPY xx

Donna...
President
xx COPY xx

Laura...
Secretary
xx COPY xx

Anna...
Superintendent of Schools
xx COPY xx

REGULAR TEACHERS 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 LAKE STATION COMMUNITY SCHOOLS ("Corporation") and WILLIAM NESS ("Teacher").

WILLIAM NESS is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning **August 15, 2016**, and ending on **June 30, 2017**. 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 **183** 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 as discussed and established pursuant to Ind. Code 20-29-6-7(10). 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 **\$56,190.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in twenty-six (26) installments on a bi-weekly 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.

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

This Contract is dated this 15th day of August 2016.

Teacher:

Lake Station Community Schools

William Ness
WILLIAM NESS
XX COPY XX

Donna
President
XX COPY XX

Janet
Secretary
XX COPY XX

Thomas
Superintendent of Schools
XX COPY XX

REGULAR TEACHERS 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 LAKE STATION COMMUNITY SCHOOLS ("Corporation") and KATHLEEN NORKUS ("Teacher").

KATHLEEN NORKUS is a teacher as defined in Ind. Code 20-18-2-22.

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


1. The Teacher shall teach in the schools of the Corporation for the school term beginning **August 15, 2016**, and ending on **June 30, 2017**. 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 **183** 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 as discussed and established pursuant to Ind. Code 20-29-6-7(10). 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 **\$58,527.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in twenty-six (26) installments on a bi-weekly 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.


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


This Contract is dated this 15th day of August 2016.


Teacher:

Lake Station Community Schools


XX COPY XX
 KATHLEEN NORKUS


XX COPY XX
 President


XX COPY XX
 Secretary


XX COPY XX
 Superintendent of Schools

REGULAR TEACHERS 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 LAKE STATION COMMUNITY SCHOOLS ("Corporation") and ELUIDES PAGAN ("Teacher").

ELUIDES PAGAN is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning **August 15, 2016**, and ending on **June 30, 2017**. 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 **183** 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 as discussed and established pursuant to Ind. Code 20-29-6-7(10). 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 **\$57,525.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in twenty-six (26) installments on a bi-weekly 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.

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

This Contract is dated this 15th day of August 2016.

Teacher:

Lake Station Community Schools

~~XX COPY XX~~
ELUIDES PAGAN

~~XX COPY XX~~
President

~~XX COPY XX~~
Secretary

~~XX COPY XX~~
Superintendent of Schools

REGULAR TEACHERS 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 LAKE STATION COMMUNITY SCHOOLS ("Corporation") and BRITTANEY RAY ("Teacher").

BRITTANEY RAY is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning **August 15, 2016**, and ending on **June 30, 2017**. 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 **183** 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 as discussed and established pursuant to Ind. Code 20-29-6-7(10). 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 **\$33,270.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in twenty-six (26) installments on a bi-weekly 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.

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

This Contract is dated this 15th day of August 2016.

Teacher:

Lake Station Community Schools

Brittaney Ray
XX COPY XX
BRITTANEY RAY

Donna
XX COPY XX
President

Karen
XX COPY XX
Secretary

Tom
XX COPY XX
Superintendent of Schools

REGULAR TEACHERS 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 LAKE STATION COMMUNITY SCHOOLS ("Corporation") and SHELBY REARICK ("Teacher").

SHELBY REARICK is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning **August 15, 2016**, and ending on **June 30, 2017**. 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 **183** 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 as discussed and established pursuant to Ind. Code 20-29-6-7(10). 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 **\$31,420.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in twenty-six (26) installments on a bi-weekly 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.

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

This Contract is dated this 15th day of **August 2016**.

Teacher:

Lake Station Community Schools

SHELBY REARICK
 SHELBY REARICK
 XX COPY XX

[Signature]
 President
 XX COPY XX

[Signature]
 Secretary
 XX COPY XX

[Signature]
 Superintendent of Schools
 XX COPY XX

REGULAR TEACHERS 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 LAKE STATION COMMUNITY SCHOOLS ("Corporation") and TASHA REESE-SAWOCHKA ("Teacher").

TASHA REESE-SAWOCHKA is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning **August 15, 2016**, and ending on **June 30, 2017**. 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 **183 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 as discussed and established pursuant to Ind. Code 20-29-6-7(10). 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 **\$42,454.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in twenty-six (26) installments on a bi-weekly 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.

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

This Contract is dated this 15th day of August 2016.

Teacher:

Lake Station Community Schools

Tasha Reese-Sawochka
 TASHA REESE-SAWOCHKA *Tom Blawie*
 President

Lauren B. ...
 Secretary

Tom Blawie
 Superintendent of Schools

REGULAR TEACHERS 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 LAKE STATION COMMUNITY SCHOOLS ("Corporation") and KAREN REYNOLDS ("Teacher").

KAREN REYNOLDS is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning **August 15, 2016**, and ending on **June 30, 2017**. 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 **183** 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 as discussed and established pursuant to Ind. Code 20-29-6-7(10). 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 **\$57,525.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in twenty-six (26) installments on a bi-weekly 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.

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

This Contract is dated this 15th day of August 2016.

Teacher:

Lake Station Community Schools

Karen Reynolds
 KAREN REYNOLDS
 xx COPY xx

Donna M. ...
 President
 xx COPY xx

Karen ...
 Secretary
 xx COPY xx

Thomas ...
 Superintendent of Schools
 xx COPY xx

REGULAR TEACHERS 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 LAKE STATION COMMUNITY SCHOOLS ("Corporation") and KACEY ROGERS ("Teacher").

KACEY ROGERS is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning **August 15, 2016**, and ending on **June 30, 2017**. 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 **183** 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 as discussed and established pursuant to Ind. Code 20-29-6-7(10). 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 **\$32,348.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in twenty-six (26) installments on a bi-weekly 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.

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

This Contract is dated this 15th day of August 2016.

Teacher:

Lake Station Community Schools

Kacey Rogers
 KACEY ROGERS
 XX COPY XX

Donna
 President
 XX COPY XX

Hannah
 Secretary
 XX COPY XX

Anna
 Superintendent of Schools
 XX COPY XX

REGULAR TEACHERS 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 LAKE STATION COMMUNITY SCHOOLS ("Corporation") and CHRISTINA ROSE ("Teacher").

CHRISTINA ROSE is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning **August 15, 2016**, and ending on **June 30, 2017**. 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 **183** 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 as discussed and established pursuant to Ind. Code 20-29-6-7(10). 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 **\$38,133.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in twenty-six (26) installments on a bi-weekly 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.

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

This Contract is dated this 15th day of August 2016.

Teacher:

Lake Station Community Schools



CHRISTINA ROSE



President



Secretary



Superintendent of Schools

REGULAR TEACHERS 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 LAKE STATION COMMUNITY SCHOOLS ("Corporation") and HEATHER SANCHEZ ("Teacher").

HEATHER SANCHEZ is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning **August 15, 2016**, and ending on **June 30, 2017**. 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 **183** 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 as discussed and established pursuant to Ind. Code 20-29-6-7(10). 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 **\$34,202.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in twenty-six (26) installments on a bi-weekly 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.

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

This Contract is dated this 15th day of August 2016.

Teacher:

Lake Station Community Schools

Heather Sanchez
 HEATHER SANCHEZ
 XX COPY XX

Don Blawie
 President
 XX COPY XX

Kevin Blawie
 Secretary
 XX COPY XX

Thomas Blawie
 Superintendent of Schools
 XX COPY XX

REGULAR TEACHERS 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 LAKE STATION COMMUNITY SCHOOLS ("Corporation") and LINDA SCARTOZZI ("Teacher").

LINDA SCARTOZZI is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning **August 15, 2016**, and ending on **June 30, 2017**. 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 **183** 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 as discussed and established pursuant to Ind. Code 20-29-6-7(10). 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 **\$42,185.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in twenty-six (26) installments on a bi-weekly 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.

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

This Contract is dated this 15th day of August 2016.

Teacher:

Lake Station Community Schools

Linda Scartozzi
 LINDA SCARTOZZI
 XX COPY XX

Don Blawie
 President
 XX COPY XX

Karen B. ...
 Secretary
 XX COPY XX

Anna ...
 Superintendent of Schools
 XX COPY XX

REGULAR TEACHERS 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 LAKE STATION COMMUNITY SCHOOLS ("Corporation") and KELLY SCHMELZER ("Teacher").

KELLY SCHMELZER is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning **August 15, 2016**, and ending on **June 30, 2017**. 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 **183** 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 as discussed and established pursuant to Ind. Code 20-29-6-7(10). 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 **\$58,527.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in twenty-six (26) installments on a bi-weekly 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.

