

College: UCA Conway
Certification Based on: Masters
Social Security Number: **XXX-XX-XXXX**

Total Years of Experience: 12
Years of Experience This District: 4
Schedule Title: 91N-191 CERT 2020-21 Range: 04 Step: 13
Check Location: 6

TEACHER'S CONTRACT

YEAR: **2021-2022**

STATE OF ARKANSAS COUNTY OF **Franklin**

PARTIES: The Charleston School District, Party of the First Part, and **Lynne Marie Akers** Party of the Second Part, agree as follows:

EMPLOYEMENT: The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on 4/26/2021 agrees to employ **Lynne Marie Akers** Party of the Second Part, as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows: Classroom Teacher

Additional Duty:

These services will be rendered in accordance with the policies set forth by the Party of the First Part. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to total compensation under this contract.

TIME: The period of time covered by this contract is 191 days, from 7/30/2021 through 5/26/2022.

COMPENSATION: Total compensation under this contract is **\$49,650.00** to be paid in 12 installments. Rate of compensation will be as follows: **\$4,137.50**

Furthermore, the Party of the First Part is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The parties shall follow the **Charleston** School District Personnel Policies, which are made a part hereof by reference.

CERTIFICATION: The Party of the Second Part certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The Party of the Second Part agrees to refund the Party of the First Part any compensation received for which no services were rendered.

TERMINATION: This contract may be terminated by either party pursuant to law.

OTHER CONDITIONS: Any subsequent contracts shall superseded the provisions of this contract.

Other duties as assigned by the administration. Pursuant to Arkansas law, you have 30 calendar days from the date of this contract to sign and return your contract of employment to the office of the superintendent. If applicable, rate of compensation includes Stipend, which may be paid as a lump sum rather than monthly.

Given on: 5/10/2021

BY: /S/ Signature on File
Lynne Marie Akers

BY: /S/ signature on file
Board President

Address on File
Address

Phone on File
Phone

BY: /S/ signature on file
Board Secretary

College: Southern IL University
Certification Based on: Bachelor of Arts
Social Security Number: **XXX-XX-XXXX**

Total Years of Experience: 0
Years of Experience This District: 0
Schedule Title: 91N-191 CERT 2020-21 Range: Step:
Check Location:

TEACHER'S CONTRACT

YEAR: **2021-2022**

STATE OF ARKANSAS COUNTY OF **Franklin**

PARTIES: The Charleston School District, Party of the First Part, and **Lewis Anderson** Party of the Second Part, agree as follows:

EMPLOYEMENT: The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on 4/26/2021 agrees to employ **Lewis Anderson** Party of the Second Part, as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows: Classroom Teacher

Additional Duty:

These services will be rendered in accordance with the policies set forth by the Party of the First Part. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to total compensation under this contract.

TIME: The period of time covered by this contract is 191 days, from 7/30/2021 through 5/26/2022.

COMPENSATION: Total compensation under this contract is **\$38,800.00** to be paid in 12 installments. Rate of compensation will be as follows: **\$0.00**

Furthermore, the Party of the First Part is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The parties shall follow the **Charleston** School District Personnel Policies, which are made a part hereof by reference.

CERTIFICATION: The Party of the Second Part certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The Party of the Second Part agrees to refund the Party of the First Part any compensation received for which no services were rendered.

TERMINATION: This contract may be terminated by either party pursuant to law.

OTHER CONDITIONS: Any subsequent contracts shall superseded the provisions of this contract.

Other duties as assigned by the administration. Pursuant to Arkansas law, you have 30 calendar days from the date of this contract to sign and return your contract of employment to the office of the superintendent. If applicable, rate of compensation includes Stipend, which may be paid as a lump sum rather than monthly. This contract is contingent upon becoming certified in Special Education within three years.

Given on: 4/26/2021

BY: /S/ Signature on File
Lewis Anderson

BY: /S/ signature on file
Board President

Address on File
Address

Phone on File
Phone

BY: /S/ signature on file
Board Secretary

College: UA, FORT SMITH
Certification Based on: Masters
Social Security Number: **XXX-XX-XXXX**

Total Years of Experience: 8
Years of Experience This District: 8
Schedule Title: 91N-191 CERT 2020-21 Range: 04 Step: 9
Check Location: 6

TEACHER'S CONTRACT

YEAR: **2021-2022**

STATE OF ARKANSAS COUNTY OF **Franklin**

PARTIES: The Charleston School District, Party of the First Part, and **Bridgett A Asbury** Party of the Second Part, agree as follows:

EMPLOYEMENT: The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on 4/26/2021 agrees to employ **Bridgett A Asbury** Party of the Second Part, as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows: Classroom Teacher

Additional Duty:

These services will be rendered in accordance with the policies set forth by the Party of the First Part. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to total compensation under this contract.

TIME: The period of time covered by this contract is 191 days, from 7/30/2021 through 5/26/2022.

COMPENSATION: Total compensation under this contract is **\$47,097.00** to be paid in 12 installments. Rate of compensation will be as follows: **\$3,924.75**

Furthermore, the Party of the First Part is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The parties shall follow the **Charleston** School District Personnel Policies, which are made a part hereof by reference.

CERTIFICATION: The Party of the Second Part certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The Party of the Second Part agrees to refund the Party of the First Part any compensation received for which no services were rendered.

TERMINATION: This contract may be terminated by either party pursuant to law.

OTHER CONDITIONS: Any subsequent contracts shall superseded the provisions of this contract.

Other duties as assigned by the administration. Pursuant to Arkansas law, you have 30 calendar days from the date of this contract to sign and return your contract of employment to the office of the superintendent. If applicable, rate of compensation includes Stipend, which may be paid as a lump sum rather than monthly.

Given on: 5/10/2021

BY: /S/ Signature on File
Bridgett A Asbury

BY: /S/ signature on file
Board President

Address on File
Address

Phone on File
Phone

BY: /S/ signature on file
Board Secretary

College: AR TECH U RUSSELV
Certification Based on: Bachelor + 24
Social Security Number: XXX-XX-XXXX

Total Years of Experience: 9
Years of Experience This District: 9
Schedule Title: 91N-191 CERT 2020-21 Range: 03 Step: 10
Check Location: 6

TEACHER'S CONTRACT

YEAR: 2021-2022

STATE OF ARKANSAS COUNTY OF **Franklin**

PARTIES: The Charleston School District, Party of the First Part, and **Macy L Barnett** Party of the Second Part, agree as follows:

EMPLOYEMENT: The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on 4/26/2021 agrees to employ **Macy L Barnett** Party of the Second Part, as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows: Classroom Teacher

Additional Duty:

These services will be rendered in accordance with the policies set forth by the Party of the First Part. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to total compensation under this contract.

TIME: The period of time covered by this contract is 191 days, from 7/30/2021 through 5/26/2022.

COMPENSATION: Total compensation under this contract is **\$45,850.00** to be paid in 12 installments. Rate of compensation will be as follows: **\$3,818.33**

Furthermore, the Party of the First Part is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The parties shall follow the **Charleston** School District Personnel Policies, which are made a part hereof by reference.

CERTIFICATION: The Party of the Second Part certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The Party of the Second Part agrees to refund the Party of the First Part any compensation received for which no services were rendered.

TERMINATION: This contract may be terminated by either party pursuant to law.

OTHER CONDITIONS: Any subsequent contracts shall superseded the provisions of this contract.

Other duties as assigned by the administration. Pursuant to Arkansas law, you have 30 calendar days from the date of this contract to sign and return your contract of employment to the office of the superintendent. If applicable, rate of compensation includes Stipend, which may be paid as a lump sum rather than monthly.

Given on: 5/10/2021

BY: /S/ Signature on File
Macy L Barnett

BY: /S/ signature on file
Board President

Address on File
Address

Phone on File
Phone

BY: /S/ signature on file
Board Secretary

College: Arkansas Tech Univ
Certification Based on: Bachelor of Arts
Social Security Number: **XXX-XX-XXXX**

Total Years of Experience: 0
Years of Experience This District: 0
Schedule Title: 91N-191 CERT 2020-21 Range: Step:
Check Location:

TEACHER'S CONTRACT

YEAR: **2021-2022**

STATE OF ARKANSAS COUNTY OF **Franklin**

PARTIES: The Charleston School District, Party of the First Part, and **Abbigail Binz** Party of the Second Part, agree as follows:

EMPLOYEMENT: The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on 4/26/2021 agrees to employ **Abbigail Binz** Party of the Second Part, as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows: Classroom Teacher

Additional Duty:

These services will be rendered in accordance with the policies set forth by the Party of the First Part. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to total compensation under this contract.

TIME: The period of time covered by this contract is 191 days, from 7/30/2021 through 5/26/2022.

COMPENSATION: Total compensation under this contract is **\$38,800.00** to be paid in 12 installments. Rate of compensation will be as follows: **\$0.00**

Furthermore, the Party of the First Part is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The parties shall follow the **Charleston** School District Personnel Policies, which are made a part hereof by reference.

CERTIFICATION: The Party of the Second Part certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The Party of the Second Part agrees to refund the Party of the First Part any compensation received for which no services were rendered.

TERMINATION: This contract may be terminated by either party pursuant to law.

OTHER CONDITIONS: Any subsequent contracts shall superseded the provisions of this contract.

Other duties as assigned by the administration. Pursuant to Arkansas law, you have 30 calendar days from the date of this contract to sign and return your contract of employment to the office of the superintendent. If applicable, rate of compensation includes Stipend, which may be paid as a lump sum rather than monthly.

Given on: 4/26/2021

BY: /S/ Signature on File
Abbigail Binz

BY: /S/ signature on file
Board President

Address on File
Address

Phone on File
Phone

BY: /S/ signature on file
Board Secretary

College:
Certification Based on: Bachelor of Arts
Social Security Number: **XXX-XX-XXXX**

Total Years of Experience:
Years of Experience This District:
Schedule Title: 91N-191 CERT 2020-21 Range: 01 Step: 6
Check Location:

TEACHER'S CONTRACT

YEAR: **2021-2022**

STATE OF ARKANSAS COUNTY OF **Franklin**

PARTIES: The Charleston School District, Party of the First Part, and **Elizabeth Booher** Party of the Second Part, agree as follows:

EMPLOYEMENT: The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on 4/26/2021 agrees to employ **Elizabeth Booher** Party of the Second Part, as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows: Classroom Teacher

Additional Duty:

These services will be rendered in accordance with the policies set forth by the Party of the First Part. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to total compensation under this contract.

TIME: The period of time covered by this contract is 191 days, from 7/30/2021 through 5/26/2022.

COMPENSATION: Total compensation under this contract is **\$41,991.00** to be paid in 12 installments. Rate of compensation will be as follows: **\$3,499.25**

Furthermore, the Party of the First Part is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The parties shall follow the **Charleston** School District Personnel Policies, which are made a part hereof by reference.

CERTIFICATION: The Party of the Second Part certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The Party of the Second Part agrees to refund the Party of the First Part any compensation received for which no services were rendered.

TERMINATION: This contract may be terminated by either party pursuant to law.

OTHER CONDITIONS: Any subsequent contracts shall superseded the provisions of this contract.

Other duties as assigned by the administration. Pursuant to Arkansas law, you have 30 calendar days from the date of this contract to sign and return your contract of employment to the office of the superintendent. If applicable, rate of compensation includes Stipend, which may be paid as a lump sum rather than monthly.

Given on: 5/10/2021

BY: /S/ Signature on File
Elizabeth Booher

BY: /S/ signature on file
Board President

Address on File
Address

Phone on File
Phone

BY: /S/ signature on file
Board Secretary

College:
Certification Based on: Masters
Social Security Number: **XXX-XX-XXXX**

Total Years of Experience: 27
Years of Experience This District: 11
Schedule Title: 91N-191 CERT 2020-21 Range: 04 Step: 28
Check Location: 6

TEACHER'S CONTRACT

YEAR: **2021-2022**

STATE OF ARKANSAS COUNTY OF **Franklin**

PARTIES: The Charleston School District, Party of the First Part, and **Tahnee K Bowen** Party of the Second Part, agree as follows:

EMPLOYEMENT: The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on 4/26/2021 agrees to employ **Tahnee K Bowen** Party of the Second Part, as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows: Counselor
Additional Duty: Nat Board Cert \$2,000.00 504 Coordinator \$2,000.00
These services will be rendered in accordance with the policies set forth by the Party of the First Part. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to total compensation under this contract.

TIME: The period of time covered by this contract is 206 days, from 7/26/2021 through 6/13/2022.

COMPENSATION: Total compensation under this contract is **\$67,874.02** to be paid in 12 installments. Rate of compensation will be as follows: **\$5,656.17**

Furthermore, the Party of the First Part is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The parties shall follow the **Charleston** School District Personnel Policies, which are made a part hereof by reference.

CERTIFICATION: The Party of the Second Part certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The Party of the Second Part agrees to refund the Party of the First Part any compensation received for which no services were rendered.

TERMINATION: This contract may be terminated by either party pursuant to law.

OTHER CONDITIONS: Any subsequent contracts shall superseded the provisions of this contract. Other duties as assigned by the administration. Pursuant to Arkansas law, you have 30 calendar days from the date of this contract to sign and return your contract of employment to the office of the superintendent. If applicable, rate of compensation includes Stipend, which may be paid as a lump sum rather than monthly.

Given on: 5/10/2021

BY: /S/ Signature on File
Tahnee K Bowen

BY: /S/ signature on file
Board President

Address on File
Address

Phone on File
Phone

BY: /S/ signature on file
Board Secretary

College: UCA, Conway
Certification Based on: Bachelor of Arts
Social Security Number: XXX-XX-XXXX

Total Years of Experience: 37
Years of Experience This District: 34
Schedule Title: 91N-191 CERT 2020-21 Range: 01 Step: 29
Check Location: 6

TEACHER'S CONTRACT

YEAR: 2021-2022

STATE OF ARKANSAS COUNTY OF **Franklin**

PARTIES: The Charleston School District, Party of the First Part, and **Belinda Brown** Party of the Second Part, agree as follows:

EMPLOYEMENT: The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on 4/26/2021 agrees to employ **Belinda Brown** Party of the Second Part, as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows: Classroom Teacher

Additional Duty:

These services will be rendered in accordance with the policies set forth by the Party of the First Part. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to total compensation under this contract.

TIME: The period of time covered by this contract is 191 days, from 7/30/2021 through 5/26/2022.

COMPENSATION: Total compensation under this contract is **\$56,670.00** to be paid in 12 installments. Rate of compensation will be as follows: **\$4,722.50**

Furthermore, the Party of the First Part is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The parties shall follow the **Charleston** School District Personnel Policies, which are made a part hereof by reference.

CERTIFICATION: The Party of the Second Part certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The Party of the Second Part agrees to refund the Party of the First Part any compensation received for which no services were rendered.

TERMINATION: This contract may be terminated by either party pursuant to law.

OTHER CONDITIONS: Any subsequent contracts shall superseded the provisions of this contract.

Other duties as assigned by the administration. Pursuant to Arkansas law, you have 30 calendar days from the date of this contract to sign and return your contract of employment to the office of the superintendent. If applicable, rate of compensation includes Stipend, which may be paid as a lump sum rather than monthly.

