

**ROCHESTER COMMUNITY SCHOOL CORPORATION  
EMPLOYMENT AGREEMENT**

**THIS AGREEMENT** made and entered into as of the **15th day of December, 2023** by and between **ROCHESTER COMMUNITY SCHOOLS**, an Indiana School Corporation, hereinafter referred to as "**EMPLOYER**", and **Doug Bower**, hereinafter referred to as "**EMPLOYEE**".

**WITNESSETH:**

Employer desires to employ Employee and Employee desires to provide services for Employer; and



It is the desire of the parties to agree upon the terms of employment, including dates, terms, standards and wages.

It is therefore, in consideration of the premises and the covenants of the parties hereinafter contained, the parties agree as follows:



1. Employer hereby employs Employee in the capacity of "**Director of Maintenance**" for a period beginning **July 1, 2023**, consisting of **260 days**, and ending **June 30, 2024**.
2. Employee agrees to perform services for Employer as described in "Rochester Community Schools Board Policies and Administrative Guidelines" and the "**Position Description for Director of Maintenance**."
3. In consideration of the furnishing of such services by Employee, Employer agrees to pay Employee the Sum of **\$73,200** for the period beginning **7/1/2023** through **06/30/2024**. Employee shall be eligible for performance bonuses as approved by the Board of School Trustees, upon completion of previously established goals as set forth by the Superintendent.
4. Employer agrees to provide Fringe Benefits in accordance with applicable Board Policies.
5. The terms of this Employment Agreement shall be governed by applicable Board Policies and Administrative Regulations, including, but not limited to, the provisions for dismissal.

**IN WITNESS WHEREOF**, the parties have hereunto set their hands and seals the date and year first above written.

ROCHESTER COMMUNITY SCHOOLS

  
By:   
(Employee)

BOARD OF SCHOOL TRUSTEES

  
(President)  
  
(Secretary)

SUMMARY: Total Contract \$73,200

Days in 2023/24 260

Vacation 20

Contract Date 7/1/2023