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

This Contract is dated this **15th** day of **August 2016**.

Teacher:

Lake Station Community Schools


XX COPY XX

XX COPY XX


XX COPY XX


XX COPY XX

REGULAR TEACHERS 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 LAKE STATION COMMUNITY SCHOOLS ("Corporation") and JANINE M. SHEPPARD ("Teacher").

JANINE M. SHEPPARD is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning **August 1, 2016**, and ending on **June 30, 2017**. 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 **214** 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 as discussed and established pursuant to Ind. Code 20-29-6-7(10). Ind. Code 20-28-6-2(a)(3)(E)
4. The Corporation shall pay the Teacher for services under this Contract the total salary of **\$68,690.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in twenty-six (26) installments on a bi-weekly 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.

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

This Contract is dated this 15th day of August 2016.

Teacher:

Lake Station Community Schools

Janine M. Sheppard
 XX COPY XX
 JANINE M. SHEPPARD

Janice M. ...
 XX COPY XX
 President

Janice M. ...
 XX COPY XX
 Secretary

Thomas J. ...
 XX COPY XX
 Superintendent of Schools

REGULAR TEACHERS 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 LAKE STATION COMMUNITY SCHOOLS ("Corporation") and SAMANTHA STARESINICH ("Teacher").

SAMANTHA STARESINICH is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning **August 15, 2016**, and ending on **June 30, 2017**. 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 **183** 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 as discussed and established pursuant to Ind. Code 20-29-6-7(10). 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 **\$33,270.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in twenty-six (26) installments on a bi-weekly 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.

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

This Contract is dated this 15th day of August 2016.

Teacher:

Lake Station Community Schools

Samantha Staresinich
 XX COPY XX
 SAMANTHA STARESINICH

James P. ...
 XX COPY XX
 President

Karen ...
 XX COPY XX
 Secretary

James ...
 XX COPY XX
 Superintendent of Schools

REGULAR TEACHERS 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 **LAKE STATION COMMUNITY SCHOOLS** ("Corporation") and **KERI SZOTEK** ("Teacher").

KERI SZOTEK is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning **August 15, 2016**, and ending on **June 30, 2017**. 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 **183** 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 as discussed and established pursuant to Ind. Code 20-29-6-7(10). 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 **\$33,270.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in twenty-six (26) installments on a bi-weekly 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.

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

This Contract is dated this **15th** day of **August 2016**.

Teacher:

Lake Station Community Schools

Keri Szotek
 Keri Szotek
 XX COPY XX

Donna Blawie
 Donna Blawie
 XX COPY XX

Helen Brantley
 Helen Brantley
 XX COPY XX

Thomas J. Brantley
 Thomas J. Brantley
 XX COPY XX

REGULAR TEACHERS 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 LAKE STATION COMMUNITY SCHOOLS ("Corporation") and JOANNA THOMPSON ("Teacher").

JOANNA THOMPSON is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning **August 15, 2016**, and ending on **June 30, 2017**. 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 **183** 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 as discussed and established pursuant to Ind. Code 20-29-6-7(10). 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 **\$46,197.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in twenty-six (26) installments on a bi-weekly 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.

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

This Contract is dated this 15th day of **August 2016**.

Teacher:

Lake Station Community Schools

Joanna Thompson
 JOANNA THOMPSON *Janet P. ...*
 President

Karen ...
 Secretary

Thomas ...
 Superintendent of Schools

REGULAR TEACHERS 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 LAKE STATION COMMUNITY SCHOOLS ("Corporation") and AMANDA TUEL ("Teacher").

AMANDA TUEL is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning **August 11, 2016**, and ending on **June 30, 2017**. 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 **185** 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 as discussed and established pursuant to Ind. Code 20-29-6-7(10). 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 **\$31,763.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in twenty-six (26) installments on a bi-weekly 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.

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

This Contract is dated this 11th day of August 2016.

Teacher:

Lake Station Community Schools



 AMANDA TUEL COPY XX President COPY XX


 COPY XX Secretary COPY XX


 COPY XX Superintendent of Schools COPY XX

REGULAR TEACHERS 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 LAKE STATION COMMUNITY SCHOOLS ("Corporation") and LISA WAHLMAN ("Teacher").

LISA WAHLMAN is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning **August 15, 2016**, and ending on **June 30, 2017**. 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 **183** 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 as discussed and established pursuant to Ind. Code 20-29-6-7(10). 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 **\$43,112.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in twenty-six (26) installments on a bi-weekly 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.

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

This Contract is dated this 15th day of August 2016.

Teacher:

Lake Station Community Schools

Lisa Wahlman
LISA WAHLMAN
XX COPY XX

James P. ...
President
XX COPY XX

Karen ...
Secretary
XX COPY XX

Tom ...
Superintendent of Schools
XX COPY XX

REGULAR TEACHERS 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 LAKE STATION COMMUNITY SCHOOLS ("Corporation") and CHARLENE WILLIAMS ("Teacher").

CHARLENE WILLIAMS is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning **August 15, 2016**, and ending on **June 30, 2017**. 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 **183** 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 as discussed and established pursuant to Ind. Code 20-29-6-7(10). 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 **\$44,036.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in twenty-six (26) installments on a bi-weekly 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.

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

This Contract is dated this 15th day of August 2016.

Teacher:

Lake Station Community Schools

Charlene Williams
 XX COPY XX
 CHARLENE WILLIAMS

Janet ...
 XX COPY XX
 President

Karen ...
 XX COPY XX
 Secretary

Thomas ...
 XX COPY XX
 Superintendent of Schools

REGULAR TEACHERS 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 LAKE STATION COMMUNITY SCHOOLS ("Corporation") and JASON WOLFE ("Teacher").

JASON WOLFE is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning **August 15, 2016**, and ending on **June 30, 2017**. 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 **183** 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 as discussed and established pursuant to Ind. Code 20-29-6-7(10). 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 **\$43,112.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in twenty-six (26) installments on a bi-weekly 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.

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

This Contract is dated this 15th day of August 2016.

Teacher:

Lake Station Community Schools

[Signature]
 JASON WOLFE
 XX COPY XX

[Signature]
 President
 XX COPY XX

[Signature]
 Secretary
 XX COPY XX

[Signature]
 Superintendent of Schools
 XX COPY XX

REGULAR TEACHERS 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 LAKE STATION COMMUNITY SCHOOLS ("Corporation") and STEPHANIE YOREK ("Teacher").

STEPHANIE YOREK is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term beginning **August 15, 2016**, and ending on **June 30, 2017**. 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 **183** 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 as discussed and established pursuant to Ind. Code 20-29-6-7(10). 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 **\$34,202.00** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in twenty-six (26) installments on a bi-weekly 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.

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

This Contract is dated this 15th day of August 2016.

Teacher:

Lake Station Community Schools



STEPHANIE YOREK



President



Secretary



Superintendent of Schools

REGULAR TEACHERS 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 LAKE STATION COMMUNITY SCHOOLS ("Corporation") and SUSANNA YOUNG ("Teacher").

SUSANNA YOUNG is a teacher as defined in Ind. Code 20-18-2-22.

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


1. The Teacher shall teach in the schools of the Corporation for the school term beginning **August 11, 2016**, and ending on **June 30, 2017**. 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 **185** 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 as discussed and established pursuant to Ind. Code 20-29-6-7(10). 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 **\$58,716.78** during the school year. Ind. Code 20-28-6-2(a)(3)(C)
5. The Corporation shall pay this amount in twenty-six (26) installments on a bi-weekly 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.


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


This Contract is dated this **11th** day of **August 2016**.

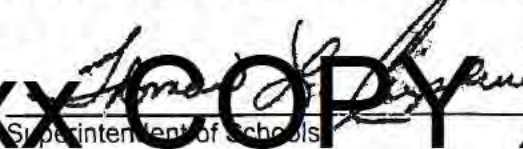
Teacher:

Lake Station Community Schools


 SUSANNA YOUNG


 President


 Secretary


 Superintendent of Schools

LAKE STATION COMMUNITY SCHOOLS

2500 PIKE STREET / LAKE STATION, IN 46405 / TELEPHONE (219) 962-1159
FAX (219) 962-4011




THOMAS CRIPLIVER, Ph.D.
SUPERINTENDENT

THOMAS COREY, Ed.S.
ASSISTANT SUPERINTENDENT

February 19, 2016

To: Ralph Girgenti

From: Tom 

Re: Contract Extension

On Wednesday, February 17, 2016, the Board of School Trustees approved a two (2) year contract extension for you at your current salary. Your contract now expires on July 31, 2018.

Congratulations on your contract extension. I look forward to continuing to work with you in the Lake Station Schools.