Given on: 5/10/2021

BY: /S/ Signature on File
Belinda Brown

BY: /S/ signature on file
Board President

Address on File
Address

Phone on File
Phone

BY: /S/ signature on file
Board Secretary

College: UCA, Conway
Certification Based on: Bachelor of Arts
Social Security Number: XXX-XX-XXXX

Total Years of Experience: 35
Years of Experience This District: 34
Schedule Title: 91N-191 CERT 2020-21 Range: 01 Step: 29
Check Location: 7

TEACHER'S CONTRACT

YEAR: 2021-2022

STATE OF ARKANSAS COUNTY OF **Franklin**

PARTIES: The Charleston School District, Party of the First Part, and **Sammie Brown** Party of the Second Part, agree as follows:

EMPLOYEMENT: The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on 4/26/2021 agrees to employ **Sammie Brown** Party of the Second Part, as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows: Classroom Teacher
Additional Duty:
These services will be rendered in accordance with the policies set forth by the Party of the First Part. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to total compensation under this contract.

TIME: The period of time covered by this contract is 191 days, from 7/30/2021 through 5/26/2022.

COMPENSATION: Total compensation under this contract is **\$56,670.00** to be paid in 12 installments. Rate of compensation will be as follows: **\$4,722.50**

Furthermore, the Party of the First Part is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The parties shall follow the **Charleston** School District Personnel Policies, which are made a part hereof by reference.

CERTIFICATION: The Party of the Second Part certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The Party of the Second Part agrees to refund the Party of the First Part any compensation received for which no services were rendered.

TERMINATION: This contract may be terminated by either party pursuant to law.

OTHER CONDITIONS: Any subsequent contracts shall superseded the provisions of this contract. Other duties as assigned by the administration. Pursuant to Arkansas law, you have 30 calendar days from the date of this contract to sign and return your contract of employment to the office of the superintendent. If applicable, rate of compensation includes Stipend, which may be paid as a lump sum rather than monthly.

Given on: 5/10/2021

BY: /S/ Signature on File
Sammie Brown

BY: /S/ signature on file
Board President

Address on File
Address

Phone on File
Phone

BY: /S/ signature on file
Board Secretary

College: UA, Fayetteville
Certification Based on: Masters + 15
Social Security Number: **XXX-XX-XXXX**

Total Years of Experience: 35
Years of Experience This District: 28
Schedule Title: 91N-191 CERT 2020-21 Range: Step:
Check Location: 0

TEACHER'S CONTRACT

YEAR: **2021-2022**

STATE OF ARKANSAS COUNTY OF **Franklin**

PARTIES: The Charleston School District, Party of the First Part, and **Susan Brown** Party of the Second Part, agree as follows:

EMPLOYEMENT: The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on 4/26/2021 agrees to employ **Susan Brown** Party of the Second Part, as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows: Curr Supv/Fed Prog
Additional Duty: Fed Coord/Curr \$20,583.00 ES/HS Parent Fac \$500.00
These services will be rendered in accordance with the policies set forth by the Party of the First Part. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to total compensation under this contract.

TIME: The period of time covered by this contract is 220 days, from 7/23/2021 through 6/30/2022.

COMPENSATION: Total compensation under this contract is **\$81,583.00** to be paid in 12 installments. Rate of compensation will be as follows: **\$6,798.58**

Furthermore, the Party of the First Part is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The parties shall follow the **Charleston** School District Personnel Policies, which are made a part hereof by reference.

CERTIFICATION: The Party of the Second Part certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The Party of the Second Part agrees to refund the Party of the First Part any compensation received for which no services were rendered.

TERMINATION: This contract may be terminated by either party pursuant to law.

OTHER CONDITIONS: Any subsequent contracts shall superseded the provisions of this contract.
Other duties as assigned by the administration. Pursuant to Arkansas law, you have 30 calendar days from the date of this contract to sign and return your contract of employment to the office of the superintendent. If applicable, rate of compensation includes Stipend, which may be paid as a lump sum rather than monthly.

Given on: 5/10/2021

BY: /S/ Signature on File
Susan Brown

BY: /S/ signature on file
Board President

Address on File
Address

Phone on File
Phone

BY: /S/ signature on file
Board Secretary

College: Harding CO. Searcy
Certification Based on: Bachelor + 24
Social Security Number: **XXX-XX-XXXX**

Total Years of Experience: 25
Years of Experience This District: 2
Schedule Title: 91N-191 CERT 2020-21 Range: 03 Step: 26
Check Location: 7

TEACHER'S CONTRACT

YEAR: **2021-2022**

STATE OF ARKANSAS COUNTY OF **Franklin**

PARTIES: The Charleston School District, Party of the First Part, and **Judith Lynn Burcham** Party of the Second Part, agree as follows:

EMPLOYEMENT: The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on 4/26/2021 agrees to employ **Judith Lynn Burcham** Party of the Second Part, as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows: Classroom Teacher
Additional Duty:

These services will be rendered in accordance with the policies set forth by the Party of the First Part. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to total compensation under this contract.

TIME: The period of time covered by this contract is 191 days, from 7/30/2021 through 5/26/2022.

COMPENSATION: Total compensation under this contract is **\$56,032.00** to be paid in 12 installments. Rate of compensation will be as follows: **\$4,669.33**

Furthermore, the Party of the First Part is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The parties shall follow the **Charleston** School District Personnel Policies, which are made a part hereof by reference.

CERTIFICATION: The Party of the Second Part certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The Party of the Second Part agrees to refund the Party of the First Part any compensation received for which no services were rendered.

TERMINATION: This contract may be terminated by either party pursuant to law.

OTHER CONDITIONS: Any subsequent contracts shall superseded the provisions of this contract. Other duties as assigned by the administration. Pursuant to Arkansas law, you have 30 calendar days from the date of this contract to sign and return your contract of employment to the office of the superintendent. If applicable, rate of compensation includes Stipend, which may be paid as a lump sum rather than monthly.

Given on: 5/10/2021

BY: /S/ Signature on File
Judith Lynn Burcham

BY: /S/ signature on file
Board President

Address on File
Address

Phone on File
Phone

BY: /S/ signature on file
Board Secretary

College: Arkansas
Certification Based on: Bachelor of Arts
Social Security Number: **XXX-XX-XXXX**

Total Years of Experience: 8
Years of Experience This District: 4
Schedule Title: 06N-206 CERT 2020-21 Range: 01 Step: 9
Check Location: 7

TEACHER'S CONTRACT

YEAR: **2021-2022**

STATE OF ARKANSAS COUNTY OF **Franklin**

PARTIES: The Charleston School District, Party of the First Part, and **Robert Michael Carmack** Party of the Second Part, agree as follows:

EMPLOYEMENT: The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on 4/26/2021 agrees to employ **Robert Michael Carmack** Party of the Second Part, as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows: Voc Trade & Industrial Teacher
Additional Duty: Voc Van \$3,814.00 Senior Class \$400.00
These services will be rendered in accordance with the policies set forth by the Party of the First Part. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to total compensation under this contract.

TIME: The period of time covered by this contract is 206 days, from 7/26/2021 through 6/13/2022.

COMPENSATION: Total compensation under this contract is **\$48,120.00** to be paid in 12 installments. Rate of compensation will be as follows: **\$4,010.00**

Furthermore, the Party of the First Part is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The parties shall follow the **Charleston** School District Personnel Policies, which are made a part hereof by reference.

CERTIFICATION: The Party of the Second Part certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The Party of the Second Part agrees to refund the Party of the First Part any compensation received for which no services were rendered.

TERMINATION: This contract may be terminated by either party pursuant to law.

OTHER CONDITIONS: Any subsequent contracts shall superseded the provisions of this contract. Other duties as assigned by the administration. Pursuant to Arkansas law, you have 30 calendar days from the date of this contract to sign and return your contract of employment to the office of the superintendent. If applicable, rate of compensation includes Stipend, which may be paid as a lump sum rather than monthly.

Given on: 5/10/2021

BY: /S/ Signature on File
Robert Michael Carmack

BY: /S/ signature on file
Board President

Address on File
Address

Phone on File
Phone

BY: /S/ signature on file
Board Secretary

College: Ar Tech U Russelv
Certification Based on: Bachelor + 24
Social Security Number: **XXX-XX-XXXX**

Total Years of Experience: 29
Years of Experience This District: 27
Schedule Title: 91N-191 CERT 2020-21 Range: 03 Step: 29
Check Location: 6

TEACHER'S CONTRACT

YEAR: **2021-2022**

STATE OF ARKANSAS COUNTY OF **Franklin**

PARTIES: The Charleston School District, Party of the First Part, and **Jay Crowley** Party of the Second Part, agree as follows:

EMPLOYEMENT: The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on 4/26/2021 agrees to employ **Jay Crowley** Party of the Second Part, as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows: Classroom Teacher

Additional Duty: Golf \$2,479.00

These services will be rendered in accordance with the policies set forth by the Party of the First Part. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to total compensation under this contract.

TIME: The period of time covered by this contract is 191 days, from 7/30/2021 through 5/26/2022.

COMPENSATION: Total compensation under this contract is **\$60,426.00** to be paid in 12 installments. Rate of compensation will be as follows: **\$5,035.50**

Furthermore, the Party of the First Part is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The parties shall follow the **Charleston** School District Personnel Policies, which are made a part hereof by reference.

CERTIFICATION: The Party of the Second Part certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The Party of the Second Part agrees to refund the Party of the First Part any compensation received for which no services were rendered.

TERMINATION: This contract may be terminated by either party pursuant to law.

OTHER CONDITIONS: Any subsequent contracts shall superseded the provisions of this contract.

Other duties as assigned by the administration. Pursuant to Arkansas law, you have 30 calendar days from the date of this contract to sign and return your contract of employment to the office of the superintendent. If applicable, rate of compensation includes Stipend, which may be paid as a lump sum rather than monthly.

Given on: 5/10/2021

BY: /S/ Signature on File
Jay Crowley

BY: /S/ signature on file
Board President

Address on File
Address

Phone on File
Phone

BY: /S/ signature on file
Board Secretary

College: Harding Co. Search
Certification Based on: Masters
Social Security Number: **XXX-XX-XXXX**

Total Years of Experience: 19
Years of Experience This District: 17
Schedule Title: 91N-191 CERT 2020-21 Range: 04 Step: 20
Check Location: 6

TEACHER'S CONTRACT

YEAR: **2021-2022**

STATE OF ARKANSAS COUNTY OF **Franklin**

PARTIES: The Charleston School District, Party of the First Part, and **Terry Crowley** Party of the Second Part, agree as follows:

EMPLOYEMENT: The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on 4/26/2021 agrees to employ **Terry Crowley** Party of the Second Part, as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows: Classroom Teacher
Additional Duty: Nat Board Cert \$2,000.00
These services will be rendered in accordance with the policies set forth by the Party of the First Part. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to total compensation under this contract.

TIME: The period of time covered by this contract is 191 days, from 7/30/2021 through 5/26/2022.

COMPENSATION: Total compensation under this contract is **\$56,117.00** to be paid in 12 installments. Rate of compensation will be as follows: **\$4,676.42**

Furthermore, the Party of the First Part is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The parties shall follow the **Charleston** School District Personnel Policies, which are made a part hereof by reference.

CERTIFICATION: The Party of the Second Part certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The Party of the Second Part agrees to refund the Party of the First Part any compensation received for which no services were rendered.

TERMINATION: This contract may be terminated by either party pursuant to law.

OTHER CONDITIONS: Any subsequent contracts shall superseded the provisions of this contract. Other duties as assigned by the administration. Pursuant to Arkansas law, you have 30 calendar days from the date of this contract to sign and return your contract of employment to the office of the superintendent. If applicable, rate of compensation includes Stipend, which may be paid as a lump sum rather than monthly.

Given on: 5/10/2021

BY: /S/ Signature on File
Terry Crowley

BY: /S/ signature on file
Board President

Address on File
Address

Phone on File
Phone

BY: /S/ signature on file
Board Secretary

College:
Certification Based on: Bachelor + 12
Social Security Number: **XXX-XX-XXXX**

Total Years of Experience: 15
Years of Experience This District: 7
Schedule Title: 91N-191 CERT 2020-21 Range: 02 Step: 16
Check Location: 6

TEACHER'S CONTRACT

YEAR: **2021-2022**

STATE OF ARKANSAS COUNTY OF **Franklin**

PARTIES: The Charleston School District, Party of the First Part, and **Rachel Fisher** Party of the Second Part, agree as follows:

EMPLOYEMENT: The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on 4/26/2021 agrees to employ **Rachel Fisher** Party of the Second Part, as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows: Classroom Teacher

Additional Duty:

These services will be rendered in accordance with the policies set forth by the Party of the First Part. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to total compensation under this contract.

TIME: The period of time covered by this contract is 191 days, from 7/30/2021 through 5/26/2022.

COMPENSATION: Total compensation under this contract is **\$49,012.00** to be paid in 12 installments. Rate of compensation will be as follows: **\$4,084.33**

Furthermore, the Party of the First Part is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The parties shall follow the **Charleston** School District Personnel Policies, which are made a part hereof by reference.

CERTIFICATION: The Party of the Second Part certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The Party of the Second Part agrees to refund the Party of the First Part any compensation received for which no services were rendered.

TERMINATION: This contract may be terminated by either party pursuant to law.

OTHER CONDITIONS: Any subsequent contracts shall superseded the provisions of this contract.

Other duties as assigned by the administration. Pursuant to Arkansas law, you have 30 calendar days from the date of this contract to sign and return your contract of employment to the office of the superintendent. If applicable, rate of compensation includes Stipend, which may be paid as a lump sum rather than monthly.

Given on: 5/10/2021

BY: /S/ Signature on File
Rachel Fisher

BY: /S/ signature on file
Board President

Address on File
Address

Phone on File
Phone

BY: /S/ signature on file
Board Secretary

College:
Certification Based on: Bachelor of Arts
Social Security Number: **XXX-XX-XXXX**

Total Years of Experience: 13
Years of Experience This District: 9
Schedule Title: 91N-191 CERT 2020-21 Range: 01 Step: 14
Check Location: 6

TEACHER'S CONTRACT

YEAR: **2021-2022**

STATE OF ARKANSAS COUNTY OF **Franklin**

PARTIES: The Charleston School District, Party of the First Part, and **Michele Flynn** Party of the Second Part, agree as follows:

EMPLOYEMENT: The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on 4/26/2021 agrees to employ **Michele Flynn** Party of the Second Part, as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows: Classroom Teacher

Additional Duty:

These services will be rendered in accordance with the policies set forth by the Party of the First Part. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to total compensation under this contract.

TIME: The period of time covered by this contract is 191 days, from 7/30/2021 through 5/26/2022.

COMPENSATION: Total compensation under this contract is **\$47,097.00** to be paid in 12 installments. Rate of compensation will be as follows: **\$3,924.75**

Furthermore, the Party of the First Part is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The parties shall follow the **Charleston** School District Personnel Policies, which are made a part hereof by reference.

CERTIFICATION: The Party of the Second Part certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The Party of the Second Part agrees to refund the Party of the First Part any compensation received for which no services were rendered.

TERMINATION: This contract may be terminated by either party pursuant to law.

OTHER CONDITIONS: Any subsequent contracts shall superseded the provisions of this contract.

Other duties as assigned by the administration. Pursuant to Arkansas law, you have 30 calendar days from the date of this contract to sign and return your contract of employment to the office of the superintendent. If applicable, rate of compensation includes Stipend, which may be paid as a lump sum rather than monthly.

