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

BROWN COUNTY SCHOOLS ("Corporation") and **GAVIN STEELE** ("Teacher").

GAVIN STEELE 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 **07/14/2026**
   a. And ending on **06/30/2026** *Ind. Code 20-28-6-2(a)(3)(A)*

2. The school term described in paragraph 1 immediately above for services under this Contract consists
   a. of **220** 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
   a. 20-29-6-7, the number of hours per day the Teacher is expected to work under this Contract is 7.66.
   b. *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 **$118,000.00**
   a. during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*

5. The Corporation shall pay this amount in **11.0** installments on a semi-monthly basis.
   a. *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)
   a. Pursuant to the procedures set forth in Ind. Code 20-28-7.2-2 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 on **January 14, 2026** **Master's Degree**

Teacher

School Corporation by:

President

Attested:

Superintendent

Secretary

2025-2026 CONTRACT

REGULAR TEACHER CONTRACT

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

This regular teacher contract ("Contract") is by and between the governing body of the

BROWN COUNTY SCHOOLS ("Corporation") and **SARAH ROBERTS** ("Teacher").

SARAH ROBERTS 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 **10/23/2025**
   a. And ending on **06/30/2027** *Ind. Code 20-28-6-2(a)(3)(A)*

2. The school term described in paragraph 1 immediately above for services under this Contract consists
   a. of **230(158 actual)** 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
   a. 20-29-6-7, the number of hours per day the Teacher is expected to work under this Contract is 7.66.
   b. *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 **$110,000.00**
   a. during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*

5. The Corporation shall pay this amount in **15.0** installments on a semi-monthly basis.
   a. *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)
   a. Pursuant to the procedures set forth in Ind. Code 20-28-7.2-2 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 on **November 17, 2025**

Master's Degree

Teacher

School Corporation by:

Stephen Douglas Payne
President

Attested:
Emily Callahan
Superintendent

Vicki Hardesty
Secretary

2025-2026 CONTRACT

REGULAR TEACHER CONTRACT

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

This regular teacher contract ("Contract") is by and between the governing body of the

BROWN COUNTY SCHOOLS ("Corporation") and **DEBORAH HARMAN** ("Teacher").

DEBORAH HARMAN 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 **07/01/2025**
   a. And ending on **06/30/2027** *Ind. Code 20-28-6-2(a)(3)(A)*

2. The school term described in paragraph 1 immediately above for services under this Contract consists
   a. of **260** 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
   a. 20-29-6-7, the number of hours per day the Teacher is expected to work under this Contract is 7.66.
   b. *Ind. Code 20-28-6-2(a)(3)(E)*

4. The Corporation shall pay the Teacher for services under this Contract the total salary of **$105,000.00**
   a. during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*

5. The Corporation shall pay this amount in **24.0** installments on a semi-monthly basis.
   a. *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)
   a. Pursuant to the procedures set forth in Ind. Code 20-28-7.2-2 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 on **July, 1, 2025**

Master's Degree

Teacher

Deborah R Harman

School Corporation by:

Stephen Douglas Payne
President

Attested:

Superintendent

Vicki Harden
Secretary

2025-2026 CONTRACT

REGULAR TEACHER CONTRACT

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

This regular teacher contract ("Contract") is by and between the governing body of the

BROWN COUNTY SCHOOLS ("Corporation") and **EMILY TRACY** ("Teacher").

EMILY TRACY 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 **07/01/2025**
   a. And ending on **06/30/2027** *Ind. Code 20-28-6-2(a)(3)(A)*

2. The school term described in paragraph 1 immediately above for services under this Contract consists
   a. of **260** 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
   a. 20-29-6-7, the number of hours per day the Teacher is expected to work under this Contract is 7.66.
   b. *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 **$140,000.00**
   a. during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*

5. The Corporation shall pay this amount in **24.0** installments on a semi-monthly basis.
   a. *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)
   a. Pursuant to the procedures set forth in Ind. Code 20-28-7.2-2 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 on **July 1, 2025**

Master's Degree

Teacher

School Corporation by:

Stephen Douglas Payne

President

Attested:

Superintendent

Vicki Harden

Secretary

2025-2026 CONTRACT

REGULAR TEACHER CONTRACT

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

This regular teacher contract ("Contract") is by and between the governing body of the

BROWN COUNTY SCHOOLS ("Corporation") and **BRAD KILLINGER** ("Teacher").