BOARD OF SCHOOL TRUSTEES

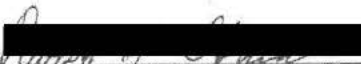
Larry Biggs, Karen Curtis, Mike Stills, Greg Tenorio, James Vanderlin

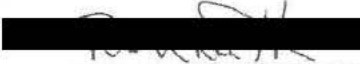
LAKE STATION COMMUNITY SCHOOLS
CONTRACT AGREEMENT

The Lake Station Board of School Trustees on August 21, 2013 have agreed to extend the contract for Ralph Girgenti as the District Technology Director at a salary of Seventy Seven Thousand Eight Hundred Fifty Five Dollars (\$77,855.00).

The following items are to be included as benefits to this position.

1. Length of Contract: August 1, 2013 – July 31, 2015 (two years)
2. Length of Work Year – 200 days
3. Health Insurance – The premium for either a family or single plan will be paid by the Lake Station Community Schools.
4. You will be given thirteen (13) Paid Time Off days annually. All unused illness days and personal business days may be accumulated up to a total of 150 days.
5. A life insurance policy valued at 2 times your annual salary up to a total of \$150,000.00 shall be provided at a cost of \$1.00 per year.
6. You will be enrolled in the Indiana Public Employees Retirement Fund (PERF). Lake Station Community School shall pay the salary contribution to the PERF fund.
7. Long Term Disability Insurance will be provided.
8. A 401a tax sheltered annuity program will be established by the Lake Station Community Schools at a rate of 5% of your annual salary provided you establish a 403b annuity program at a rate of at least 5% of your annual salary.


Ralph Girgenti
8/21/2013
Date


Dan DeHaven, Superintendent
8/22/13
Date

LAKE STATION COMMUNITY SCHOOLS

2500 PIKE STREET / LAKE STATION, IN 46405 / TELEPHONE (219) 962-1159
FAX (219) 962-4011



THOMAS CRIPLIVER, Ph.D.
SUPERINTENDENT

THOMAS COREY, Ed.S.
ASSISTANT SUPERINTENDENT

February 19, 2016

To: Scott Tokach

From: Tom *TC*

Re: Contract Extension

On Wednesday, February 17, 2016, the Board of School Trustees approved a three (3) year contract extension for you at your current salary and conditions of your contract. Your contract now expires on July 31, 2019.

Congratulations on your contract extension. I look forward to continuing to work with you in the Lake Station Schools.

cc: Bruce Bush, Principal
Personnel File
Sandy Cain, Treasurer

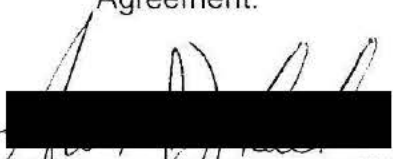
BOARD OF SCHOOL TRUSTEES
Larry Biggs, Karen Curtis, Mike Stills, Greg Tenorio, James Vanderlin

LAKE STATION COMMUNITY SCHOOLS
CONTRACT AGREEMENT

The Lake Station Board of School Trustees on June 11, 2013 agreed to hire Scott Tokach as the School Resource Office at a salary of Fifty Nine Thousand Five Hundred Dollars (\$59,500.00).

The following items are to be included as benefits of this position.

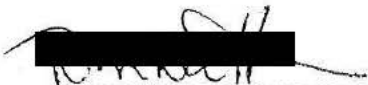
1. Length of Contract – August 1, 2013 to July 31, 2016 (three years)
2. Length of Work Year – 190 days
3. Health Insurance – You may elect to enroll in the Porter County Employees Insurance Trust Health Insurance Program at either the single (10%) or family (20%) rate.
4. You will be given Paid Time Off days annually. All unused PTO days may accumulate up to a total of 150 days.
5. A life insurance policy valued at \$50,000.00 will be provided at an annual cost of \$1.00.
6. You will be enrolled in the Indiana Public Employees Retirement Fund (PERF). The employee share of PERF will be paid by you.
7. A 401a tax sheltered annuity program will be established by the Lake Station Community Schools at a rate of 2.5% of your annual salary provided you establish a 403b annuity program at a rate of at least 2.5% of your annual salary.
8. Mileage allowance – you will be given an annual mileage stipend equal to the amount on the Extra Curricular Salary Schedule in the Collective Bargaining Agreement.



Scott Tokach

May 29, 2014

Date



Dan DeHaven, Superintendent

5/20/14

Date

REGULAR TEACHER CONTRACT

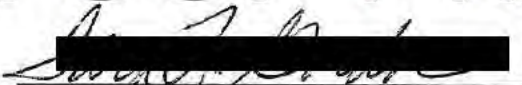



Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract for the employment of teachers pursuant to Ind. Code 20-28-6-4(b)

This regular teacher contract ("Contract") is by and between the governing body of the Lake Station Community Schools ("Corporation") and Tara Gordon ("Teacher"). Tara Gordon is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term, beginning August 1, 2016, and ending on July 31, 2018. *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 198 days each school year. *Ind. Code 20-28-6-2(a)(3)(B)*
3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to Ind. Code 20-29-6-7, the number of hours per day the Teacher is expected to work under this Contract is eight (8). *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 \$79,992.00 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 bi-weekly 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(e) 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 17th day of February, 2016.

xx	Teacher:	COPY	xx	School Corporation by:	COPY	xx
						
	Teacher			President	COPY	xx
	Attested:					
				Secretary	COPY	xx
	Superintendent			Vice President		

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REGULAR TEACHER CONTRACT



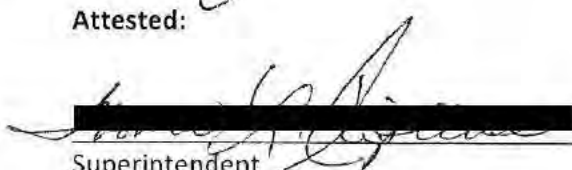
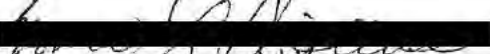


Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract for the employment of teachers pursuant to Ind. Code 20-28-6-4(b)

This regular teacher contract ("Contract") is by and between the governing body of the Lake Station Community Schools ("Corporation") and Terry Kolopanis ("Teacher"). Terry Kolopanis is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term, beginning August 1, 2016, and ending on July 31, 2018. *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 198 days each school year. *Ind. Code 20-28-6-2(a)(3)(B)*
3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to Ind. Code 20-29-6-7, the number of hours per day the Teacher is expected to work under this Contract is eight (8). *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 \$80,962.00 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 bi-weekly 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(e) 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 17th day of February, 2016.

xx Teacher: **COPY** **xx** School Corporation by: **COPY** **xx**

 Teacher 
 Attested: 
 Superintendent 

 President **xx** **COPY** **xx**

 Secretary **xx** **COPY** **xx**
 Vice President

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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 Lake Station Community Schools ("Corporation") and Christine Pepa ("Teacher"). Christine Pepa is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term, beginning August 1, 2016, and ending on July 31, 2018. *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 217 days each school year. *Ind. Code 20-28-6-2(a)(3)(B)*
3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to Ind. Code 20-29-6-7, the number of hours per day the Teacher is expected to work under this Contract is eight (8). *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 \$88,000.00 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 bi-weekly 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(e) 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 16th day of March, 2016.

XX COPY XX Teacher: _____ **XX COPY XX** School Corporation by: _____

 Teacher _____ President _____
XX COPY XX
 Attested: _____

 Superintendent _____ Secretary/Treasurer _____
XX COPY XX

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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 Lake Station Community Schools ("Corporation") and Michael Stills ("Teacher"). Michael Stills is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term, beginning August 1, 2016, and ending on July 31, 2018. *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 217 days each school year. *Ind. Code 20-28-6-2(a)(3)(B)*
3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to Ind. Code 20-29-6-7, the number of hours per day the Teacher is expected to work under this Contract is eight (8). *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 \$79,000.00 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 bi-weekly 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(e) 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 12th day of July, 2016.

XX COPY XX Teacher:  **XX COPY XX** School Corporation by:  **XX COPY XX**
 Teacher  President  **XX COPY XX**
 Attested:   **XX COPY XX**
 Superintendent  Secretary  Vice President  **XX COPY XX**

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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 Lake Station Community Schools ("Corporation") and Eduardo Zamarron ("Teacher"). Eduardo Zamarron is a teacher as defined in Ind. Code 20-18-2-22.