Given on: 5/10/2021

BY: /S/ Signature on File
Michele Flynn

BY: /S/ signature on file
Board President

Address on File
Address

Phone on File
Phone

BY: /S/ signature on file
Board Secretary

College: ASU, State Univer
Certification Based on: Masters
Social Security Number: **XXX-XX-XXXX**

Total Years of Experience: 13
Years of Experience This District: 7
Schedule Title: 91N-191 CERT 2020-21 Range: 04 Step: 14
Check Location: 6

TEACHER'S CONTRACT

YEAR: **2021-2022**

STATE OF ARKANSAS COUNTY OF **Franklin**

PARTIES: The Charleston School District, Party of the First Part, and **Megan K Fox** Party of the Second Part, agree as follows:

EMPLOYEMENT: The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on 4/26/2021 agrees to employ **Megan K Fox** Party of the Second Part, as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows: Classroom Teacher
Additional Duty: Nat Board Cert \$2,000.00
These services will be rendered in accordance with the policies set forth by the Party of the First Part. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to total compensation under this contract.

TIME: The period of time covered by this contract is 191 days, from 7/30/2021 through 5/26/2022.

COMPENSATION: Total compensation under this contract is **\$52,288.00** to be paid in 12 installments. Rate of compensation will be as follows: **\$4,357.33**

Furthermore, the Party of the First Part is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The parties shall follow the **Charleston** School District Personnel Policies, which are made a part hereof by reference.

CERTIFICATION: The Party of the Second Part certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The Party of the Second Part agrees to refund the Party of the First Part any compensation received for which no services were rendered.

TERMINATION: This contract may be terminated by either party pursuant to law.

OTHER CONDITIONS: Any subsequent contracts shall superseded the provisions of this contract. Other duties as assigned by the administration. Pursuant to Arkansas law, you have 30 calendar days from the date of this contract to sign and return your contract of employment to the office of the superintendent. If applicable, rate of compensation includes Stipend, which may be paid as a lump sum rather than monthly.

Given on: 5/10/2021

BY: /S/ Signature on File
Megan K Fox

BY: /S/ signature on file
Board President

Address on File
Address

Phone on File
Phone

BY: /S/ signature on file
Board Secretary

College: AR Tech
Certification Based on: Bachelor of Science
Social Security Number: **XXX-XX-XXXX**

Total Years of Experience: 1
Years of Experience This District: 0
Schedule Title: 91N-191 CERT 2020-21 Range: Step:
Check Location:

TEACHER'S CONTRACT

YEAR: **2021-2022**

STATE OF ARKANSAS COUNTY OF **Franklin**

PARTIES: The Charleston School District, Party of the First Part, and **Megan Garrett** Party of the Second Part, agree as follows:

EMPLOYEMENT: The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on 7/6/2021 agrees to employ **Megan Garrett** Party of the Second Part, as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows: Classroom Teacher
Additional Duty: Asst Band/Music \$12,463.00
These services will be rendered in accordance with the policies set forth by the Party of the First Part. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to total compensation under this contract.

TIME: The period of time covered by this contract is 206 days, from 7/26/2021 through 6/13/2022.

COMPENSATION: Total compensation under this contract is **\$51,901.00** to be paid in 12 installments. Rate of compensation will be as follows: **\$0.00**

Furthermore, the Party of the First Part is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The parties shall follow the **Charleston** School District Personnel Policies, which are made a part hereof by reference.

CERTIFICATION: The Party of the Second Part certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The Party of the Second Part agrees to refund the Party of the First Part any compensation received for which no services were rendered.

TERMINATION: This contract may be terminated by either party pursuant to law.

OTHER CONDITIONS: Any subsequent contracts shall superseded the provisions of this contract. Other duties as assigned by the administration. Pursuant to Arkansas law, you have 30 calendar days from the date of this contract to sign and return your contract of employment to the office of the superintendent. If applicable, rate of compensation includes Stipend, which may be paid as a lump sum rather than monthly.

Given on: 7/6/2021

BY: /S/ Signature on File
Megan Garrett

BY: /S/ signature on file
Board President

Address on File
Address

Phone on File
Phone

BY: /S/ signature on file
Board Secretary

College: ASU, State Univ
Certification Based on: Masters
Social Security Number: **XXX-XX-XXXX**

Total Years of Experience: 21
Years of Experience This District: 13
Schedule Title: 91N-191 CERT 2020-21 Range: 04 Step: 22
Check Location: 7

TEACHER'S CONTRACT

YEAR: **2021-2022**

STATE OF ARKANSAS COUNTY OF **Franklin**

PARTIES: The Charleston School District, Party of the First Part, and **Angela L Haney** Party of the Second Part, agree as follows:

EMPLOYEMENT: The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on 4/26/2021 agrees to employ **Angela L Haney** Party of the Second Part, as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows: Classroom Teacher
Additional Duty: 1/7 A Haney \$0.00
These services will be rendered in accordance with the policies set forth by the Party of the First Part. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to total compensation under this contract.

TIME: The period of time covered by this contract is 191 days, from 7/30/2021 through 5/26/2022.

COMPENSATION: Total compensation under this contract is **\$55,394.00** to be paid in 12 installments. Rate of compensation will be as follows: **\$4,616.17**

Furthermore, the Party of the First Part is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The parties shall follow the **Charleston** School District Personnel Policies, which are made a part hereof by reference.

CERTIFICATION: The Party of the Second Part certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The Party of the Second Part agrees to refund the Party of the First Part any compensation received for which no services were rendered.

TERMINATION: This contract may be terminated by either party pursuant to law.

OTHER CONDITIONS: Any subsequent contracts shall superseded the provisions of this contract. Other duties as assigned by the administration. Pursuant to Arkansas law, you have 30 calendar days from the date of this contract to sign and return your contract of employment to the office of the superintendent. If applicable, rate of compensation includes Stipend, which may be paid as a lump sum rather than monthly.

Given on: 5/10/2021

BY: /S/ Signature on File
Angela L Haney

BY: /S/ signature on file
Board President

Address on File
Address

Phone on File
Phone

BY: /S/ signature on file
Board Secretary

College: UA, Monticello
Certification Based on: Bachelor of Arts
Social Security Number: **XXX-XX-XXXX**

Total Years of Experience: 24
Years of Experience This District: 5
Schedule Title: 91N-191 CERT 2020-21 Range: 01 Step: 25
Check Location: 7

TEACHER'S CONTRACT

YEAR: **2021-2022**

STATE OF ARKANSAS COUNTY OF **Franklin**

PARTIES: The Charleston School District, Party of the First Part, and **Sarah Jane Milton** Party of the Second Part, agree as follows:

EMPLOYEMENT: The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on 4/26/2021 agrees to employ **Sarah Jane Milton** Party of the Second Part, as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows: Classroom Teacher

Additional Duty:

These services will be rendered in accordance with the policies set forth by the Party of the First Part. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to total compensation under this contract.

TIME: The period of time covered by this contract is 191 days, from 7/30/2021 through 5/26/2022.

COMPENSATION: Total compensation under this contract is **\$54,117.00** to be paid in 12 installments. Rate of compensation will be as follows: **\$4,509.75**

Furthermore, the Party of the First Part is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The parties shall follow the **Charleston** School District Personnel Policies, which are made a part hereof by reference.

CERTIFICATION: The Party of the Second Part certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The Party of the Second Part agrees to refund the Party of the First Part any compensation received for which no services were rendered.

TERMINATION: This contract may be terminated by either party pursuant to law.

OTHER CONDITIONS: Any subsequent contracts shall superseded the provisions of this contract.

Other duties as assigned by the administration. Pursuant to Arkansas law, you have 30 calendar days from the date of this contract to sign and return your contract of employment to the office of the superintendent. If applicable, rate of compensation includes Stipend, which may be paid as a lump sum rather than monthly.

Given on: 5/10/2021

BY: /S/ Signature on File
Sarah Jane Milton

BY: /S/ signature on file
Board President

Address on File
Address

Phone on File
Phone

BY: /S/ signature on file
Board Secretary

College: UCA, Conway
Certification Based on: Bachelor of Arts
Social Security Number: XXX-XX-XXXX

Total Years of Experience: 26
Years of Experience This District: 5
Schedule Title: 91N-191 CERT 2020-21 Range: 01 Step: 27
Check Location: 6

TEACHER'S CONTRACT

YEAR: 2021-2022

STATE OF ARKANSAS COUNTY OF **Franklin**

PARTIES: The Charleston School District, Party of the First Part, and **Tricia Lynn Hassell** Party of the Second Part, agree as follows:

EMPLOYEMENT: The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on 4/26/2021 agrees to employ **Tricia Lynn Hassell** Party of the Second Part, as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows: Classroom Teacher

Additional Duty:

These services will be rendered in accordance with the policies set forth by the Party of the First Part. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to total compensation under this contract.

TIME: The period of time covered by this contract is 191 days, from 7/30/2021 through 5/26/2022.

COMPENSATION: Total compensation under this contract is **\$55,394.00** to be paid in 12 installments. Rate of compensation will be as follows: **\$4,616.17**

Furthermore, the Party of the First Part is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The parties shall follow the **Charleston** School District Personnel Policies, which are made a part hereof by reference.

CERTIFICATION: The Party of the Second Part certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The Party of the Second Part agrees to refund the Party of the First Part any compensation received for which no services were rendered.

TERMINATION: This contract may be terminated by either party pursuant to law.

OTHER CONDITIONS: Any subsequent contracts shall superseded the provisions of this contract.

Other duties as assigned by the administration. Pursuant to Arkansas law, you have 30 calendar days from the date of this contract to sign and return your contract of employment to the office of the superintendent. If applicable, rate of compensation includes Stipend, which may be paid as a lump sum rather than monthly.

Given on: 5/10/2021

BY: /S/ Signature on File
Tricia Lynn Hassell

BY: /S/ signature on file
Board President

Address on File
Address

Phone on File
Phone

BY: /S/ signature on file
Board Secretary

College: UA, Fayetteville
 Certification Based on: Bachelor of Arts
 Social Security Number: **XXX-XX-XXXX**

Total Years of Experience: 22
 Years of Experience This District: 18
 Schedule Title: 91N-191 CERT 2020-21 Range: 01 Step: 23
 Check Location: 6

TEACHER'S CONTRACT

YEAR: **2021-2022**

STATE OF ARKANSAS COUNTY OF **Franklin**

PARTIES: The Charleston School District, Party of the First Part, and **Susan D Inman Hayes** Party of the Second Part, agree as follows:

EMPLOYEMENT: The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on 4/26/2021 agrees to employ **Susan D Inman Hayes** Party of the Second Part, as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows: Classroom Teacher
 Additional Duty: Nat Board Cert \$2,000.00
 These services will be rendered in accordance with the policies set forth by the Party of the First Part. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to total compensation under this contract.

TIME: The period of time covered by this contract is 191 days, from 7/30/2021 through 5/26/2022.

COMPENSATION: Total compensation under this contract is **\$54,841.00** to be paid in 12 installments. Rate of compensation will be as follows: **\$4,570.08**

Furthermore, the Party of the First Part is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The parties shall follow the **Charleston** School District Personnel Policies, which are made a part hereof by reference.

CERTIFICATION: The Party of the Second Part certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The Party of the Second Part agrees to refund the Party of the First Part any compensation received for which no services were rendered.

TERMINATION: This contract may be terminated by either party pursuant to law.

OTHER CONDITIONS: Any subsequent contracts shall superseded the provisions of this contract. Other duties as assigned by the administration. Pursuant to Arkansas law, you have 30 calendar days from the date of this contract to sign and return your contract of employment to the office of the superintendent. If applicable, rate of compensation includes Stipend, which may be paid as a lump sum rather than monthly.

Given on: 5/10/2021

BY: /S/ Signature on File
 Susan D Inman Hayes

BY: /S/ signature on file
 Board President

Address on File
 Address

Phone on File
 Phone

BY: /S/ signature on file
 Board Secretary

College: AR Tech U Russel
Certification Based on: Bachelor of Arts
Social Security Number: **XXX-XX-XXXX**

Total Years of Experience: 23
Years of Experience This District: 23
Schedule Title: 06N-206 CERT 2020-21 Range: 01 Step: 24
Check Location: 7

TEACHER'S CONTRACT

YEAR: **2021-2022**

STATE OF ARKANSAS COUNTY OF **Franklin**

PARTIES: The Charleston School District, Party of the First Part, and **Michael Chad Haynes** Party of the Second Part, agree as follows:

EMPLOYEMENT: The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on 4/26/2021 agrees to employ **Michael Chad Haynes** Party of the Second Part, as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows: Teacher/Coach
Additional Duty: ASST/10M HEAD SP \$12,463.00
These services will be rendered in accordance with the policies set forth by the Party of the First Part. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to total compensation under this contract.

TIME: The period of time covered by this contract is 206 days, from 7/26/2021 through 6/13/2022.

COMPENSATION: Total compensation under this contract is **\$65,942.00** to be paid in 12 installments. Rate of compensation will be as follows: **\$5,495.17**

Furthermore, the Party of the First Part is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The parties shall follow the **Charleston** School District Personnel Policies, which are made a part hereof by reference.

CERTIFICATION: The Party of the Second Part certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The Party of the Second Part agrees to refund the Party of the First Part any compensation received for which no services were rendered.

TERMINATION: This contract may be terminated by either party pursuant to law.

OTHER CONDITIONS: Any subsequent contracts shall superseded the provisions of this contract. Other duties as assigned by the administration. Pursuant to Arkansas law, you have 30 calendar days from the date of this contract to sign and return your contract of employment to the office of the superintendent. If applicable, rate of compensation includes Stipend, which may be paid as a lump sum rather than monthly.

Given on: 5/10/2021

BY: /S/ Signature on File
Michael Chad Haynes

BY: /S/ signature on file
Board President

Address on File
Address

Phone on File
Phone

BY: /S/ signature on file
Board Secretary

College: Oklahoma
Certification Based on: Masters
Social Security Number: **XXX-XX-XXXX**

Total Years of Experience: 21
Years of Experience This District: 19
Schedule Title: 91N-191 CERT 2020-21 Range: 04 Step: 23
Check Location: 7

TEACHER'S CONTRACT

YEAR: **2021-2022**

STATE OF ARKANSAS COUNTY OF **Franklin**

PARTIES: The Charleston School District, Party of the First Part, and **Julia M Hearn** Party of the Second Part, agree as follows:

EMPLOYEMENT: The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on 4/26/2021 agrees to employ **Julia M Hearn** Party of the Second Part, as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows: Classroom Teacher
Additional Duty: Nat Board Cert \$2,000.00
These services will be rendered in accordance with the policies set forth by the Party of the First Part. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to total compensation under this contract.

TIME: The period of time covered by this contract is 191 days, from 7/30/2021 through 5/26/2022.

COMPENSATION: Total compensation under this contract is **\$57,394.00** to be paid in 12 installments. Rate of compensation will be as follows: **\$4,782.83**

Furthermore, the Party of the First Part is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The parties shall follow the **Charleston** School District Personnel Policies, which are made a part hereof by reference.

CERTIFICATION: The Party of the Second Part certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The Party of the Second Part agrees to refund the Party of the First Part any compensation received for which no services were rendered.

TERMINATION: This contract may be terminated by either party pursuant to law.

OTHER CONDITIONS: Any subsequent contracts shall superseded the provisions of this contract. Other duties as assigned by the administration. Pursuant to Arkansas law, you have 30 calendar days from the date of this contract to sign and return your contract of employment to the office of the superintendent. If applicable, rate of compensation includes Stipend, which may be paid as a lump sum rather than monthly.