BRAD KILLINGER 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 **07/01/2025**
   a. And ending on **06/30/2027** *Ind. Code 20-28-6-2(a)(3)(A)*

2. The school term described in paragraph 1 immediately above for services under this Contract consists
   a. of **210** 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
   a. 20-29-6-7, the number of hours per day the Teacher is expected to work under this Contract is 7.66.
   b. *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 **$98,000.00**
   a. during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*

5. The Corporation shall pay this amount in **24.0** installments on a semi-monthly basis.
   a. *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)
   a. Pursuant to the procedures set forth in Ind. Code 20-28-7.2-2 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 on **July, 1, 2025**

Master's Degree

Teacher

School Corporation by:

President

Attested:

Superintendent

Secretary

2025-2026 CONTRACT

REGULAR TEACHER CONTRACT

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

This regular teacher contract ("Contract") is by and between the governing body of the

BROWN COUNTY SCHOOLS ("Corporation") and **KELLI BRUNER** ("Teacher").

KELLI BRUNER 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 **07/01/2025**
   a. And ending on **06/30/2027** *Ind. Code 20-28-6-2(a)(3)(A)*

2. The school term described in paragraph 1 immediately above for services under this Contract consists
   a. of **210** 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
   a. 20-29-6-7, the number of hours per day the Teacher is expected to work under this Contract is 7.66.
   b. *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 **$98,000.00**
   a. during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*

5. The Corporation shall pay this amount in **24.0** installments on a semi-monthly basis.
   a. *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)
   a. Pursuant to the procedures set forth in Ind. Code 20-28-7.2-2 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 on **July, 1, 2025**

Master's Degree

Teacher

Kelli Bruner

School Corporation by:

Stephen Douglas Payne
President

Attested:

Greg Kelly
Superintendent

Vicki Harden
Secretary

2025-2026 CONTRACT

REGULAR TEACHER CONTRACT

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

This regular teacher contract ("Contract") is by and between the governing body of the

BROWN COUNTY SCHOOLS ("Corporation") and **GAVIN STEELE** ("Teacher").

GAVIN STEELE 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 **07/01/2025**
   a. And ending on **06/30/2027** *Ind. Code 20-28-6-2(a)(3)(A)*

2. The school term described in paragraph 1 immediately above for services under this Contract consists
   a. of **220** 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
   a. 20-29-6-7, the number of hours per day the Teacher is expected to work under this Contract is 7.66.
   b. *Ind. Code 20-28-6-2(a)(3)(E)*

4. The Corporation shall pay the Teacher for services under this Contract the total salary of **$105,000.00**
   a. during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*

5. The Corporation shall pay this amount in **24.0** installments on a semi-monthly basis.
   a. *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)
   a. Pursuant to the procedures set forth in Ind. Code 20-28-7.2-2 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 on **July, 1, 2025**

Master's Degree

Teacher

School Corporation by:

Stephen Douglas Payne
President

Attested:

Vicki Harden
Secretary

Superintendent

2025-2026 CONTRACT

REGULAR TEACHER CONTRACT

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

This regular teacher contract ("Contract") is by and between the governing body of the

BROWN COUNTY SCHOOLS ("Corporation") and **DAVID PAGNARD** ("Teacher").

DAVID PAGNARD 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 **07/01/2025**
   a. And ending on **06/30/2027** *Ind. Code 20-28-6-2(a)(3)(A)*

2. The school term described in paragraph 1 immediately above for services under this Contract consists
   a. of **210** 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
   a. 20-29-6-7, the number of hours per day the Teacher is expected to work under this Contract is 7.66.
   b. *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 **$98,000.00**
   a. during the school year. *Ind. Code 20-28-6-2(a)(3)(C)*

5. The Corporation shall pay this amount in **24.0** installments on a semi-monthly basis.
   a. *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)
   a. Pursuant to the procedures set forth in Ind. Code 20-28-7.2-2 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 on **July, 1, 2025**

Master's Degree

Teacher

Attested:

Superintendent

School Corporation by:

Stephen Douglas Payne
President

Vicki Harden
Secretary

2025-2026 CONTRACT