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

1. The Teacher shall teach in the schools of the Corporation for the school term, beginning August 1, 2016, and ending on July 31, 2018. *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 198 days each school year. *Ind. Code 20-28-6-2(a)(3)(B)*
3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to Ind. Code 20-29-6-7, the number of hours per day the Teacher is expected to work under this Contract is eight (8). *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 \$78,304.00 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 bi-weekly 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(e) 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 16th day of March, 2016.

xx COPY xx Teacher:  **xx COPY xx** School Corporation by:  **xx COPY xx**
 Teacher:  President:  **xx COPY xx**
 Attested:  Secretary:  **xx COPY xx**
 Superintendent:  **xx COPY xx**

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EMPLOYMENT AGREEMENT

This Agreement, entered into on the 21st day of June, 2016, between the **Lake Station Community School Corporation**, 2500 Pike Street, Lake Station, Lake County, Indiana 46405 (hereinafter "Employer"), and **Eric Kurtz** (hereinafter "Employee").

WITNESSETH THAT:

WHEREAS, Employer is an Indiana municipal school corporation and desires to employ Employee to perform services as the Chief Financial Officer ("CFO"); and

WHEREAS, Employee is willing to be employed by Employer as the Chief Financial Officer under the terms, covenants and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises and covenants contained herein, Employer and Employee agree as follows:

- I. **EMPLOYMENT.** Employer hereby employs, engages and hires Employee as the Chief Financial Officer, as well as all other duties that may be assigned by the Superintendent. The job title of the Employee shall be "Chief Financial Officer". The Employee shall perform all duties that may be assigned to Employee by the Superintendent, including, duties and assignments related to: oversight and direction of the financial, payroll, human resources, benefits, risk management, and other business and operational services related functions of the Employer.
- II. **BEST EFFORTS OF EMPLOYEE.** Employee agrees that he will perform industriously and to the best of his ability, experience and talents, all of the duties that may be required of and from him pursuant to the express and implicit terms hereof, to the reasonable satisfaction of Employer. Such duties shall be rendered at Lake Station, Indiana, or at such other place or places as Employer shall, in good faith, require, or as the interest, needs, business and opportunity of Employer shall require.
- III. **TERMS OF EMPLOYMENT.** The term of this Agreement shall commence on July 15, 2016, and terminate on June 30, 2018; subject, however, to prior termination as provided in this Agreement. Upon a satisfactory evaluation of Employee's performance for the 2016-2017 school term, this Agreement will be extended one school year through June 30, 2019. Likewise, a satisfactory evaluation of Employee's performance in subsequent years will result in a one year extension of contract. The Employee's evaluation will be deemed satisfactory if Employer does not provide written notice of performance deficiency or written notice that the Employee's performance is lacking such that additional extension will not occur. Written notice must be provided before June 30 of any given year.

IV. **COMPENSATION OF EMPLOYEE.** For the contract year July 1 through June 30, 2017 and each contract year thereafter ("Contract Year") Employer shall pay Employee, and Employee shall accept from Employer, in full payment for Employee's services, annual compensation at the rate of Eighty-nine thousand Dollars (\$89,000.00). Employee's annual compensation will be reviewed each year for the purpose of determining appropriate increase, if any, for the next Contract Year.

V. **FRINGE BENEFITS.** As additional compensation, Employer agrees to pay the Employee the following benefits:

- 1) Health Insurance: Employee shall be offered health insurance (medical, dental and vision) with the Employer agreeing to pay all except a one dollar (\$1.00) employee contribution toward the health insurance benefit. Said health insurance shall include the Employee's choice of single or family health plan.
- 2) Retirement Annuity: Employer will make a matching contribution of up to five percent (5%) of compensation to a 401(a) retirement annuity matching Employee's 403(b) contribution; Employer match to made at least quarterly. The Employee is immediately vested in the Employer match.
- 3) Life Insurance/AD&D: Life insurance and AD&D coverages of \$150,000 will be provided at one dollar (\$1.00) cost.
- 4) Long Term Disability: The Employer will provide long term disability insurance at one dollar (\$1.00) cost.
- 5) PERF Retirement Contribution: Employee understands that the Employer has represented that the position of CFO is not a position covered by the Indiana Public Employees Retirement Fund (PERF). In lieu of the PERF employer contributions on behalf of the Employee (currently 11.2%), the Employer will make contributions equal to the amount of the then current PERF employer contribution percentage rate of the Employee's compensation into a 403(b) deferred compensation plan of the Employer for the benefit of the Employee at least monthly. Employee is immediately vested with said Employer contribution.

- 6) Leave:
- a. Paid Time Off (PTO) leave: Employee shall be entitled to fifteen (15) days PTO per year, with a total accumulation not exceeding 150 days at the end of each Contract Year. Employer agrees to immediately accept and credit the Employee with 30 accumulated paid sick leave days from the Employee's previous employment. In addition, Employer recognizes the Employee has nineteen (19) additional accumulated paid sick leave days from Hanover Central. Those days shall be credited to the Employee in increments of three (3) days per year, beginning on July 1, 2017 and each July 1 thereafter, until such nineteen (19) days have been fully credited to the Employee.
 - b. Vacation leave: Employee will be entitled to twenty (20) days of paid vacation leave each Contract Year to be awarded on July 1. Vacation days may be accumulated; any vacation leave days above thirty (30) days are forfeited as of January 1 each Contract Year.
 - c. Holidays: Employee will receive eleven (11) paid holidays.
 - d. Bereavement Leave: Employer will grant up to five (5) working days bereavement leave to the Employee for the death of an immediate family member.
- 7) Travel Expense: Employer shall reimburse Employee for in district mileage and approved travel outside the school corporation, excluding Employee's travel to and from work each day. Mileage will be reimbursed at the rate established by IRS rule and as approved by the School Board of Trustees.

VI. **RECOMMENDATIONS FOR IMPROVING OPERATIONS.** Employee shall make available to Employer all information pertinent to Employer's operation of a School Corporation of which Employee shall have any knowledge and shall make all suggestions and recommendations that will be of mutual benefit to Employer and Employee.

VII. **CONFIDENTIAL INFORMATION.** Employee shall not at any time or in any manner, either directly or indirectly, divulge, disclose or communicate to any person, firm or corporation in any manner whatsoever any confidential information concerning any matters affecting or relating to the business of Employer, including without limiting the generality of the foregoing, all media, processes, reports and information of any nature concerning the business of the Employer, its manner of operation, its plans, processes, or other data without regard to whether all of the foregoing matters will be deemed confidential, material, or important, the parties hereto stipulating that as between them the same are important, material, and confidential and gravely affect the effective and successful conduct of the business

of Employer and Employer's good will, and that any breach of the terms of this paragraph shall be a material breach of this Agreement.

- VIII. **AGREEMENTS OUTSIDE OF CONTRACT.** The contract contains the complete agreement concerning the employment arrangement between the parties and shall, as of the effective date hereof, supersede all other agreements between the parties. The parties stipulate that neither of them has made any representation with respect to the subject matter of this Agreement or any representations including the execution and delivery hereof, except such representations as are specifically set forth herein, and each of the parties hereto acknowledges that it or he has relied on its or his own judgment in entering into this Agreement. The parties hereto further acknowledge that any payments or representations that may have heretofore been made by either of them to the other are of no effect and that neither of them has relied thereon in connection with its or his dealings with the other.
- IX. **MODIFICATION OF CONTRACT.** No waiver or modification of this Agreement or of any covenant, condition or limitation herein contained shall be valid unless in writing and duly executed by the party to be charged therewith and no evidence of any waiver or modification shall be offered or received in evidence of any proceedings, arbitration, or litigation between the parties hereto arising out of or affecting this Agreement, or the rights or obligations of the parties hereunder, unless such waiver or modification is in writing, duly executed as aforesaid, and the parties further agree that the provisions of this section may not be waived except as herein set forth.
- X. **TERMINATION BY EMPLOYER WITHOUT CAUSE.** Throughout the term of this Agreement, Employer may, without cause, terminate this Agreement by giving ninety (90) days' notice in writing to Employee. In the event of a termination without cause, the Employee shall not be entitled to further compensation of any kind from the Employer after the ninety (90) day notice period expires, including, but not limited to, salary and fringe benefits.
- XI. **TERMINATION BY EMPLOYER FOR CAUSE.** This Agreement may be terminated immediately for cause. In the event of a termination for cause, the Employee shall not be entitled to further compensation of any kind from the Employer as of the date of termination, including, but not limited to, salary and fringe benefits.

For purposes of this paragraph, "for cause" is defined as the occurrence of any one (1) of the following:

- 1) Employee's death.
- 2) Employee's conviction of a crime involving dishonesty or immoral conduct.
- 3) Employee's addiction to alcohol or drugs which interferes with Employee's job responsibilities and/or performance.