Given on: 5/10/2021

BY: /S/ Signature on File
Julia M Hearn

BY: /S/ signature on file
Board President

Address on File
Address

Phone on File
Phone

BY: /S/ signature on file
Board Secretary

College: AR Tech U Russelv
Certification Based on: Bachelor + 12
Social Security Number: **XXX-XX-XXXX**

Total Years of Experience: 26
Years of Experience This District: 26
Schedule Title: 91N-191 CERT 2020-21 Range: 02 Step: 27
Check Location: 7

TEACHER'S CONTRACT

YEAR: **2021-2022**

STATE OF ARKANSAS COUNTY OF **Franklin**

PARTIES: The Charleston School District, Party of the First Part, and **Judy V Hicks** Party of the Second Part, agree as follows:

EMPLOYEMENT: The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on 4/26/2021 agrees to employ **Judy V Hicks** Party of the Second Part, as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows: Classroom Teacher
Additional Duty: 1/7 Prep Hicks \$7,462.00 Yearbook \$1,525.00
These services will be rendered in accordance with the policies set forth by the Party of the First Part. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to total compensation under this contract.

TIME: The period of time covered by this contract is 206 days, from 7/26/2021 through 6/13/2022.

COMPENSATION: Total compensation under this contract is **\$69,419.42** to be paid in 12 installments. Rate of compensation will be as follows: **\$5,784.95**

Furthermore, the Party of the First Part is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The parties shall follow the **Charleston** School District Personnel Policies, which are made a part hereof by reference.

CERTIFICATION: The Party of the Second Part certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The Party of the Second Part agrees to refund the Party of the First Part any compensation received for which no services were rendered.

TERMINATION: This contract may be terminated by either party pursuant to law.

OTHER CONDITIONS: Any subsequent contracts shall superseded the provisions of this contract.
Other duties as assigned by the administration. Pursuant to Arkansas law, you have 30 calendar days from the date of this contract to sign and return your contract of employment to the office of the superintendent. If applicable, rate of compensation includes Stipend, which may be paid as a lump sum rather than monthly.

Given on: 5/10/2021

BY: /S/ Signature on File
Judy V Hicks

BY: /S/ signature on file
Board President

Address on File
Address

Phone on File
Phone

BY: /S/ signature on file
Board Secretary

College: HSU, Arkadelphia
Certification Based on: Bachelor of Arts
Social Security Number: **XXX-XX-XXXX**

Total Years of Experience: 9
Years of Experience This District: 2
Schedule Title: 91N-191 CERT 2020-21 Range: 01 Step: 10
Check Location: 6

TEACHER'S CONTRACT

YEAR: **2021-2022**

STATE OF ARKANSAS COUNTY OF **Franklin**

PARTIES: The Charleston School District, Party of the First Part, and **Allison E Holland** Party of the Second Part, agree as follows:

EMPLOYEMENT: The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on 4/26/2021 agrees to employ **Allison E Holland** Party of the Second Part, as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows: Classroom Teacher

Additional Duty:

These services will be rendered in accordance with the policies set forth by the Party of the First Part. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to total compensation under this contract.

TIME: The period of time covered by this contract is 191 days, from 7/30/2021 through 5/26/2022.

COMPENSATION: Total compensation under this contract is **\$44,544.00** to be paid in 12 installments. Rate of compensation will be as follows: **\$3,712.00**

Furthermore, the Party of the First Part is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The parties shall follow the **Charleston** School District Personnel Policies, which are made a part hereof by reference.

CERTIFICATION: The Party of the Second Part certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The Party of the Second Part agrees to refund the Party of the First Part any compensation received for which no services were rendered.

TERMINATION: This contract may be terminated by either party pursuant to law.

OTHER CONDITIONS: Any subsequent contracts shall superseded the provisions of this contract.

Other duties as assigned by the administration. Pursuant to Arkansas law, you have 30 calendar days from the date of this contract to sign and return your contract of employment to the office of the superintendent. If applicable, rate of compensation includes Stipend, which may be paid as a lump sum rather than monthly.

Given on: 4/6/2021

BY: /S/ Signature on File
Allison E Holland

BY: /S/ signature on file
Board President

Address on File
Address

Phone on File
Phone

BY: /S/ signature on file
Board Secretary

College: UA - Fort Smith
Certification Based on: Bachelor of Arts
Social Security Number: **XXX-XX-XXXX**

Total Years of Experience: 1
Years of Experience This District: 0
Schedule Title: 91N-191 CERT 2020-21 Range: Step:
Check Location:

TEACHER'S CONTRACT

YEAR: **2021-2022**

STATE OF ARKANSAS COUNTY OF **Franklin**

PARTIES: The Charleston School District, Party of the First Part, and **Leslie Holland** Party of the Second Part, agree as follows:

EMPLOYEMENT: The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on 4/26/2021 agrees to employ **Leslie Holland** Party of the Second Part, as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows: Classroom Teacher

Additional Duty:

These services will be rendered in accordance with the policies set forth by the Party of the First Part. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to total compensation under this contract.

TIME: The period of time covered by this contract is 191 days, from 7/30/2021 through 5/26/2022.

COMPENSATION: Total compensation under this contract is **\$39,438.00** to be paid in 12 installments. Rate of compensation will be as follows: **\$0.00**

Furthermore, the Party of the First Part is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The parties shall follow the **Charleston** School District Personnel Policies, which are made a part hereof by reference.

CERTIFICATION: The Party of the Second Part certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The Party of the Second Part agrees to refund the Party of the First Part any compensation received for which no services were rendered.

TERMINATION: This contract may be terminated by either party pursuant to law.

OTHER CONDITIONS: Any subsequent contracts shall superseded the provisions of this contract.

Other duties as assigned by the administration. Pursuant to Arkansas law, you have 30 calendar days from the date of this contract to sign and return your contract of employment to the office of the superintendent. If applicable, rate of compensation includes Stipend, which may be paid as a lump sum rather than monthly.

Given on: 5/10/2021

BY: /S/ Signature on File
Leslie Holland

BY: /S/ signature on file
Board President

Address on File
Address

Phone on File
Phone

BY: /S/ signature on file
Board Secretary

College: Oklahoma
Certification Based on: Masters
Social Security Number: **XXX-XX-XXXX**

Total Years of Experience: 6
Years of Experience This District: 5
Schedule Title: 91N-191 CERT 2020-21 Range: 04 Step: 7
Check Location: 6

TEACHER'S CONTRACT

YEAR: **2021-2022**

STATE OF ARKANSAS COUNTY OF **Franklin**

PARTIES: The Charleston School District, Party of the First Part, and **Emily Hudson** Party of the Second Part, agree as follows:

EMPLOYEMENT: The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on 4/26/2021 agrees to employ **Emily Hudson** Party of the Second Part, as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows: Classroom Teacher

Additional Duty:

These services will be rendered in accordance with the policies set forth by the Party of the First Part. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to total compensation under this contract.

TIME: The period of time covered by this contract is 191 days, from 7/30/2021 through 5/26/2022.

COMPENSATION: Total compensation under this contract is **\$45,820.00** to be paid in 12 installments. Rate of compensation will be as follows: **\$3,818.33**

Furthermore, the Party of the First Part is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The parties shall follow the **Charleston** School District Personnel Policies, which are made a part hereof by reference.

CERTIFICATION: The Party of the Second Part certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The Party of the Second Part agrees to refund the Party of the First Part any compensation received for which no services were rendered.

TERMINATION: This contract may be terminated by either party pursuant to law.

OTHER CONDITIONS: Any subsequent contracts shall superseded the provisions of this contract.

Other duties as assigned by the administration. Pursuant to Arkansas law, you have 30 calendar days from the date of this contract to sign and return your contract of employment to the office of the superintendent. If applicable, rate of compensation includes Stipend, which may be paid as a lump sum rather than monthly.

Given on: 5/10/2021

BY: /S/ Signature on File
Emily Hudson

BY: /S/ signature on file
Board President

Address on File
Address

Phone on File
Phone

BY: /S/ signature on file
Board Secretary

College: UA, Fort Smith
Certification Based on: Bachelor of Arts
Social Security Number: **XXX-XX-XXXX**

Total Years of Experience: 10
Years of Experience This District: 10
Schedule Title: 91N-191 CERT 2020-21 Range: 01 Step: 11
Check Location: 6

TEACHER'S CONTRACT

YEAR: **2021-2022**

STATE OF ARKANSAS COUNTY OF **Franklin**

PARTIES: The Charleston School District, Party of the First Part, and **Sabrina D Ketter** Party of the Second Part, agree as follows:

EMPLOYEMENT: The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on 4/26/2021 agrees to employ **Sabrina D Ketter** Party of the Second Part, as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows: Classroom Teacher

Additional Duty:

These services will be rendered in accordance with the policies set forth by the Party of the First Part. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to total compensation under this contract.

TIME: The period of time covered by this contract is 191 days, from 7/30/2021 through 5/26/2022.

COMPENSATION: Total compensation under this contract is **\$45,182.00** to be paid in 12 installments. Rate of compensation will be as follows: **\$3,765.17**

Furthermore, the Party of the First Part is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The parties shall follow the **Charleston** School District Personnel Policies, which are made a part hereof by reference.

CERTIFICATION: The Party of the Second Part certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The Party of the Second Part agrees to refund the Party of the First Part any compensation received for which no services were rendered.

TERMINATION: This contract may be terminated by either party pursuant to law.

OTHER CONDITIONS: Any subsequent contracts shall superseded the provisions of this contract.

Other duties as assigned by the administration. Pursuant to Arkansas law, you have 30 calendar days from the date of this contract to sign and return your contract of employment to the office of the superintendent. If applicable, rate of compensation includes Stipend, which may be paid as a lump sum rather than monthly.

Given on: 5/10/2021

BY: /S/ Signature on File
Sabrina D Ketter

BY: /S/ signature on file
Board President

Address on File
Address

Phone on File
Phone

BY: /S/ signature on file
Board Secretary

College: UCA, Conway
Certification Based on: Masters
Social Security Number: **XXX-XX-XXXX**

Total Years of Experience: 8
Years of Experience This District: 1
Schedule Title: 91N-191 CERT 2020-21 Range: 04 Step: 9
Check Location: 7

TEACHER'S CONTRACT

YEAR: **2021-2022**

STATE OF ARKANSAS COUNTY OF **Franklin**

PARTIES: The Charleston School District, Party of the First Part, and **Tara E Law** Party of the Second Part, agree as follows:

EMPLOYEMENT: The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on 4/26/2021 agrees to employ **Tara E Law** Party of the Second Part, as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows: Classroom Teacher
Additional Duty: Beta Club \$764.00
These services will be rendered in accordance with the policies set forth by the Party of the First Part. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to total compensation under this contract.

TIME: The period of time covered by this contract is 191 days, from 7/30/2021 through 5/26/2022.

COMPENSATION: Total compensation under this contract is **\$47,861.00** to be paid in 12 installments. Rate of compensation will be as follows: **\$3,988.42**

Furthermore, the Party of the First Part is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The parties shall follow the **Charleston** School District Personnel Policies, which are made a part hereof by reference.

CERTIFICATION: The Party of the Second Part certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The Party of the Second Part agrees to refund the Party of the First Part any compensation received for which no services were rendered.

TERMINATION: This contract may be terminated by either party pursuant to law.

OTHER CONDITIONS: Any subsequent contracts shall superseded the provisions of this contract. Other duties as assigned by the administration. Pursuant to Arkansas law, you have 30 calendar days from the date of this contract to sign and return your contract of employment to the office of the superintendent. If applicable, rate of compensation includes Stipend, which may be paid as a lump sum rather than monthly.

Given on: 5/10/2021

BY: /S/ Signature on File
Tara E Law

BY: /S/ signature on file
Board President

Address on File
Address

Phone on File
Phone

BY: /S/ signature on file
Board Secretary

College: UA, Fort Smith
Certification Based on: Bachelor of Arts
Social Security Number: **XXX-XX-XXXX**

Total Years of Experience: 11
Years of Experience This District: 9
Schedule Title: 91N-191 CERT 2020-21 Range: 01 Step: 12
Check Location: 6

TEACHER'S CONTRACT

YEAR: **2021-2022**

STATE OF ARKANSAS COUNTY OF **Franklin**

PARTIES: The Charleston School District, Party of the First Part, and **Constance E Martin** Party of the Second Part, agree as follows:

EMPLOYEMENT: The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on 4/26/2021 agrees to employ **Constance E Martin** Party of the Second Part, as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows: Classroom Teacher
Additional Duty:
These services will be rendered in accordance with the policies set forth by the Party of the First Part. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to total compensation under this contract.

TIME: The period of time covered by this contract is 191 days, from 7/30/2021 through 5/26/2022.

COMPENSATION: Total compensation under this contract is **\$45,820.00** to be paid in 12 installments. Rate of compensation will be as follows: **\$3,818.33**

Furthermore, the Party of the First Part is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The parties shall follow the **Charleston** School District Personnel Policies, which are made a part hereof by reference.

CERTIFICATION: The Party of the Second Part certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The Party of the Second Part agrees to refund the Party of the First Part any compensation received for which no services were rendered.

TERMINATION: This contract may be terminated by either party pursuant to law.

OTHER CONDITIONS: Any subsequent contracts shall superseded the provisions of this contract.
Other duties as assigned by the administration. Pursuant to Arkansas law, you have 30 calendar days from the date of this contract to sign and return your contract of employment to the office of the superintendent. If applicable, rate of compensation includes Stipend, which may be paid as a lump sum rather than monthly.

Given on: 5/10/2021

BY: /S/ Signature on File
Constance E Martin

BY: /S/ signature on file
Board President

Address on File
Address

Phone on File
Phone

BY: /S/ signature on file
Board Secretary

College: So Ark U, Magnolia
Certification Based on: Bachelor of Arts
Social Security Number: **XXX-XX-XXXX**

Total Years of Experience: 2
Years of Experience This District: 2
Schedule Title: 91N-191 CERT 2020-21 Range: 01 Step: 3
Check Location: 6

TEACHER'S CONTRACT

YEAR: **2021-2022**

STATE OF ARKANSAS COUNTY OF **Franklin**

PARTIES: The Charleston School District, Party of the First Part, and **Kimberly M Matejek** Party of the Second Part, agree as follows:

EMPLOYEMENT: The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on 4/26/2021 agrees to employ **Kimberly M Matejek** Party of the Second Part, as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows: Classroom Teacher
Additional Duty:

These services will be rendered in accordance with the policies set forth by the Party of the First Part. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to total compensation under this contract.

TIME: The period of time covered by this contract is 191 days, from 7/30/2021 through 5/26/2022.

COMPENSATION: Total compensation under this contract is **\$40,076.00** to be paid in 12 installments. Rate of compensation will be as follows: **\$3,339.67**

Furthermore, the Party of the First Part is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The parties shall follow the **Charleston** School District Personnel Policies, which are made a part hereof by reference.

CERTIFICATION: The Party of the Second Part certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The Party of the Second Part agrees to refund the Party of the First Part any compensation received for which no services were rendered.

TERMINATION: This contract may be terminated by either party pursuant to law.

OTHER CONDITIONS: Any subsequent contracts shall superseded the provisions of this contract. Other duties as assigned by the administration. Pursuant to Arkansas law, you have 30 calendar days from the date of this contract to sign and return your contract of employment to the office of the superintendent. If applicable, rate of compensation includes Stipend, which may be paid as a lump sum rather than monthly.

Given on: 5/10/2021

BY: /S/ Signature on File
Kimberly M Matejek

BY: /S/ signature on file
Board President

Address on File
Address

Phone on File
Phone

BY: /S/ signature on file
Board Secretary

College: AR Tech U Russel
Certification Based on: Bachelor of Arts
Social Security Number: **XXX-XX-XXXX**

Total Years of Experience: 25
Years of Experience This District: 3
Schedule Title: 20N-220 CERT 2020-21 Range: 01 Step: 26
Check Location: 7

TEACHER'S CONTRACT

YEAR: **2021-2022**

STATE OF ARKANSAS COUNTY OF **Franklin**

PARTIES: The Charleston School District, Party of the First Part, and **Ricky L May** Party of the Second Part, agree as follows:

EMPLOYEMENT: The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on 4/26/2021 agrees to employ **Ricky L May** Party of the Second Part, as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows: Head Coach
Additional Duty: Head FB Coach \$16,587.00 JR Track \$2,470.00
These services will be rendered in accordance with the policies set forth by the Party of the First Part. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to total compensation under this contract.

TIME: The period of time covered by this contract is 220 days, from 7/23/2021 through 6/30/2022.

COMPENSATION: Total compensation under this contract is **\$73,822.00** to be paid in 12 installments. Rate of compensation will be as follows: **\$6,151.83**

Furthermore, the Party of the First Part is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The parties shall follow the **Charleston** School District Personnel Policies, which are made a part hereof by reference.

CERTIFICATION: The Party of the Second Part certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The Party of the Second Part agrees to refund the Party of the First Part any compensation received for which no services were rendered.

TERMINATION: This contract may be terminated by either party pursuant to law.

OTHER CONDITIONS: Any subsequent contracts shall superseded the provisions of this contract. Other duties as assigned by the administration. Pursuant to Arkansas law, you have 30 calendar days from the date of this contract to sign and return your contract of employment to the office of the superintendent. If applicable, rate of compensation includes Stipend, which may be paid as a lump sum rather than monthly.

Given on: 5/10/2021

BY: /S/ Signature on File
Ricky L May

BY: /S/ signature on file
Board President

Address on File
Address

Phone on File
Phone

BY: /S/ signature on file
Board Secretary

College: UA, Fayetteville
Certification Based on: Masters + 30
Social Security Number: **XXX-XX-XXXX**

Total Years of Experience: 19
Years of Experience This District: 19
Schedule Title: 91N-191 CERT 2020-21 Range: 06 Step: 20
Check Location: 7

TEACHER'S CONTRACT

YEAR: **2021-2022**

STATE OF ARKANSAS COUNTY OF **Franklin**

PARTIES: The Charleston School District, Party of the First Part, and **Jennifer McDonald** Party of the Second Part, agree as follows:

EMPLOYEMENT: The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on 4/26/2021 agrees to employ **Jennifer McDonald** Party of the Second Part, as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows: Librarian
Additional Duty: Nat Board Cert \$2,000.00
These services will be rendered in accordance with the policies set forth by the Party of the First Part. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to total compensation under this contract.

TIME: The period of time covered by this contract is 206 days, from 7/26/2021 through 6/13/2022.

COMPENSATION: Total compensation under this contract is **\$61,744.31** to be paid in 12 installments. Rate of compensation will be as follows: **\$5,145.36**

Furthermore, the Party of the First Part is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The parties shall follow the **Charleston** School District Personnel Policies, which are made a part hereof by reference.

CERTIFICATION: The Party of the Second Part certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The Party of the Second Part agrees to refund the Party of the First Part any compensation received for which no services were rendered.

TERMINATION: This contract may be terminated by either party pursuant to law.

OTHER CONDITIONS: Any subsequent contracts shall superseded the provisions of this contract. Other duties as assigned by the administration. Pursuant to Arkansas law, you have 30 calendar days from the date of this contract to sign and return your contract of employment to the office of the superintendent. If applicable, rate of compensation includes Stipend, which may be paid as a lump sum rather than monthly.

Given on: 5/10/2021

BY: /S/ Signature on File
Jennifer McDonald

BY: /S/ signature on file
Board President

Address on File
Address

Phone on File
Phone

BY: /S/ signature on file
Board Secretary

College: AR Tech U Russel
Certification Based on: Masters
Social Security Number: **XXX-XX-XXXX**

Total Years of Experience: 15
Years of Experience This District: 11
Schedule Title: 06N-206 CERT 2020-21 Range: 04 Step: 16
Check Location: 7

TEACHER'S CONTRACT

YEAR: **2021-2022**

STATE OF ARKANSAS COUNTY OF **Franklin**

PARTIES: The Charleston School District, Party of the First Part, and **Ryan P Meyers** Party of the Second Part, agree as follows:

EMPLOYEMENT: The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on 4/26/2021 agrees to employ **Ryan P Meyers** Party of the Second Part, as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows: Teacher/Coach
Additional Duty: ASST10M/HEAD SP \$12,463.00
These services will be rendered in accordance with the policies set forth by the Party of the First Part. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to total compensation under this contract.

TIME: The period of time covered by this contract is 206 days, from 7/26/2021 through 6/13/2022.

COMPENSATION: Total compensation under this contract is **\$64,027.00** to be paid in 12 installments. Rate of compensation will be as follows: **\$5,335.58**

Furthermore, the Party of the First Part is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The parties shall follow the **Charleston** School District Personnel Policies, which are made a part hereof by reference.

CERTIFICATION: The Party of the Second Part certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The Party of the Second Part agrees to refund the Party of the First Part any compensation received for which no services were rendered.

TERMINATION: This contract may be terminated by either party pursuant to law.

OTHER CONDITIONS: Any subsequent contracts shall superseded the provisions of this contract. Other duties as assigned by the administration. Pursuant to Arkansas law, you have 30 calendar days from the date of this contract to sign and return your contract of employment to the office of the superintendent. If applicable, rate of compensation includes Stipend, which may be paid as a lump sum rather than monthly.

Given on: 5/10/2021

BY: /S/ Signature on File
Ryan P Meyers

BY: /S/ signature on file
Board President

Address on File
Address

Phone on File
Phone

BY: /S/ signature on file
Board Secretary

College: UA, Rayetteville
Certification Based on: Bachelor + 12
Social Security Number: **XXX-XX-XXXX**

Total Years of Experience: 26.5
Years of Experience This District: 16
Schedule Title: 91N-191 CERT 2020-21 Range: 02 Step: 28
Check Location: 6

TEACHER'S CONTRACT

YEAR: **2021-2022**

STATE OF ARKANSAS COUNTY OF **Franklin**

PARTIES: The Charleston School District, Party of the First Part, and **Stacy Ann Mitchum** Party of the Second Part, agree as follows:

EMPLOYEMENT: The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on 4/26/2021 agrees to employ **Stacy Ann Mitchum** Party of the Second Part, as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows: Classroom Teacher
Additional Duty: Archery \$3,244.00
These services will be rendered in accordance with the policies set forth by the Party of the First Part. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to total compensation under this contract.

TIME: The period of time covered by this contract is 191 days, from 7/30/2021 through 5/26/2022.

COMPENSATION: Total compensation under this contract is **\$59,914.00** to be paid in 12 installments. Rate of compensation will be as follows: **\$4,992.83**

Furthermore, the Party of the First Part is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The parties shall follow the **Charleston** School District Personnel Policies, which are made a part hereof by reference.

CERTIFICATION: The Party of the Second Part certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The Party of the Second Part agrees to refund the Party of the First Part any compensation received for which no services were rendered.

TERMINATION: This contract may be terminated by either party pursuant to law.

OTHER CONDITIONS: Any subsequent contracts shall superseded the provisions of this contract. Other duties as assigned by the administration. Pursuant to Arkansas law, you have 30 calendar days from the date of this contract to sign and return your contract of employment to the office of the superintendent. If applicable, rate of compensation includes Stipend, which may be paid as a lump sum rather than monthly.

Given on: 5/10/2021

BY: /S/ Signature on File
Stacy Ann Mitchum

BY: /S/ signature on file
Board President

Address on File
Address

Phone on File
Phone

BY: /S/ signature on file
Board Secretary

College: UA, Fayetteville
Certification Based on: Masters + 30
Social Security Number: **XXX-XX-XXXX**

Total Years of Experience: 33
Years of Experience This District: 19
Schedule Title: 40N-240 CERT 2020-21 Range: 06 Step: 29
Check Location: 0

TEACHER'S CONTRACT

YEAR: **2021-2022**

STATE OF ARKANSAS COUNTY OF **Franklin**

PARTIES: The Charleston School District, Party of the First Part, and **Melissa Moore** Party of the Second Part, agree as follows:

EMPLOYEMENT: The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on 4/26/2021 agrees to employ **Melissa Moore** Party of the Second Part, as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows: Superintendent
Additional Duty: Superintendent \$32,000.00 Superintendent \$17,195.00
These services will be rendered in accordance with the policies set forth by the Party of the First Part. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to total compensation under this contract.

TIME: The period of time covered by this contract is 240 days, from 7/1/2021 through 6/30/2022.

COMPENSATION: Total compensation under this contract is **\$110,333.00** to be paid in 12 installments. Rate of compensation will be as follows: **\$9,194.42**

Furthermore, the Party of the First Part is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The parties shall follow the **Charleston** School District Personnel Policies, which are made a part hereof by reference.

CERTIFICATION: The Party of the Second Part certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The Party of the Second Part agrees to refund the Party of the First Part any compensation received for which no services were rendered.

TERMINATION: This contract may be terminated by either party pursuant to law.

OTHER CONDITIONS: Any subsequent contracts shall superseded the provisions of this contract.
Other duties as assigned by the administration. Pursuant to Arkansas law, you have 30 calendar days from the date of this contract to sign and return your contract of employment to the office of the superintendent. If applicable, rate of compensation includes Stipend, which may be paid as a lump sum rather than monthly.

Given on: 5/10/2021

BY: /S/ Signature on File
Melissa Moore

BY: /S/ signature on file
Board President

Address on File
Address

Phone on File
Phone

BY: /S/ signature on file
Board Secretary

College: UA, Fort Smith
Certification Based on: Bachelor of Arts
Social Security Number: **XXX-XX-XXXX**

Total Years of Experience: 2
Years of Experience This District: 2
Schedule Title: 91N-191 CERT 2020-21 Range: 01 Step: 3
Check Location: 6

TEACHER'S CONTRACT

YEAR: **2021-2022**

STATE OF ARKANSAS COUNTY OF **Franklin**

PARTIES: The Charleston School District, Party of the First Part, and **Amanda B Moreton** Party of the Second Part, agree as follows:

EMPLOYEMENT: The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on 4/26/2021 agrees to employ **Amanda B Moreton** Party of the Second Part, as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows: Classroom Teacher
Additional Duty:
These services will be rendered in accordance with the policies set forth by the Party of the First Part. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to total compensation under this contract.

TIME: The period of time covered by this contract is 191 days, from 7/30/2021 through 5/26/2022.

COMPENSATION: Total compensation under this contract is **\$40,076.00** to be paid in 12 installments. Rate of compensation will be as follows: **\$3,339.67**

Furthermore, the Party of the First Part is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The parties shall follow the **Charleston** School District Personnel Policies, which are made a part hereof by reference.

CERTIFICATION: The Party of the Second Part certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The Party of the Second Part agrees to refund the Party of the First Part any compensation received for which no services were rendered.

TERMINATION: This contract may be terminated by either party pursuant to law.

OTHER CONDITIONS: Any subsequent contracts shall superseded the provisions of this contract.
Other duties as assigned by the administration. Pursuant to Arkansas law, you have 30 calendar days from the date of this contract to sign and return your contract of employment to the office of the superintendent. If applicable, rate of compensation includes Stipend, which may be paid as a lump sum rather than monthly.

Given on: 5/10/2021

BY: /S/ Signature on File
Amanda B Moreton

BY: /S/ signature on file
Board President

Address on File
Address

Phone on File
Phone

BY: /S/ signature on file
Board Secretary

College:
Certification Based on: Bachelor of Arts
Social Security Number: **XXX-XX-XXXX**

Total Years of Experience: 6
Years of Experience This District: 5
Schedule Title: 91N-191 CERT 2020-21 Range: 04 Step: 7
Check Location: 6

TEACHER'S CONTRACT

YEAR: **2021-2022**

STATE OF ARKANSAS COUNTY OF **Franklin**

PARTIES: The Charleston School District, Party of the First Part, and **Kelsey R Noble** Party of the Second Part, agree as follows:

EMPLOYEMENT: The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on 4/26/2021 agrees to employ **Kelsey R Noble** Party of the Second Part, as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows: Counselor
Additional Duty: Elem Counselor \$216.00
These services will be rendered in accordance with the policies set forth by the Party of the First Part. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to total compensation under this contract.

TIME: The period of time covered by this contract is 206 days, from 7/26/2021 through 6/13/2022.

COMPENSATION: Total compensation under this contract is **\$49,634.43** to be paid in 12 installments. Rate of compensation will be as follows: **\$4,136.20**

Furthermore, the Party of the First Part is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The parties shall follow the **Charleston** School District Personnel Policies, which are made a part hereof by reference.

CERTIFICATION: The Party of the Second Part certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The Party of the Second Part agrees to refund the Party of the First Part any compensation received for which no services were rendered.

TERMINATION: This contract may be terminated by either party pursuant to law.

OTHER CONDITIONS: Any subsequent contracts shall superseded the provisions of this contract. Other duties as assigned by the administration. Pursuant to Arkansas law, you have 30 calendar days from the date of this contract to sign and return your contract of employment to the office of the superintendent. If applicable, rate of compensation includes Stipend, which may be paid as a lump sum rather than monthly.

Given on: 5/10/2021

BY: /S/ Signature on File
Kelsey R Noble

BY: /S/ signature on file
Board President

Address on File
Address

Phone on File
Phone

BY: /S/ signature on file
Board Secretary

College:
Certification Based on: Bachelor + 24
Social Security Number: **XXX-XX-XXXX**

Total Years of Experience: 20
Years of Experience This District: 11
Schedule Title: 91N-191 CERT 2020-21 Range: 03 Step: 21
Check Location: 7

TEACHER'S CONTRACT

YEAR: **2021-2022**

STATE OF ARKANSAS COUNTY OF **Franklin**

PARTIES: The Charleston School District, Party of the First Part, and **Julie A Rachuy** Party of the Second Part, agree as follows:

EMPLOYEMENT: The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on 4/26/2021 agrees to employ **Julie A Rachuy** Party of the Second Part, as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows: H.S. Counselor
Additional Duty: Comm Ser Coord \$2,000.00 Junior Class \$500.00
These services will be rendered in accordance with the policies set forth by the Party of the First Part. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to total compensation under this contract.

TIME: The period of time covered by this contract is 216 days, from 7/26/2021 through 6/27/2022.

COMPENSATION: Total compensation under this contract is **\$64,422.88** to be paid in 12 installments. Rate of compensation will be as follows: **\$5,188.11**

Furthermore, the Party of the First Part is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The parties shall follow the **Charleston** School District Personnel Policies, which are made a part hereof by reference.

CERTIFICATION: The Party of the Second Part certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The Party of the Second Part agrees to refund the Party of the First Part any compensation received for which no services were rendered.

TERMINATION: This contract may be terminated by either party pursuant to law.

OTHER CONDITIONS: Any subsequent contracts shall superseded the provisions of this contract. Other duties as assigned by the administration. Pursuant to Arkansas law, you have 30 calendar days from the date of this contract to sign and return your contract of employment to the office of the superintendent. If applicable, rate of compensation includes Stipend, which may be paid as a lump sum rather than monthly.