- 4) Excessive absenteeism by Employee. (For purposes herein, "excess absenteeism" is defined as repeated absences from work without reasonable advanced notice and/or exceeding the amount of allocated leave or without reasonable justification.)
- 5) Employee's neglect of duties. (For purposes herein, "neglect of duties" is defined as Employee's repeated refusal or failure to follow the reasonable requests and directions of Employer.)
- 6) Any reason for cause under Indiana Code setting forth standards for causes for dismissal of teachers, including, but not limited to, other good and just cause

XII. **NOTICE.** Any notice required or permitted to be given hereunder shall be deemed properly given at the time it is personally delivered or mailed, properly addressed and post-paid, by certified mail, return receipt requested, to the address specified below or at such other address as may be specified in writing


Lake Station Community School Corporation
c/o Superintendent
2500 Pike Street
Lake Station, IN 46405

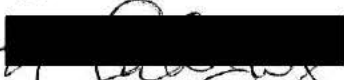
Eric Kurtz


- XIII. **SEVERABILITY.** All agreements and covenants contained herein are severable, and in the event any of them, shall be held to be invalid by any competent court, this contract shall be interpreted as if such invalid agreements or covenants were not contained herein.
- XIV. **GOVERNING LAW.** It is the intention of the parties hereto that this Agreement and the performance hereunder and all suits and proceedings hereunder be construed in accordance with and under and pursuant to the laws of the State of Indiana, and that in any action or other proceeding that may be brought arising out of, in connection with, or by reason of this Agreement, the laws of the State of Indiana shall be applicable and shall govern to the exclusion of the law of any other forum, without regard to the jurisdiction in which any action may be instituted.
- XV. **BINDING EFFECT.** This Agreement and its provisions shall be binding upon the parties, their heirs, personal representatives, successors and assigns.



IN WITNESS WHEREOF, the parties have executed this Agreement on the 21st day of June, 2016.

Lake Station Community School Corporation

By: 
James Vanderlin, President

By: 
Michael Stills, Secretary

Employee



Eric Kurtz

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)

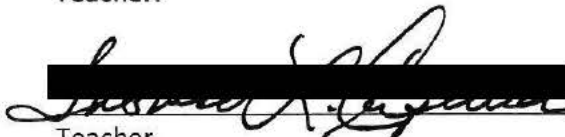
This regular teacher contract ("Contract") is by and between the governing body of the LAKE STATION COMMUNITY SCHOOLS ("Corporation") and CR IPLIVER, THOMAS L. ("Teacher"). CR IPLIVER, THOMAS L. is a teacher as defined in Ind. Code 20-18-2-22.

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 07-01-14, and ending on 06-30-17. *Ind. Code 20-28-6-2(a)(3)(A)*
2. The school term described in paragraph 1 immediately above for services under this Contract consists of 260.00 days. *Ind. Code 20-28-6-2(a)(3)(B)*
3. Unless governed by an existing collective bargaining agreement, or as discussed pursuant to Ind. Code 20-29-6-7, 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 \$116,200.00 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 cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(e) 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 6th day of May, 2014.

Teacher:


Teacher

School Corporation by:


President

Attested:


Superintendent


Secretary

The rest of this page is intentionally left blank.

FIRST ADDENDUM TO SUPERINTENDENT'S CONTRACT

THIS FIRST ADDENDUM is attached to the Superintendent's Contract dated the 6th day of May, 2014, by and between LAKE STATION COMMUNITY SCHOOLS (hereinafter called the "Board"), and THOMAS L. CRIPLIVER (hereinafter called "Superintendent").

WITNESSETH THAT:

WHEREAS, the aforescribed Superintendent's Contract was entered into by and between the Board and Superintendent on the official form for teachers and public school corporations as prescribed by the State Superintendent of Public Instruction, revised 1975; and

WHEREAS, the parties wish to supplement that Contract with additional provisions which are specifically incorporated by reference and made a part hereof of the Contract.

NOW, THEREFORE, in consideration of the mutual covenants to each other and intending to be mutually bound according to the terms of this Addendum, the parties agree as follows:

1. **LICENSING.** At all times herein, the Superintendent shall be the holder of an Indiana Superintendent's license during the term of this Contract.
2. **DUTIES.** The Superintendent shall act as the chief executive officer of the Lake Station Community Schools and will faithfully and dutifully perform all the duties of the Superintendent of the School Corporation which are required by Indiana Law, state regulations, and Lake Station Community Schools' policies.
3. **TERM.** The term of this Contract shall be for a period of three (3) years commencing on the 1st day of July, 2014 and terminating on the 30th day of June, 2017, unless otherwise terminated as hereafter provided or as provided by law.
4. **SALARY.** The annual salary for the Superintendent commencing July 1, 2014 and ending June 30, 2017, shall be One Hundred Fifteen Thousand Dollars (\$115,000.00). The annual salary rate shall be paid to the Superintendent in installments in accordance with other twelve (12) month employees.
5. **USE OF CORPORATE VEHICLES.** The Board will provide a vehicle, selected by the Board, for the business and personal use of the Superintendent, and all expenses of the vehicle will be paid for by the Board. Any expenses for the use of the vehicle that are required by IRS regulations will be the responsibility of the Superintendent.
6. **CELL PHONE.** The Board will pay a monthly stipend of \$100.00 for a cell phone for the business and personal use of the Superintendent. This amount will be added to the Superintendent's monthly salary payment.
7. **INSURANCE.** The Board, at its sole expense (minus \$1.00), shall provide the Superintendent with a medical, dental, and vision health insurance policy during the term of this Contract in accordance with the plan provided for administrators.

The Board shall provide a term life insurance policy with a death benefit and an accidental death/dismemberment benefit of One Hundred Fifty Thousand Dollars (\$150,000.00). In addition, the Board, at its sole expense (minus \$1.00), shall provide the Superintendent with a long term disability policy.

The Board shall contribute 3% of the Superintendent's gross salary to a VEBA account yearly for retirement insurance purposes and have no other obligations for insurance payments upon the retirement of the Superintendent. The Superintendent shall be vested in this account after the third (3rd) year of employment. In addition, upon completion of each fifth (5th) year of employment, the Superintendent will receive a "loyalty" payment of \$5,000.00 into this VEBA account.

8. **RETIREMENT SAVINGS PLAN.** The Board shall contribute to a deferred compensation plan (403(b)) account an amount equal to five percent (5%) of the Superintendent's gross salary for the each year he is employed as Superintendent. Such deposits will be made on a monthly basis and accrue in the Superintendent's account. If the Superintendent dies, his deferred compensation plan account shall become the property of his estate. The Superintendent shall be vested in this account after the third (3rd) year of employment.

The aforementioned payments shall be an annual amount equal to 5% (\$5,810.00) of the following: five percent (5%) of the total salary of \$115,000.00 plus the cell phone yearly allowance of \$1,200.00. The Superintendent acknowledges that the elective deferral will be characterized as wages subject to social security taxes, FICA, and for contributions to the Indiana State Teachers' Retirement Fund.

The Board shall pay on the basis of the total paid compensation of the Superintendent, the 3% employee contribution to the Indiana State Teachers Retirement Fund (ISTRF).

9. **PAID VACATIONS.** The Superintendent shall be entitled to twenty (20) days with pay each calendar year as vacation time to be taken during the period of July 1 through June 30 of each year. Unused days may accumulate up to sixty (60) days. In addition, the incoming Superintendent will be allowed to transfer forty (40) of his unused vacation days from his present place of employment. Any unused days above sixty (60) accumulated days will be paid before July 1 annually at the rate \$300.00/day. At retirement, any accumulated vacation days will be paid at the rate of \$100.00/day into the Superintendent's 403(b) account.

10. **ABSENCE FROM WORK/ILLNESS LEAVE.** The Superintendent shall be entitled to be absent from work without loss of compensation on account of illness or quarantine or family or personal business for a total of fifteen (15) days each school year to be used as twelve (12) sick and three (3) personal days.

In addition, the Superintendent will be allowed to transfer up to eighty (80) days of sick leave accumulation from his former employers upon employment, and then transfer thirty (30) additional days per year, until all sick leave from his former employers has been transferred. The Superintendent's leave days are accumulative up to two hundred sixty (260) days. At retirement, the Superintendent will be paid for up to one hundred (100) days of these accumulated sick leave days at the rate of \$100.00/day into the Superintendent's VEBA account.

11. **BEREAVEMENT LEAVE.** A bereavement leave extending for not more than seven (7) consecutive calendar days shall be allowed immediately after the death of spouse, child, parent, grandparent, grandchild, brother, sister, father-in-law, mother-in-law, son-in-law, daughter-in-law, aunt, uncle, niece, nephew, brother-in-law, sister-in-law, grandparent of spouse, or a person living in the same home as part of the family. These days will not be deducted from the accumulated sick leave. Bereavement leave for any other relationship must be approved by the Board.

12. **PROFESSIONAL DUES.** The Board shall reimburse the Superintendent for actual expenses involved for appropriate business and professional expenses approved by the Board. Appropriate expenses shall include the cost of membership and participation in state and national professional associations of educational administrators, and expenses related to the Superintendent's attendance at conferences and activities approved by the Board.

The Superintendent will be provided with an appropriate credit card for business use to handle incurred expenses related to his attendance at professional meetings and conferences and for related business responsibilities serving in his role as Superintendent provided all receipts are submitted in a timely manner to the business office.

13. **HEALTH EXAMINATION.** The Board shall provide the Superintendent with a physical examination and related tests, paid for by the Board, every two (2) years. The selection of the physician and health facility shall be determined by the Superintendent. The Board shall be advised by the examining physician of the Superintendent's continued fitness to perform his duties.

14. **WORKERS' COMPENSATION.** If the Superintendent is injured in the line of duty, he shall receive such compensation and expenses as are prescribed by the Workers' Compensation Law of the State of Indiana. The Board will pay the difference between Workers' Compensation and regular salary pro-rated on their daily rate, and this will not be deducted from accumulated sick leave. This benefit will be limited to the qualifying period as stipulated in the disability insurance program.

15. **EVALUATION.** The Board shall evaluate and assess in writing the performance of the Superintendent at least once per year during the term of this Contract. This evaluation and assessment shall be related to the position description of the Superintendent and the goals and objectives of the Board for the year in question.

At least once each fiscal year, the Board and the Superintendent shall meet in executive session for the purpose of mutual evaluation of the performance of the district and the Superintendent. In the event that the Board determines that the performance of the Superintendent is unsatisfactory in any respect, the Board shall describe in writing, in reasonable detail, specific instances of unsatisfactory performance. The evaluation shall include recommendations as to areas of improvement in all instances where the Board deems performance to be unsatisfactory.

A copy of the written evaluation shall be delivered to the Superintendent. The Superintendent shall have the right to make a written reaction or response to the evaluation. This response shall become a permanent attachment to the Superintendent's personnel file. Within thirty (30) days of the delivery of the written evaluation to the Superintendent, the Board shall meet with the Superintendent to discuss the evaluation.

16. **EXTENT OF SERVICES.** The Superintendent shall devote his entire time and energy to his duties as the Lake Station Community Schools' Superintendent and shall not, during the term of this Contract, engage in any other business activity, whether or not such business activity is pursued for gain, profit, or pecuniary advantage, without the prior consent of the Board. The Board will allow the Superintendent to actively engage in any and all activities involved in the North Central Association (AdvancED).

17. **PROFESSIONAL LIABILITY.** The Board agrees that it shall defend, hold harmless and indemnify the Superintendent from any and all demands, claims, suits, actions and legal proceedings brought against the Superintendent in his individual capacity, or in his official capacity as agent and employee of the Board, provided the incident arose while the Superintendent was acting within the scope of his employment and excluding criminal litigation, and as such liability coverage is within the authority of the Board to provide under such law. Except that, in no case, will individual Board members be considered personally liable for indemnifying the Superintendent against such demands, claims, suits, and actions and legal proceedings. If, in the good faith opinion of the Superintendent, conflict exists in regards to the defense to such claim between the legal position of the Superintendent and the legal position of the Board, the Superintendent may engage counsel, in which event the School Corporation shall indemnify the Superintendent for the costs of legal defense as permitted by state law.

18. **NOTICE.** The Superintendent shall notify the Board, in writing, of all inquiries he receives from other school corporations and/or other educational entities concerning his interest in other full-time employment opportunities within ten (10) days of receipt of such inquiries. Likewise, the Superintendent shall notify the Board, in writing, of all inquiries he makes concerning other full-time employment opportunities within ten (10) days of making such inquiries.

19. **ENTIRE AGREEMENT.** This Contract constitutes the entire agreement between the parties and cannot be amended, changed, or modified except upon a written agreement executed by both parties.

20. **WAIVER OF BREACH.** The waiver by the Board of any breach of this Contract by the Superintendent shall not operate or be construed as a waiver of any subsequent breach by the Superintendent.

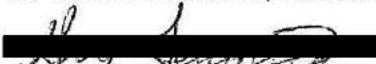
21. **GOVERNING LAW.** This Contract and all of the terms herein shall be governed by the laws of the State of Indiana.

22. **SAVINGS CLAUSE.** If, during the term of this Contract, it is found that a specific clause of the Contract is illegal in federal or state statute, the remainder of the Contract not affected by such a ruling shall remain in full force and effect.

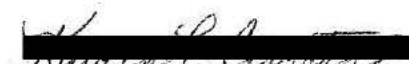
23. **TERMINATION OF CONTRACT.** This Contract may be terminated prior to the expiration date as prescribed in Indiana Code § 20-28-8-6 through 20-28-8-8. Furthermore, if the Board fails to notify the Superintendent, in writing, delivered in person or by registered mail, that this Contract will not be renewed or extended on or before January 1st of the year in which this Contract expires, it shall be deemed that the Board has extended this Contract for twelve (12) months following the expiration date of the Contract.

IN WITNESS WHEREOF, the parties have executed this Addendum to Superintendent's Contract this 6th day of May, 2014.


LAKE STATION COMMUNITY SCHOOLS
OF LAKE COUNTY, INDIANA




GREG TENORIO, President




KAREN CURTIS, Vice President



JANE STILLS, Secretary

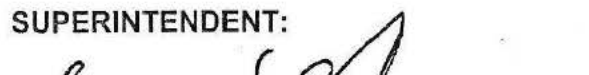


LARRY BIGGS, Member



JAMES VANDERLIN, Member

SUPERINTENDENT:



THOMAS L. CRIPLIVER

**FIRST AMENDMENT TO
FIRST ADDENDUM TO SUPERINTENDENT'S CONTRACT**

THIS FIRST AMENDMENT TO FIRST ADDENDUM is attached to the Superintendent's Contract dated the 6th day of May, 2014, by and between **LAKE STATION COMMUNITY SCHOOLS** (hereinafter called the "Board"), and **DR. THOMAS L. CRIPLIVER** (hereinafter called "Superintendent").

WITNESSETH THAT:

WHEREAS, a Superintendent's Contract was entered into by and between the Board and Superintendent pursuant to IC 20-28-6-3 as the regular uniform contract for the employment of teachers pursuant to IC 20-28-6-4(b); and

WHEREAS, the parties entered into a First Addendum to the Contract with additional provisions which are specifically incorporated by referenced and made a part hereof of the Contract (the "Addendum"); and

WHEREAS, it was discovered that the Superintendent was not eligible to receive a VEBA account as provided for in Paragraph 7 of the Addendum entitled "Insurance". However, the parties agree that the Superintendent remains entitled to the compensation amount previously agreed to in the Addendum.

WHEREAS, the parties desire to modify Paragraph 7 of the Addendum entitled "Insurance" and Paragraph 8 entitled "Retirement Savings Plan". The parties agree that said modifications as set forth herein do not add or subtract any compensation whatsoever to the Addendum but, instead, alter the manner in which the compensation is paid.

NOW, THEREFORE, in consideration of the mutual covenants contained herein, it is agreed by and between the parties as follows:

1. That Paragraph 7 of the Addendum entitled "Insurance" is hereby modified, and said Paragraph 7 shall now read as follows:

"7. INSURANCE. The Board, at its sole expense (minus \$1.00), shall provide the Superintendent with a medical, dental, and vision health insurance policy during the term of this Contract in accordance with the plan provided for administrators.

The Board shall provide a term life insurance policy with a death benefit and an accidental death/dismemberment benefit of One Hundred Fifty Thousand Dollars (\$150,000.00). In addition, the Board, at its sole

expense (minus \$1.00), shall provide the Superintendent with a long term disability policy.

The Board shall have no obligation to provide medical, dental and/or vision insurance for the Superintendent beyond the term of this Contract or upon his retirement.”

2. That Paragraph 8 of the Addendum entitled “Retirement Savings Plan” is hereby modified, and said Paragraph 8 shall now read as follows:

“8. **RETIREMENT SAVINGS PLAN.** The Board shall contribute to a deferred compensation plan (403(b)) account an amount equal to eight percent (8%) of the Superintendent’s gross salary for each year he is employed as Superintendent. Such deposits will be made on a monthly basis and accrue in the Superintendent’s account. In addition, upon completion of each fifth (5th) year of employment, the Superintendent will receive a “loyalty” payment of Five Thousand Dollars (\$5,000.00) into his 403(b) account. If the Superintendent dies, his deferred compensation plan account shall become the property of his estate. The Superintendent shall be vested in this account upon signing the Contract.