Given on: 5/10/2021

BY: /S/ Signature on File
Julie A Rachuy

BY: /S/ signature on file
Board President

Address on File
Address

Phone on File
Phone

BY: /S/ signature on file
Board Secretary

College: UA, Monticello
Certification Based on: Masters
Social Security Number: XXX-XX-XXXX

Total Years of Experience: 13
Years of Experience This District: 9
Schedule Title: 06N-206 CERT 2020-21 Range: 04 Step: 14
Check Location: 7

TEACHER'S CONTRACT

YEAR: 2021-2022

STATE OF ARKANSAS COUNTY OF **Franklin**

PARTIES: The Charleston School District, Party of the First Part, and **Ryan R Rachuy** Party of the Second Part, agree as follows:

EMPLOYEMENT: The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on 4/26/2021 agrees to employ **Ryan R Rachuy** Party of the Second Part, as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows: Teacher/Coach
Additional Duty: Volleyball \$12,463.00
These services will be rendered in accordance with the policies set forth by the Party of the First Part. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to total compensation under this contract.

TIME: The period of time covered by this contract is 206 days, from 7/26/2021 through 6/13/2022.

COMPENSATION: Total compensation under this contract is **\$62,751.00** to be paid in 12 installments. Rate of compensation will be as follows: **\$5,229.25**

Furthermore, the Party of the First Part is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The parties shall follow the **Charleston** School District Personnel Policies, which are made a part hereof by reference.

CERTIFICATION: The Party of the Second Part certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The Party of the Second Part agrees to refund the Party of the First Part any compensation received for which no services were rendered.

TERMINATION: This contract may be terminated by either party pursuant to law.

OTHER CONDITIONS: Any subsequent contracts shall superseded the provisions of this contract. Other duties as assigned by the administration. Pursuant to Arkansas law, you have 30 calendar days from the date of this contract to sign and return your contract of employment to the office of the superintendent. If applicable, rate of compensation includes Stipend, which may be paid as a lump sum rather than monthly.

Given on: 5/10/2021

BY: /S/ Signature on File
Ryan R Rachuy

BY: /S/ signature on file
Board President

Address on File
Address

Phone on File
Phone

BY: /S/ signature on file
Board Secretary

College: AR Tech U Russel
Certification Based on: Bachelor of Arts
Social Security Number: **XXX-XX-XXXX**

Total Years of Experience: 31
Years of Experience This District: 30
Schedule Title: 91N-191 CERT 2020-21 Range: 01 Step: 29
Check Location: 6

TEACHER'S CONTRACT

YEAR: **2021-2022**

STATE OF ARKANSAS COUNTY OF **Franklin**

PARTIES: The Charleston School District, Party of the First Part, and **Dana Rainwater** Party of the Second Part, agree as follows:

EMPLOYEMENT: The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on 4/26/2021 agrees to employ **Dana Rainwater** Party of the Second Part, as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows: Classroom Teacher

Additional Duty:

These services will be rendered in accordance with the policies set forth by the Party of the First Part. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to total compensation under this contract.

TIME: The period of time covered by this contract is 191 days, from 7/30/2021 through 5/26/2022.

COMPENSATION: Total compensation under this contract is **\$56,670.00** to be paid in 12 installments. Rate of compensation will be as follows: **\$4,722.50**

Furthermore, the Party of the First Part is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The parties shall follow the **Charleston** School District Personnel Policies, which are made a part hereof by reference.

CERTIFICATION: The Party of the Second Part certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The Party of the Second Part agrees to refund the Party of the First Part any compensation received for which no services were rendered.

TERMINATION: This contract may be terminated by either party pursuant to law.

OTHER CONDITIONS: Any subsequent contracts shall superseded the provisions of this contract.

Other duties as assigned by the administration. Pursuant to Arkansas law, you have 30 calendar days from the date of this contract to sign and return your contract of employment to the office of the superintendent. If applicable, rate of compensation includes Stipend, which may be paid as a lump sum rather than monthly.

Given on: 5/10/2021

BY: /S/ Signature on File
Dana Rainwater

BY: /S/ signature on file
Board President

Address on File
Address

Phone on File
Phone

BY: /S/ signature on file
Board Secretary

College:
Certification Based on: Masters + 30
Social Security Number: **XXX-XX-XXXX**

Total Years of Experience: 23
Years of Experience This District: 0
Schedule Title: 91N-191 CERT 2020-21 Range: Step:
Check Location:

TEACHER'S CONTRACT

YEAR: **2021-2022**

STATE OF ARKANSAS COUNTY OF **Franklin**

PARTIES: The Charleston School District, Party of the First Part, and **Brad Ray** Party of the Second Part, agree as follows:

EMPLOYEMENT: The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on 4/13/2021 agrees to employ **Brad Ray** Party of the Second Part, as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows: MS Principal
Additional Duty:
These services will be rendered in accordance with the policies set forth by the Party of the First Part. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to total compensation under this contract.

TIME: The period of time covered by this contract is 240 days, from 7/1/2021 through 6/30/2022.

COMPENSATION: Total compensation under this contract is **\$84,824.00** to be paid in 12 installments. Rate of compensation will be as follows: **\$0.00**

Furthermore, the Party of the First Part is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The parties shall follow the **Charleston** School District Personnel Policies, which are made a part hereof by reference.

CERTIFICATION: The Party of the Second Part certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The Party of the Second Part agrees to refund the Party of the First Part any compensation received for which no services were rendered.

TERMINATION: This contract may be terminated by either party pursuant to law.

OTHER CONDITIONS: Any subsequent contracts shall superseded the provisions of this contract.
Other duties as assigned by the administration. Pursuant to Arkansas law, you have 30 calendar days from the date of this contract to sign and return your contract of employment to the office of the superintendent. If applicable, rate of compensation includes Stipend, which may be paid as a lump sum rather than monthly.

Given on: 4/13/2021

BY: /S/ Signature on File
Brad Ray

BY: /S/ signature on file
Board President

Address on File
Address

Phone on File
Phone

BY: /S/ signature on file
Board Secretary

College: AR Tech U Russelv
Certification Based on: Bachelor of Arts
Social Security Number: **XXX-XX-XXXX**

Total Years of Experience: 6
Years of Experience This District: 5
Schedule Title: 06N-206 CERT 2020-21 Range: 01 Step: 7
Check Location: 7

TEACHER'S CONTRACT

YEAR: **2021-2022**

STATE OF ARKANSAS COUNTY OF **Franklin**

PARTIES: The Charleston School District, Party of the First Part, and **Tyler J Reese** Party of the Second Part, agree as follows:

EMPLOYEMENT: The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on 4/26/2021 agrees to employ **Tyler J Reese** Party of the Second Part, as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows: Teacher/Coach
Additional Duty: ASST10M/HEAD SP \$12,463.00
These services will be rendered in accordance with the policies set forth by the Party of the First Part. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to total compensation under this contract.

TIME: The period of time covered by this contract is 206 days, from 7/26/2021 through 6/13/2022.

COMPENSATION: Total compensation under this contract is **\$55,092.00** to be paid in 12 installments. Rate of compensation will be as follows: **\$4,591.00**

Furthermore, the Party of the First Part is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The parties shall follow the **Charleston** School District Personnel Policies, which are made a part hereof by reference.

CERTIFICATION: The Party of the Second Part certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The Party of the Second Part agrees to refund the Party of the First Part any compensation received for which no services were rendered.

TERMINATION: This contract may be terminated by either party pursuant to law.

OTHER CONDITIONS: Any subsequent contracts shall superseded the provisions of this contract. Other duties as assigned by the administration. Pursuant to Arkansas law, you have 30 calendar days from the date of this contract to sign and return your contract of employment to the office of the superintendent. If applicable, rate of compensation includes Stipend, which may be paid as a lump sum rather than monthly.

Given on: 5/10/2021

BY: /S/ Signature on File
Tyler J Reese

BY: /S/ signature on file
Board President

Address on File
Address

Phone on File
Phone

BY: /S/ signature on file
Board Secretary

College: Harding Co. Searcy
Certification Based on: Masters
Social Security Number: **XXX-XX-XXXX**

Total Years of Experience: 22
Years of Experience This District: 14
Schedule Title: 20N-220 CERT 2020-21 Range: 04 Step: 23
Check Location: 7

TEACHER'S CONTRACT

YEAR: **2021-2022**

STATE OF ARKANSAS COUNTY OF **Franklin**

PARTIES: The Charleston School District, Party of the First Part, and **Billy J Ross** Party of the Second Part, agree as follows:

EMPLOYEMENT: The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on 4/26/2021 agrees to employ **Billy J Ross** Party of the Second Part, as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows: Head Coach
Additional Duty: Head BBB Coach \$16,587.00
These services will be rendered in accordance with the policies set forth by the Party of the First Part. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to total compensation under this contract.

TIME: The period of time covered by this contract is 220 days, from 7/23/2021 through 6/30/2022.

COMPENSATION: Total compensation under this contract is **\$72,619.00** to be paid in 12 installments. Rate of compensation will be as follows: **\$6,051.58**

Furthermore, the Party of the First Part is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The parties shall follow the **Charleston** School District Personnel Policies, which are made a part hereof by reference.

CERTIFICATION: The Party of the Second Part certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The Party of the Second Part agrees to refund the Party of the First Part any compensation received for which no services were rendered.

TERMINATION: This contract may be terminated by either party pursuant to law.

OTHER CONDITIONS: Any subsequent contracts shall superseded the provisions of this contract. Other duties as assigned by the administration. Pursuant to Arkansas law, you have 30 calendar days from the date of this contract to sign and return your contract of employment to the office of the superintendent. If applicable, rate of compensation includes Stipend, which may be paid as a lump sum rather than monthly.

Given on: 5/10/2021

BY: /S/ Signature on File
Billy J Ross

BY: /S/ signature on file
Board President

Address on File
Address

Phone on File
Phone

BY: /S/ signature on file
Board Secretary

College:
Certification Based on: Bachelor of Arts
Social Security Number: **XXX-XX-XXXX**

Total Years of Experience: 21
Years of Experience This District: 16
Schedule Title: 91N-191 CERT 2020-21 Range: 02 Step: 22
Check Location: 7

TEACHER'S CONTRACT

YEAR: **2021-2022**

STATE OF ARKANSAS COUNTY OF **Franklin**

PARTIES: The Charleston School District, Party of the First Part, and **Marsha Ross** Party of the Second Part, agree as follows:

EMPLOYEMENT: The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on 4/26/2021 agrees to employ **Marsha Ross** Party of the Second Part, as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows: Classroom Teacher
Additional Duty: 1/7 Prep M Ross \$7,377.00 Student Council \$764.00 Dance \$2,479.00 Sr Class Sponsor \$400.00
These services will be rendered in accordance with the policies set forth by the Party of the First Part. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to total compensation under this contract.

TIME: The period of time covered by this contract is 191 days, from 7/30/2021 through 5/26/2022.

COMPENSATION: Total compensation under this contract is **\$66,414.00** to be paid in 12 installments. Rate of compensation will be as follows: **\$5,260.08**

Furthermore, the Party of the First Part is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The parties shall follow the **Charleston** School District Personnel Policies, which are made a part hereof by reference.

CERTIFICATION: The Party of the Second Part certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The Party of the Second Part agrees to refund the Party of the First Part any compensation received for which no services were rendered.

TERMINATION: This contract may be terminated by either party pursuant to law.

OTHER CONDITIONS: Any subsequent contracts shall superseded the provisions of this contract.
Other duties as assigned by the administration. Pursuant to Arkansas law, you have 30 calendar days from the date of this contract to sign and return your contract of employment to the office of the superintendent. If applicable, rate of compensation includes Stipend, which may be paid as a lump sum rather than monthly.

Given on: 5/10/2021

BY: /S/ Signature on File
Marsha Ross

BY: /S/ signature on file
Board President

Address on File
Address

Phone on File
Phone

BY: /S/ signature on file
Board Secretary

College: Harding Co. Searcy
Certification Based on: Masters
Social Security Number: **XXX-XX-XXXX**

Total Years of Experience: 20
Years of Experience This District: 16
Schedule Title: 20N-220 CERT 2020-21 Range: 04 Step: 21
Check Location: 7

TEACHER'S CONTRACT

YEAR: **2021-2022**

STATE OF ARKANSAS COUNTY OF **Franklin**

PARTIES: The Charleston School District, Party of the First Part, and **Jason Rucker** Party of the Second Part, agree as follows:

EMPLOYEMENT: The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on 4/26/2021 agrees to employ **Jason Rucker** Party of the Second Part, as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows: Head Coach
Additional Duty: Head GBB Coach \$16,587.00
These services will be rendered in accordance with the policies set forth by the Party of the First Part. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to total compensation under this contract.

TIME: The period of time covered by this contract is 220 days, from 7/23/2021 through 6/30/2022.

COMPENSATION: Total compensation under this contract is **\$71,343.00** to be paid in 12 installments. Rate of compensation will be as follows: **\$5,945.25**

Furthermore, the Party of the First Part is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The parties shall follow the **Charleston** School District Personnel Policies, which are made a part hereof by reference.

CERTIFICATION: The Party of the Second Part certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The Party of the Second Part agrees to refund the Party of the First Part any compensation received for which no services were rendered.

TERMINATION: This contract may be terminated by either party pursuant to law.

OTHER CONDITIONS: Any subsequent contracts shall superseded the provisions of this contract. Other duties as assigned by the administration. Pursuant to Arkansas law, you have 30 calendar days from the date of this contract to sign and return your contract of employment to the office of the superintendent. If applicable, rate of compensation includes Stipend, which may be paid as a lump sum rather than monthly.

Given on: 5/10/2021

BY: /S/ Signature on File
Jason Rucker

BY: /S/ signature on file
Board President

Address on File
Address

Phone on File
Phone

BY: /S/ signature on file
Board Secretary

College: UA, Fayetteville
Certification Based on: Masters
Social Security Number: **XXX-XX-XXXX**

Total Years of Experience: 3
Years of Experience This District: 0
Schedule Title: 91N-191 CERT 2020-21 Range: Step:
Check Location:

TEACHER'S CONTRACT

YEAR: **2021-2022**

STATE OF ARKANSAS COUNTY OF **Franklin**

PARTIES: The Charleston School District, Party of the First Part, and **Carrie Hibbs** Party of the Second Part, agree as follows:

EMPLOYEMENT: The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on 4/26/2021 agrees to employ **Carrie Hibbs** Party of the Second Part, as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows: Speech Pathologist

Additional Duty:

These services will be rendered in accordance with the policies set forth by the Party of the First Part. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to total compensation under this contract.

TIME: The period of time covered by this contract is 191 days, from 7/30/2021 through 5/26/2022.

COMPENSATION: Total compensation under this contract is **\$51,906.00** to be paid in 12 installments. Rate of compensation will be as follows: **\$0.00**

Furthermore, the Party of the First Part is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The parties shall follow the **Charleston** School District Personnel Policies, which are made a part hereof by reference.

CERTIFICATION: The Party of the Second Part certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The Party of the Second Part agrees to refund the Party of the First Part any compensation received for which no services were rendered.

TERMINATION: This contract may be terminated by either party pursuant to law.

OTHER CONDITIONS: Any subsequent contracts shall superseded the provisions of this contract.

Other duties as assigned by the administration. Pursuant to Arkansas law, you have 30 calendar days from the date of this contract to sign and return your contract of employment to the office of the superintendent. If applicable, rate of compensation includes Stipend, which may be paid as a lump sum rather than monthly.