The aforementioned payments shall be an annual amount equal to 8% (\$9,296.00) of the following: eight percent (8%) of the total salary of \$115,000.00 plus the cell phone yearly allowance of \$1,200.00. The Superintendent acknowledges that the elective deferral will be characterized as wages subject to social security taxes, FICA, and for contributions to the Indiana State Teachers’ Retirement Fund.

The Board shall pay on the basis of the total paid compensation of the Superintendent, the 3% employee contribution to the Indiana State Teachers Retirement Fund (ISTRF).”


3. The parties agree, that as of the date of this First Amendment to First Addendum, the Board never paid the Superintendent’s three percent (3%) compensation into a VEBA account as originally provided for in the Addendum. As such, there are currently funds due and owing to the Superintendent under the terms of the Addendum. The parties agree that there shall be a one time “catch-up” payment into the Superintendent’s 403(b) account equal to the 3% amount that should have been deposited into the VEBA account on a monthly basis retroactive to July 1, 2014, up to and including March of 2015. Said catch-up payment shall be deposited into the Superintendent’s 403(b) account on or before March 31, 2015.

4. The parties further agree that all other terms, conditions and covenants of the Superintendent’s Contract and Addendum entered into between the parties shall

remain unaltered and in full force and effect except as herein expressly modified or supplemented thereto.

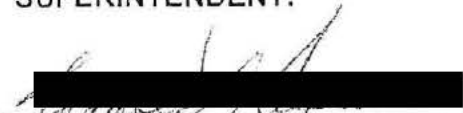
IN WITNESS WHEREOF, the parties have executed this First Amendment to First Addendum to Superintendent's Contract this 18th day of March, 2015.

LAKE STATION COMMUNITY SCHOOLS
OF LAKE COUNTY, INDIANA



KAREN CURTIS, President


SUPERINTENDENT:



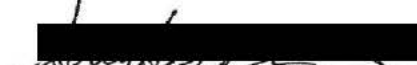
DR. THOMAS L. CRIPLIVER




JAMES VANDERLIN, Vice President



LARRY-BIGGS, Secretary



GREG TENORIO, Member



MICHAEL STILLS, Member

**FIRST AMENDMENT TO
FIRST ADDENDUM TO SUPERINTENDENT'S CONTRACT**

THIS FIRST AMENDMENT TO FIRST ADDENDUM is attached to the Superintendent's Contract dated the 6th day of May, 2014, by and between **LAKE STATION COMMUNITY SCHOOLS** (hereinafter called the "Board"), and **DR. THOMAS L. CRIPLIVER** (hereinafter called "Superintendent").

WITNESSETH THAT:

WHEREAS, a Superintendent's Contract was entered into by and between the Board and Superintendent pursuant to IC 20-28-6-3 as the regular uniform contract for the employment of teachers pursuant to IC 20-28-6-4(b); and

WHEREAS, the parties entered into a First Addendum to the Contract with additional provisions which are specifically incorporated by referenced and made a part hereof of the Contract (the "Addendum"); and

WHEREAS, it was discovered that the Superintendent was not eligible to receive a VEBA account as provided for in Paragraph 7 of the Addendum entitled "Insurance". However, the parties agree that the Superintendent remains entitled to the compensation amount previously agreed to in the Addendum.

WHEREAS, the parties desire to modify Paragraph 7 of the Addendum entitled "Insurance" and Paragraph 8 entitled "Retirement Savings Plan". The parties agree that said modifications as set forth herein do not add or subtract any compensation whatsoever to the Addendum but, instead, alter the manner in which the compensation is paid.

NOW, THEREFORE, in consideration of the mutual covenants contained herein, it is agreed by and between the parties as follows:

1. That Paragraph 7 of the Addendum entitled "Insurance" is hereby modified, and said Paragraph 7 shall now read as follows:

"7. INSURANCE. The Board, at its sole expense (minus \$1.00), shall provide the Superintendent with a medical, dental, and vision health insurance policy during the term of this Contract in accordance with the plan provided for administrators.

The Board shall provide a term life insurance policy with a death benefit and an accidental death/dismemberment benefit of One Hundred Fifty Thousand Dollars (\$150,000.00). In addition, the Board, at its sole

expense (minus \$1.00), shall provide the Superintendent with a long term disability policy.

The Board shall have no obligation to provide medical, dental and/or vision insurance for the Superintendent beyond the term of this Contract or upon his retirement.”

2. That Paragraph 8 of the Addendum entitled “Retirement Savings Plan” is hereby modified, and said Paragraph 8 shall now read as follows:

“8. **RETIREMENT SAVINGS PLAN.** The Board shall contribute to a deferred compensation plan (403(b)) account an amount equal to eight percent (8%) of the Superintendent’s gross salary for each year he is employed as Superintendent. Such deposits will be made on a monthly basis and accrue in the Superintendent’s account. In addition, upon completion of each fifth (5th) year of employment, the Superintendent will receive a “loyalty” payment of Five Thousand Dollars (\$5,000.00) into his 403(b) account. If the Superintendent dies, his deferred compensation plan account shall become the property of his estate. The Superintendent shall be vested in this account upon signing the Contract.

The aforementioned payments shall be an annual amount equal to 8% (\$9,296.00) of the following: eight percent (8%) of the total salary of \$115,000.00 plus the cell phone yearly allowance of \$1,200.00. The Superintendent acknowledges that the elective deferral will be characterized as wages subject to social security taxes, FICA, and for contributions to the Indiana State Teachers’ Retirement Fund.

The Board shall pay on the basis of the total paid compensation of the Superintendent, the 3% employee contribution to the Indiana State Teachers Retirement Fund (ISTRF).”

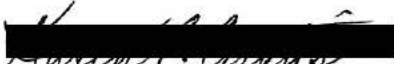
3. The parties agree, that as of the date of this First Amendment to First Addendum, the Board never paid the Superintendent’s three percent (3%) compensation into a VEBA account as originally provided for in the Addendum. As such, there are currently funds due and owing to the Superintendent under the terms of the Addendum. The parties agree that there shall be a one time “catch-up” payment into the Superintendent’s 403(b) account equal to the 3% amount that should have been deposited into the VEBA account on a monthly basis retroactive to July 1, 2014, up to and including March of 2015. Said catch-up payment shall be deposited into the Superintendent’s 403(b) account on or before March 31, 2015.

4. The parties further agree that all other terms, conditions and covenants of the Superintendent’s Contract and Addendum entered into between the parties shall

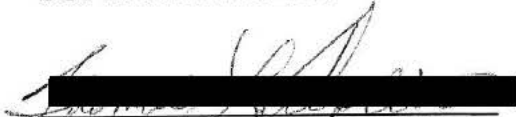
remain unaltered and in full force and effect except as herein expressly modified or supplemented thereto.

IN WITNESS WHEREOF, the parties have executed this First Amendment to First Addendum to Superintendent's Contract this 18th day of March, 2015.


LAKE STATION COMMUNITY SCHOOLS
OF LAKE COUNTY, INDIANA

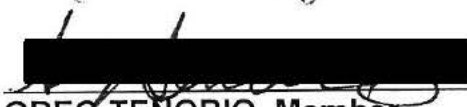

KAREN CURTIS, President

SUPERINTENDENT:


DR. THOMAS L. CRIPLIVER

JAMES VANDERLIN, Vice President


LARRY BIGGS, Secretary


GREG TENORIO, Member


MICHAEL STILLS, Member

**SECOND AMENDMENT TO
FIRST ADDENDUM TO SUPERINTENDENT'S CONTRACT**

THIS SECOND AMENDMENT TO FIRST ADDENDUM is attached to the Superintendent's Contract dated the 6th day of May, 2014, by and between **LAKE STATION COMMUNITY SCHOOLS** (hereinafter called the "Board"), and **DR. THOMAS L. CRIPLIVER** (hereinafter called "Superintendent").

WITNESSETH THAT:

WHEREAS, a Superintendent's Contract was entered into by and between the Board and Superintendent pursuant to IC 20-28-6-3 as the regular uniform contract for the employment of teachers pursuant to IC 20-28-6-4(b); and

WHEREAS, the parties entered into a First Addendum to the Contract with additional provisions which are specifically incorporated by reference and made a part hereof of the Contract (the "Addendum");

WHEREAS, the parties entered into a First Amendment to First Addendum to the Contract on March 18, 2015, which contained revised provisions that are specifically incorporated by reference and made a part hereof of the Contract and the Addendum (the "First Amendment");

WHEREAS, the Superintendent voluntarily desires to amend Paragraph 4 of the Addendum entitled "Salary", as he voluntarily requests to reduce his salary to assist the Board with the substantial number of budget cuts it has made in recent months and continues to make. Further, Paragraph 8 of the Addendum and First Amendment entitled "Retirement Savings Plan" will be amended only to remove the previously stated amounts of the contribution, although the percentage contribution shall remain the same, as the aforementioned reduction in salary will reduce the total amount of contribution to the Retirement Savings Plan.