Given on: 4/26/2021

BY: /S/ Signature on File
Carrie Hibbs

BY: /S/ signature on file
Board President

Address on File
Address

Phone on File
Phone

BY: /S/ signature on file
Board Secretary

College: UA, Fort Smith
Certification Based on: Bachelor + 12
Social Security Number: **XXX-XX-XXXX**

Total Years of Experience: 6
Years of Experience This District: 0
Schedule Title: 91N-191 CERT 2020-21 Range: Step:
Check Location:

TEACHER'S CONTRACT

YEAR: **2021-2022**

STATE OF ARKANSAS COUNTY OF **Franklin**

PARTIES: The Charleston School District, Party of the First Part, and **Jill Siebenmorgan** Party of the Second Part, agree as follows:

EMPLOYEMENT: The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on 4/26/2021 agrees to employ **Jill Siebenmorgan** Party of the Second Part, as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows: Classroom Teacher

Additional Duty:

These services will be rendered in accordance with the policies set forth by the Party of the First Part. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to total compensation under this contract.

TIME: The period of time covered by this contract is 191 days, from 7/30/2021 through 5/26/2022.

COMPENSATION: Total compensation under this contract is **\$46,238.00** to be paid in 12 installments. Rate of compensation will be as follows: **\$0.00**

Furthermore, the Party of the First Part is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The parties shall follow the **Charleston** School District Personnel Policies, which are made a part hereof by reference.

CERTIFICATION: The Party of the Second Part certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The Party of the Second Part agrees to refund the Party of the First Part any compensation received for which no services were rendered.

TERMINATION: This contract may be terminated by either party pursuant to law.

OTHER CONDITIONS: Any subsequent contracts shall superseded the provisions of this contract.

Other duties as assigned by the administration. Pursuant to Arkansas law, you have 30 calendar days from the date of this contract to sign and return your contract of employment to the office of the superintendent. If applicable, rate of compensation includes Stipend, which may be paid as a lump sum rather than monthly.

Given on: 4/26/2021

BY: /S/ Signature on File
Jill Siebenmorgan

BY: /S/ signature on file
Board President

Address on File
Address

Phone on File
Phone

BY: /S/ signature on file
Board Secretary

College: Coll Ozarks, Clark
Certification Based on: Bachelor of Arts
Social Security Number: **XXX-XX-XXXX**

Total Years of Experience: 18
Years of Experience This District: 18
Schedule Title: 91N-191 CERT 2020-21 Range: 01 Step: 19
Check Location: 7

TEACHER'S CONTRACT

YEAR: **2021-2022**

STATE OF ARKANSAS COUNTY OF **Franklin**

PARTIES: The Charleston School District, Party of the First Part, and **Jamie Smith** Party of the Second Part, agree as follows:

EMPLOYEMENT: The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on 4/26/2021 agrees to employ **Jamie Smith** Party of the Second Part, as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows: Classroom Teacher
Additional Duty: Nat Board Cert \$2,000.00
These services will be rendered in accordance with the policies set forth by the Party of the First Part. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to total compensation under this contract.

TIME: The period of time covered by this contract is 191 days, from 7/30/2021 through 5/26/2022.

COMPENSATION: Total compensation under this contract is **\$52,288.00** to be paid in 12 installments. Rate of compensation will be as follows: **\$4,357.33**

Furthermore, the Party of the First Part is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The parties shall follow the **Charleston** School District Personnel Policies, which are made a part hereof by reference.

CERTIFICATION: The Party of the Second Part certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The Party of the Second Part agrees to refund the Party of the First Part any compensation received for which no services were rendered.

TERMINATION: This contract may be terminated by either party pursuant to law.

OTHER CONDITIONS: Any subsequent contracts shall superseded the provisions of this contract. Other duties as assigned by the administration. Pursuant to Arkansas law, you have 30 calendar days from the date of this contract to sign and return your contract of employment to the office of the superintendent. If applicable, rate of compensation includes Stipend, which may be paid as a lump sum rather than monthly.

Given on: 5/10/2021

BY: /S/ Signature on File
Jamie Smith

BY: /S/ signature on file
Board President

Address on File
Address

Phone on File
Phone

BY: /S/ signature on file
Board Secretary

College: ASU, State Univ
Certification Based on: Masters + 30
Social Security Number: **XXX-XX-XXXX**

Total Years of Experience: 10
Years of Experience This District: 8
Schedule Title: 06N-206 CERT 2020-21 Range: 06 Step: 11
Check Location: 7

TEACHER'S CONTRACT

YEAR: **2021-2022**

STATE OF ARKANSAS COUNTY OF **Franklin**

PARTIES: The Charleston School District, Party of the First Part, and **Matthew C Stewart** Party of the Second Part, agree as follows:

EMPLOYEMENT: The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on 4/26/2021 agrees to employ **Matthew C Stewart** Party of the Second Part, as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows: Teacher/Coach
Additional Duty: Head Jr/Asst Sp \$12,463.00
These services will be rendered in accordance with the policies set forth by the Party of the First Part. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to total compensation under this contract.

TIME: The period of time covered by this contract is 206 days, from 7/26/2021 through 6/13/2022.

COMPENSATION: Total compensation under this contract is **\$62,113.00** to be paid in 12 installments. Rate of compensation will be as follows: **\$5,176.08**

Furthermore, the Party of the First Part is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The parties shall follow the **Charleston** School District Personnel Policies, which are made a part hereof by reference.

CERTIFICATION: The Party of the Second Part certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The Party of the Second Part agrees to refund the Party of the First Part any compensation received for which no services were rendered.

TERMINATION: This contract may be terminated by either party pursuant to law.

OTHER CONDITIONS: Any subsequent contracts shall superseded the provisions of this contract. Other duties as assigned by the administration. Pursuant to Arkansas law, you have 30 calendar days from the date of this contract to sign and return your contract of employment to the office of the superintendent. If applicable, rate of compensation includes Stipend, which may be paid as a lump sum rather than monthly.

Given on: 5/10/2021

BY: /S/ Signature on File
Matthew C Stewart

BY: /S/ signature on file
Board President

Address on File
Address

Phone on File
Phone

BY: /S/ signature on file
Board Secretary

College: UA, Fort Smith
Certification Based on: Masters
Social Security Number: **XXX-XX-XXXX**

Total Years of Experience: 11
Years of Experience This District: 9
Schedule Title: 91N-191 CERT 2020-21 Range: 04 Step: 12
Check Location: 6

TEACHER'S CONTRACT

YEAR: **2021-2022**

STATE OF ARKANSAS COUNTY OF **Franklin**

PARTIES: The Charleston School District, Party of the First Part, and **Rachel E Stewart** Party of the Second Part, agree as follows:

EMPLOYEMENT: The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on 4/26/2021 agrees to employ **Rachel E Stewart** Party of the Second Part, as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows: Classroom Teacher

Additional Duty:

These services will be rendered in accordance with the policies set forth by the Party of the First Part. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to total compensation under this contract.

TIME: The period of time covered by this contract is 191 days, from 7/30/2021 through 5/26/2022.

COMPENSATION: Total compensation under this contract is **\$49,012.00** to be paid in 12 installments. Rate of compensation will be as follows: **\$4,084.33**

Furthermore, the Party of the First Part is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The parties shall follow the **Charleston** School District Personnel Policies, which are made a part hereof by reference.

CERTIFICATION: The Party of the Second Part certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The Party of the Second Part agrees to refund the Party of the First Part any compensation received for which no services were rendered.

TERMINATION: This contract may be terminated by either party pursuant to law.

OTHER CONDITIONS: Any subsequent contracts shall superseded the provisions of this contract. Other duties as assigned by the administration. Pursuant to Arkansas law, you have 30 calendar days from the date of this contract to sign and return your contract of employment to the office of the superintendent. If applicable, rate of compensation includes Stipend, which may be paid as a lump sum rather than monthly.

Given on: 5/10/2021

BY: /S/ Signature on File
Rachel E Stewart

BY: /S/ signature on file
Board President

Address on File
Address

Phone on File
Phone

BY: /S/ signature on file
Board Secretary

College:
Certification Based on: Masters
Social Security Number: **XXX-XX-XXXX**

Total Years of Experience: 32
Years of Experience This District: 32
Schedule Title: 91N-191 CERT 2020-21 Range: Step:
Check Location: 7

TEACHER'S CONTRACT

YEAR: **2021-2022**

STATE OF ARKANSAS COUNTY OF **Franklin**

PARTIES: The Charleston School District, Party of the First Part, and **Shane E Storey** Party of the Second Part, agree as follows:

EMPLOYEMENT: The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on 4/26/2021 agrees to employ **Shane E Storey** Party of the Second Part, as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows: H. S. Principal
Additional Duty: H. S. Principal \$26,317.00
These services will be rendered in accordance with the policies set forth by the Party of the First Part. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to total compensation under this contract.

TIME: The period of time covered by this contract is 235 days, from 7/1/2021 through 6/30/2022.

COMPENSATION: Total compensation under this contract is **\$84,930.90** to be paid in 12 installments. Rate of compensation will be as follows: **\$7,077.58**

Furthermore, the Party of the First Part is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The parties shall follow the **Charleston** School District Personnel Policies, which are made a part hereof by reference.

CERTIFICATION: The Party of the Second Part certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The Party of the Second Part agrees to refund the Party of the First Part any compensation received for which no services were rendered.

TERMINATION: This contract may be terminated by either party pursuant to law.

OTHER CONDITIONS: Any subsequent contracts shall superseded the provisions of this contract. Other duties as assigned by the administration. Pursuant to Arkansas law, you have 30 calendar days from the date of this contract to sign and return your contract of employment to the office of the superintendent. If applicable, rate of compensation includes Stipend, which may be paid as a lump sum rather than monthly.

Given on: 5/10/2021

BY: /S/ Signature on File
Shane E Storey

BY: /S/ signature on file
Board President

Address on File
Address

Phone on File
Phone

BY: /S/ signature on file
Board Secretary

College: AR Tech U Russelv
Certification Based on: Bachelor of Arts
Social Security Number: **XXX-XX-XXXX**

Total Years of Experience: 30
Years of Experience This District: 21
Schedule Title: 91N-191 CERT 2020-21 Range: 01 Step: 29
Check Location: 7

TEACHER'S CONTRACT

YEAR: **2021-2022**

STATE OF ARKANSAS COUNTY OF **Franklin**

PARTIES: The Charleston School District, Party of the First Part, and **Carol Missy Stubblefield** Party of the Second Part, agree as follows:

EMPLOYEMENT: The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on 4/26/2021 agrees to employ **Carol Missy Stubblefield** Party of the Second Part, as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows: Classroom Teacher
Additional Duty:
These services will be rendered in accordance with the policies set forth by the Party of the First Part. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to total compensation under this contract.

TIME: The period of time covered by this contract is 191 days, from 7/30/2021 through 5/26/2022.

COMPENSATION: Total compensation under this contract is **\$56,670.00** to be paid in 12 installments. Rate of compensation will be as follows: **\$4,722.50**

Furthermore, the Party of the First Part is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The parties shall follow the **Charleston** School District Personnel Policies, which are made a part hereof by reference.

CERTIFICATION: The Party of the Second Part certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The Party of the Second Part agrees to refund the Party of the First Part any compensation received for which no services were rendered.

TERMINATION: This contract may be terminated by either party pursuant to law.

OTHER CONDITIONS: Any subsequent contracts shall superseded the provisions of this contract. Other duties as assigned by the administration. Pursuant to Arkansas law, you have 30 calendar days from the date of this contract to sign and return your contract of employment to the office of the superintendent. If applicable, rate of compensation includes Stipend, which may be paid as a lump sum rather than monthly.

Given on: 5/10/2021

BY: /S/ Signature on File
Carol Missy Stubblefield

BY: /S/ signature on file
Board President

Address on File
Address

Phone on File
Phone

BY: /S/ signature on file
Board Secretary

College: AR Tech U Russelv
Certification Based on: Masters + 15
Social Security Number: **XXX-XX-XXXX**

Total Years of Experience: 34
Years of Experience This District: 34
Schedule Title: 91N-191 CERT 2020-21 Range: 05 Step: 29
Check Location: 7

TEACHER'S CONTRACT

YEAR: **2021-2022**

STATE OF ARKANSAS COUNTY OF **Franklin**

PARTIES: The Charleston School District, Party of the First Part, and **Carole Terry** Party of the Second Part, agree as follows:

EMPLOYEMENT: The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on 4/26/2021 agrees to employ **Carole Terry** Party of the Second Part, as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows: Classroom Teacher
Additional Duty: Adjunct Professor \$2,596.00
These services will be rendered in accordance with the policies set forth by the Party of the First Part. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to total compensation under this contract.

TIME: The period of time covered by this contract is 191 days, from 7/30/2021 through 5/26/2022.

COMPENSATION: Total compensation under this contract is **\$60,500.00** to be paid in 12 installments. Rate of compensation will be as follows: **\$5,041.67**

Furthermore, the Party of the First Part is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The parties shall follow the **Charleston** School District Personnel Policies, which are made a part hereof by reference.

CERTIFICATION: The Party of the Second Part certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The Party of the Second Part agrees to refund the Party of the First Part any compensation received for which no services were rendered.

TERMINATION: This contract may be terminated by either party pursuant to law.

OTHER CONDITIONS: Any subsequent contracts shall superseded the provisions of this contract. Other duties as assigned by the administration. Pursuant to Arkansas law, you have 30 calendar days from the date of this contract to sign and return your contract of employment to the office of the superintendent. If applicable, rate of compensation includes Stipend, which may be paid as a lump sum rather than monthly.

Given on: 5/10/2021

BY: /S/ Signature on File
Carole Terry

BY: /S/ signature on file
Board President

Address on File
Address

Phone on File
Phone

BY: /S/ signature on file
Board Secretary

College: UA, Fayetteville
Certification Based on: Masters
Social Security Number: **XXX-XX-XXXX**

Total Years of Experience: 9
Years of Experience This District: 1
Schedule Title: 91N-191 CERT 2020-21 Range: 04 Step: 10
Check Location: 6

TEACHER'S CONTRACT

YEAR: **2021-2022**

STATE OF ARKANSAS COUNTY OF **Franklin**

PARTIES: The Charleston School District, Party of the First Part, and **Stefanie A Trospser** Party of the Second Part, agree as follows:

EMPLOYEMENT: The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on 4/26/2021 agrees to employ **Stefanie A Trospser** Party of the Second Part, as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows: Classroom Teacher

Additional Duty:

These services will be rendered in accordance with the policies set forth by the Party of the First Part. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to total compensation under this contract.

TIME: The period of time covered by this contract is 191 days, from 7/30/2021 through 5/26/2022.

COMPENSATION: Total compensation under this contract is **\$47,735.00** to be paid in 12 installments. Rate of compensation will be as follows: **\$3,977.92**

Furthermore, the Party of the First Part is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The parties shall follow the **Charleston** School District Personnel Policies, which are made a part hereof by reference.

CERTIFICATION: The Party of the Second Part certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The Party of the Second Part agrees to refund the Party of the First Part any compensation received for which no services were rendered.

TERMINATION: This contract may be terminated by either party pursuant to law.

OTHER CONDITIONS: Any subsequent contracts shall superseded the provisions of this contract.

Other duties as assigned by the administration. Pursuant to Arkansas law, you have 30 calendar days from the date of this contract to sign and return your contract of employment to the office of the superintendent. If applicable, rate of compensation includes Stipend, which may be paid as a lump sum rather than monthly.