NOW, THEREFORE, in consideration of the mutual covenants contained herein, it is agreed by and between the parties as follows:

1. That Paragraph 4 of the Addendum entitled "Salary" is hereby modified, and said Paragraph 4 shall now read as follows:

“4. SALARY. The annual salary for the Superintendent commencing July 1, 2014 and ending August 31, 2015 shall be One Hundred Fifteen Thousand Dollars (\$115,000.00). The annual salary for the Superintendent commencing September 1, 2015 and ending June 30, 2017, shall be One Hundred Twelve Thousand Dollars (\$112,000.00). The annual salary rate shall be paid to the Superintendent in installments in accordance with other twelve (12) month employees.”

2. That Paragraph 8 of the First Amendment entitled “Retirement Savings Plan” is hereby modified, and said Paragraph 8 shall now read as follows:

“8. RETIREMENT SAVINGS PLAN. The Board shall contribute to a deferred compensation plan (403(b)) account an amount equal to eight percent (8%) of the Superintendent’s gross salary for each year he is employed as Superintendent. Such deposits will be made on a monthly basis and accrue in the Superintendent’s account. In addition, upon completion of each fifth (5th) year of employment, the Superintendent will receive a “loyalty” payment of Five Thousand Dollars (\$5,000.00) into his 403(b) account. If the Superintendent dies, his deferred compensation plan account shall become the property of his estate. The Superintendent shall be vested in this account upon signing the Contract.

The aforementioned payments shall be an annual amount equal to 8% of the following: eight percent (8%) of the total salary plus the cell phone yearly allowance of \$1,200.00. The Superintendent acknowledges that the elective deferral will be characterized as wages subject to social security taxes, FICA, and for contributions to the Indiana State Teachers’ Retirement Fund.

The Board shall pay on the basis of the total paid compensation of the Superintendent, the 3% employee contribution to the Indiana State Teachers Retirement Fund (ISTRF).”


3. The parties further agree that all other terms, conditions and covenants of the Superintendent’s Contract, Addendum and First Amendment entered into between the parties shall remain unaltered and in full force and effect except as herein expressly modified or supplemented thereto.


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IN WITNESS WHEREOF, the parties have executed this Second Amendment to First Addendum to Superintendent's Contract this 16th day of September, 2015 retroactive to September 1, 2015.

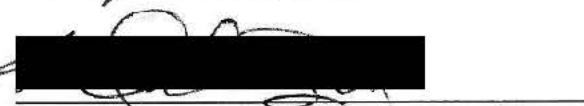
LAKE STATION COMMUNITY SCHOOLS
OF LAKE COUNTY, INDIANA


KAREN CURTIS, President

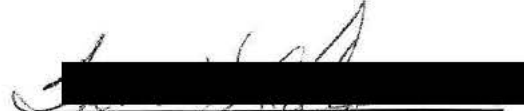

JAMES VANDERLIN, Vice President


LARRY BIGGS, Secretary


GREG TENORIO, Member


MICHAEL STILLS, Member

SUPERINTENDENT:


DR. THOMAS L. CRIPLIVER

**THIRD AMENDMENT TO
FIRST ADDENDUM TO SUPERINTENDENT'S CONTRACT**

THIS THIRD AMENDMENT TO FIRST ADDENDUM is attached to the Superintendent's Contract dated the 6th day of May, 2014, by and between **LAKE STATION COMMUNITY SCHOOLS** (hereinafter called the "Board"), and **DR. THOMAS L. CRIPLIVER** (hereinafter called "Superintendent").

WITNESSETH THAT:

WHEREAS, a Superintendent's Contract was entered into by and between the Board and Superintendent pursuant to IC 20-28-6-3 as the regular uniform contract for the employment of teachers pursuant to IC 20-28-6-4(b); and

WHEREAS, the parties entered into a First Addendum to the Contract with additional provisions which are specifically incorporated by reference and made a part hereof of the Contract (the "Addendum");

WHEREAS, the parties entered into a First Amendment to First Addendum to the Contract on March 18, 2015, which contained revised provisions that are specifically incorporated by reference and made a part hereof of the Contract and the Addendum (the "First Amendment");

WHEREAS, the parties entered into a Second Amendment to First Addendum to the Contract on September 1, 2015, which contained revised provisions that are specifically incorporated by reference and made a part hereof of the Contract and the Addendum (the "Second Amendment");

WHEREAS, the parties desire to amend Paragraph 3 of the Addendum entitled "Term", to Amend Paragraph 7 entitled "Insurance" and to add a Paragraph 24 onto the Addendum entitled "Stipend".

NOW, THEREFORE, in consideration of the mutual covenants contained herein, it is agreed by and between the parties as follows:

1. That Paragraph 3 of the Addendum entitled "Term" is hereby modified, and said Paragraph 3 shall now read as follows:

“3. **TERM.** The term for the Superintendent’s Contract shall be three (3) years commencing July 1, 2017, and terminating on June 30, 2020. Beginning on July 1, 2018, and on each July 1 thereafter, the Superintendent’s Contract shall automatically be extended for an additional one (1) year unless the Board provides the Superintendent with written notice of its intention not to extend the Superintendent’s Contract for an additional year on or before June 1st of each year.”

2. That Paragraph 7 of the First Amendment entitled “Insurance” is hereby modified, and said Paragraph 8 shall now read as follows:

“7. **INSURANCE.** The Board, at its sole expense (minus \$1.00), shall provide the Superintendent with a medical, dental, and vision health insurance policy during the term of this Contract in accordance with the plan provided for administrators.

After the Superintendent has been employed as the Superintendent of Lake Station Community Schools for six (6) years, and upon the Superintendent’s retirement from Lake Station Community Schools (Rule of 85 under the Teacher’s Retirement Fund applies), the Superintendent shall be eligible to remain on the aforementioned health insurance policy in accordance with the plan provided for administrators. The Superintendent shall pay to the Board the sum of One Hundred Dollars (\$100.00) per month, and the Board shall pay the remainder of the policy premium. Upon the Superintendent reaching the age where he qualifies for Medicare coverage, this provision shall terminate and the Board shall have no further obligation to provide the aforementioned health insurance policy to the Superintendent. Further, if the Superintendent already qualifies for Medicare coverage at his retirement, this provision is void and shall have no further force and effect.

The Board shall provide a term life insurance policy with a death benefit and an accidental death/dismemberment benefit of One Hundred Fifty Thousand Dollars (\$150,000.00). In addition, the Board, at its sole expense (minus \$1.00), shall provide the Superintendent with a long term disability policy.

3. That Paragraph 24 entitled “Stipend” shall be added to the First Addendum, and said Paragraph 24 shall read as follows:

"24. STIPEND. The Superintendent shall automatically be awarded the same stipend as the teachers and/or administrators in a given year pursuant to the terms of the Collective Bargaining Agreement. If no stipend is awarded to the teachers and/or administrators under the Collective Bargaining Agreement, then the Superintendent shall not receive a stipend. This provision is retroactive to the stipend previously awarded to the teachers and administrators in 2016 in the amount of \$1,800.00, and the Superintendent shall receive said stipend and any other stipend awarded to the teachers and administrators during the term of this Contract."


4. The parties further agree that all other terms, conditions and covenants of the Superintendent's Contract, Addendum and subsequent Amendments entered into between the parties shall remain unaltered and in full force and effect except as herein expressly modified or supplemented thereto.

IN WITNESS WHEREOF, the parties have executed this Third Amendment to First Addendum to Superintendent's Contract this 21st day of December, 2016.


**LAKE STATION COMMUNITY SCHOOLS
OF LAKE COUNTY, INDIANA**



JAMES VANDERLIN, President



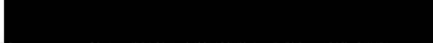
LARRY BIGGS, Vice President



KAREN CURTIS, Secretary

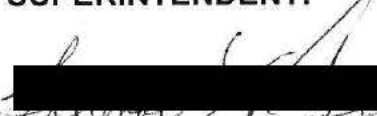



GREG TENORIO, Member



GARY RAY, Member

SUPERINTENDENT:

DR. THOMAS L. CRIPLIVER