Given on: 5/10/2021

BY: /S/ Signature on File
Stefanie A Trospser

BY: /S/ signature on file
Board President

Address on File
Address

Phone on File
Phone

BY: /S/ signature on file
Board Secretary

College: AR Tech U Russel
Certification Based on: Masters
Social Security Number: **XXX-XX-XXXX**

Total Years of Experience: 16
Years of Experience This District: 6
Schedule Title: 91N-191 CERT 2020-21 Range: 04 Step: 17
Check Location: 6

TEACHER'S CONTRACT

YEAR: **2021-2022**

STATE OF ARKANSAS COUNTY OF **Franklin**

PARTIES: The Charleston School District, Party of the First Part, and **Sherry D Turner** Party of the Second Part, agree as follows:

EMPLOYEMENT: The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on 4/26/2021 agrees to employ **Sherry D Turner** Party of the Second Part, as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows: Classroom Teacher

Additional Duty:

These services will be rendered in accordance with the policies set forth by the Party of the First Part. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to total compensation under this contract.

TIME: The period of time covered by this contract is 191 days, from 7/30/2021 through 5/26/2022.

COMPENSATION: Total compensation under this contract is **\$52,203.00** to be paid in 12 installments. Rate of compensation will be as follows: **\$4,350.25**

Furthermore, the Party of the First Part is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The parties shall follow the **Charleston** School District Personnel Policies, which are made a part hereof by reference.

CERTIFICATION: The Party of the Second Part certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The Party of the Second Part agrees to refund the Party of the First Part any compensation received for which no services were rendered.

TERMINATION: This contract may be terminated by either party pursuant to law.

OTHER CONDITIONS: Any subsequent contracts shall superseded the provisions of this contract.

Other duties as assigned by the administration. Pursuant to Arkansas law, you have 30 calendar days from the date of this contract to sign and return your contract of employment to the office of the superintendent. If applicable, rate of compensation includes Stipend, which may be paid as a lump sum rather than monthly.

Given on: 5/10/2021

BY: /S/ Signature on File
Sherry D Turner

BY: /S/ signature on file
Board President

Address on File
Address

Phone on File
Phone

BY: /S/ signature on file
Board Secretary

College:
Certification Based on: Masters + 15
Social Security Number: **XXX-XX-XXXX**

Total Years of Experience: 15
Years of Experience This District: 4
Schedule Title: 91N-191 CERT 2020-21 Range: Step:
Check Location:

TEACHER'S CONTRACT

YEAR: **2021-2022**

STATE OF ARKANSAS COUNTY OF **Franklin**

PARTIES: The Charleston School District, Party of the First Part, and **Joshua B Uhrich** Party of the Second Part, agree as follows:

EMPLOYEMENT: The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on 6/28/2021 agrees to employ **Joshua B Uhrich** Party of the Second Part, as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows: Music/ Band
Additional Duty: Head Band \$16,587
These services will be rendered in accordance with the policies set forth by the Party of the First Part. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to total compensation under this contract.

TIME: The period of time covered by this contract is 220 days, from 7/23/2021 through 6/30/2022.

COMPENSATION: Total compensation under this contract is **\$68,790.00** to be paid in 12 installments. Rate of compensation will be as follows: **\$0.00**

Furthermore, the Party of the First Part is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The parties shall follow the **Charleston** School District Personnel Policies, which are made a part hereof by reference.

CERTIFICATION: The Party of the Second Part certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The Party of the Second Part agrees to refund the Party of the First Part any compensation received for which no services were rendered.

TERMINATION: This contract may be terminated by either party pursuant to law.

OTHER CONDITIONS: Any subsequent contracts shall superseded the provisions of this contract. Other duties as assigned by the administration. Pursuant to Arkansas law, you have 30 calendar days from the date of this contract to sign and return your contract of employment to the office of the superintendent. If applicable, rate of compensation includes Stipend, which may be paid as a lump sum rather than monthly.

Given on: 6/28/2021

BY: /S/ Signature on File
Joshua B Uhrich

BY: /S/ signature on file
Board President

Address on File
Address

Phone on File
Phone

BY: /S/ signature on file
Board Secretary

College: UA, Monticello
Certification Based on: Masters + 15
Social Security Number: **XXX-XX-XXXX**

Total Years of Experience: 17
Years of Experience This District: 16
Schedule Title: 91N-191 CERT 2020-21 Range: 05 Step: 18
Check Location: 7

TEACHER'S CONTRACT

YEAR: **2021-2022**

STATE OF ARKANSAS COUNTY OF **Franklin**

PARTIES: The Charleston School District, Party of the First Part, and **Joshua C Underwood** Party of the Second Part, agree as follows:

EMPLOYEMENT: The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on 4/26/2021 agrees to employ **Joshua C Underwood** Party of the Second Part, as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows: Classroom Teacher
Additional Duty: 1/7 J Under \$7,122.00
These services will be rendered in accordance with the policies set forth by the Party of the First Part. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to total compensation under this contract.

TIME: The period of time covered by this contract is 191 days, from 7/30/2021 through 5/26/2022.

COMPENSATION: Total compensation under this contract is **\$60,601.00** to be paid in 12 installments. Rate of compensation will be as follows: **\$5,050.08**

Furthermore, the Party of the First Part is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The parties shall follow the **Charleston** School District Personnel Policies, which are made a part hereof by reference.

CERTIFICATION: The Party of the Second Part certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The Party of the Second Part agrees to refund the Party of the First Part any compensation received for which no services were rendered.

TERMINATION: This contract may be terminated by either party pursuant to law.

OTHER CONDITIONS: Any subsequent contracts shall superseded the provisions of this contract. Other duties as assigned by the administration. Pursuant to Arkansas law, you have 30 calendar days from the date of this contract to sign and return your contract of employment to the office of the superintendent. If applicable, rate of compensation includes Stipend, which may be paid as a lump sum rather than monthly.

Given on: 5/10/2021

BY: /S/ Signature on File
Joshua C Underwood

BY: /S/ signature on file
Board President

Address on File
Address

Phone on File
Phone

BY: /S/ signature on file
Board Secretary

College: AR Tech U Russel
Certification Based on: Bachelor of Arts
Social Security Number: **XXX-XX-XXXX**

Total Years of Experience: 24
Years of Experience This District: 22
Schedule Title: 91N-191 CERT 2020-21 Range: 01 Step: 25
Check Location: 7

TEACHER'S CONTRACT

YEAR: **2021-2022**

STATE OF ARKANSAS COUNTY OF **Franklin**

PARTIES: The Charleston School District, Party of the First Part, and **Kristy Vaughan** Party of the Second Part, agree as follows:

EMPLOYEMENT: The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on 4/26/2021 agrees to employ **Kristy Vaughan** Party of the Second Part, as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows: Classroom Teacher
Additional Duty: Junior Class \$500.00 HS Quiz Bowl \$764.00
These services will be rendered in accordance with the policies set forth by the Party of the First Part. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to total compensation under this contract.

TIME: The period of time covered by this contract is 191 days, from 7/30/2021 through 5/26/2022.

COMPENSATION: Total compensation under this contract is **\$55,381.00** to be paid in 12 installments. Rate of compensation will be as follows: **\$4,615.08**

Furthermore, the Party of the First Part is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The parties shall follow the **Charleston** School District Personnel Policies, which are made a part hereof by reference.

CERTIFICATION: The Party of the Second Part certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The Party of the Second Part agrees to refund the Party of the First Part any compensation received for which no services were rendered.

TERMINATION: This contract may be terminated by either party pursuant to law.

OTHER CONDITIONS: Any subsequent contracts shall superseded the provisions of this contract.
Other duties as assigned by the administration. Pursuant to Arkansas law, you have 30 calendar days from the date of this contract to sign and return your contract of employment to the office of the superintendent. If applicable, rate of compensation includes Stipend, which may be paid as a lump sum rather than monthly.

Given on: 5/10/2021

BY: /S/ Signature on File
Kristy Vaughan

BY: /S/ signature on file
Board President

Address on File
Address

Phone on File
Phone

BY: /S/ signature on file
Board Secretary

College: UCA, Conway
Certification Based on: Bachelor of Arts
Social Security Number: XXX-XX-XXXX

Total Years of Experience: 30
Years of Experience This District: 30
Schedule Title: 91N-191 CERT 2020-21 Range: 01 Step: 26
Check Location: 6

TEACHER'S CONTRACT

YEAR: 2021-2022

STATE OF ARKANSAS COUNTY OF **Franklin**

PARTIES: The Charleston School District, Party of the First Part, and **Ashley West** Party of the Second Part, agree as follows:

EMPLOYEMENT: The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on 4/26/2021 agrees to employ **Ashley West** Party of the Second Part, as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows: Classroom Teacher

Additional Duty:

These services will be rendered in accordance with the policies set forth by the Party of the First Part. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to total compensation under this contract.

TIME: The period of time covered by this contract is 191 days, from 7/30/2021 through 5/26/2022.

COMPENSATION: Total compensation under this contract is **\$56,670.00** to be paid in 12 installments. Rate of compensation will be as follows: **\$4,722.50**

Furthermore, the Party of the First Part is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The parties shall follow the **Charleston** School District Personnel Policies, which are made a part hereof by reference.

CERTIFICATION: The Party of the Second Part certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The Party of the Second Part agrees to refund the Party of the First Part any compensation received for which no services were rendered.

TERMINATION: This contract may be terminated by either party pursuant to law.

OTHER CONDITIONS: Any subsequent contracts shall superseded the provisions of this contract.

Other duties as assigned by the administration. Pursuant to Arkansas law, you have 30 calendar days from the date of this contract to sign and return your contract of employment to the office of the superintendent. If applicable, rate of compensation includes Stipend, which may be paid as a lump sum rather than monthly.

Given on: 5/10/2021

BY: /S/ Signature on File
Ashley West

BY: /S/ signature on file
Board President

Address on File
Address

Phone on File
Phone

BY: /S/ signature on file
Board Secretary

College: UA, Fort Smith
Certification Based on: Bachelor + 24
Social Security Number: **XXX-XX-XXXX**

Total Years of Experience: 7
Years of Experience This District: 1
Schedule Title: 91N-191 CERT 2020-21 Range: 02 Step: 8
Check Location: 6

TEACHER'S CONTRACT

YEAR: **2021-2022**

STATE OF ARKANSAS COUNTY OF **Franklin**

PARTIES: The Charleston School District, Party of the First Part, and **Jessica S White** Party of the Second Part, agree as follows:

EMPLOYEMENT: The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on 4/26/2021 agrees to employ **Jessica S White** Party of the Second Part, as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows: Classroom Teacher
Additional Duty: G/T Coord. \$3,244.00
These services will be rendered in accordance with the policies set forth by the Party of the First Part. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to total compensation under this contract.

TIME: The period of time covered by this contract is 191 days, from 7/30/2021 through 5/26/2022.

COMPENSATION: Total compensation under this contract is **\$47,788.00** to be paid in 12 installments. Rate of compensation will be as follows: **\$3,929.17**

Furthermore, the Party of the First Part is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The parties shall follow the **Charleston** School District Personnel Policies, which are made a part hereof by reference.

CERTIFICATION: The Party of the Second Part certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The Party of the Second Part agrees to refund the Party of the First Part any compensation received for which no services were rendered.

TERMINATION: This contract may be terminated by either party pursuant to law.

OTHER CONDITIONS: Any subsequent contracts shall superseded the provisions of this contract. Other duties as assigned by the administration. Pursuant to Arkansas law, you have 30 calendar days from the date of this contract to sign and return your contract of employment to the office of the superintendent. If applicable, rate of compensation includes Stipend, which may be paid as a lump sum rather than monthly.

Given on: 5/10/2021

BY: /S/ Signature on File
Jessica S White

BY: /S/ signature on file
Board President

Address on File
Address

Phone on File
Phone

BY: /S/ signature on file
Board Secretary

College: UA, Fort Smith
Certification Based on: Bachelor of Arts
Social Security Number: **XXX-XX-XXXX**

Total Years of Experience: 17
Years of Experience This District: 8
Schedule Title: 91N-191 CERT 2020-21 Range: 02 Step: 18
Check Location: 6

TEACHER'S CONTRACT

YEAR: **2021-2022**

STATE OF ARKANSAS COUNTY OF **Franklin**

PARTIES: The Charleston School District, Party of the First Part, and **Candice L Wibbing** Party of the Second Part, agree as follows:

EMPLOYEMENT: The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on 4/26/2021 agrees to employ **Candice L Wibbing** Party of the Second Part, as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows: Classroom Teacher

Additional Duty:

These services will be rendered in accordance with the policies set forth by the Party of the First Part. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to total compensation under this contract.

TIME: The period of time covered by this contract is 191 days, from 7/30/2021 through 5/26/2022.

COMPENSATION: Total compensation under this contract is **\$50,288.00** to be paid in 12 installments. Rate of compensation will be as follows: **\$4,190.67**

Furthermore, the Party of the First Part is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The parties shall follow the **Charleston** School District Personnel Policies, which are made a part hereof by reference.

CERTIFICATION: The Party of the Second Part certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The Party of the Second Part agrees to refund the Party of the First Part any compensation received for which no services were rendered.

TERMINATION: This contract may be terminated by either party pursuant to law.

OTHER CONDITIONS: Any subsequent contracts shall superseded the provisions of this contract.

Other duties as assigned by the administration. Pursuant to Arkansas law, you have 30 calendar days from the date of this contract to sign and return your contract of employment to the office of the superintendent. If applicable, rate of compensation includes Stipend, which may be paid as a lump sum rather than monthly.

Given on: 5/10/2021

BY: /S/ Signature on File
Candice L Wibbing

BY: /S/ signature on file
Board President

Address on File
Address

Phone on File
Phone

BY: /S/ signature on file
Board Secretary

College: UA, Monticello
Certification Based on: Masters
Social Security Number: **XXX-XX-XXXX**

Total Years of Experience: 5
Years of Experience This District: 2
Schedule Title: 91N-191 CERT 2020-21 Range: 04 Step: 6
Check Location: 7

TEACHER'S CONTRACT

YEAR: **2021-2022**

STATE OF ARKANSAS COUNTY OF **Franklin**

PARTIES: The Charleston School District, Party of the First Part, and **Andrea J Williams** Party of the Second Part, agree as follows:

EMPLOYEMENT: The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on 4/26/2021 agrees to employ **Andrea J Williams** Party of the Second Part, as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows: Classroom Teacher

Additional Duty:

These services will be rendered in accordance with the policies set forth by the Party of the First Part. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to total compensation under this contract.

TIME: The period of time covered by this contract is 191 days, from 7/30/2021 through 5/26/2022.

COMPENSATION: Total compensation under this contract is **\$45,182.00** to be paid in 12 installments. Rate of compensation will be as follows: **\$3,765.17**

Furthermore, the Party of the First Part is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The parties shall follow the **Charleston** School District Personnel Policies, which are made a part hereof by reference.

CERTIFICATION: The Party of the Second Part certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The Party of the Second Part agrees to refund the Party of the First Part any compensation received for which no services were rendered.

TERMINATION: This contract may be terminated by either party pursuant to law.

OTHER CONDITIONS: Any subsequent contracts shall superseded the provisions of this contract.

Other duties as assigned by the administration. Pursuant to Arkansas law, you have 30 calendar days from the date of this contract to sign and return your contract of employment to the office of the superintendent. If applicable, rate of compensation includes Stipend, which may be paid as a lump sum rather than monthly.

Given on: 5/10/2021

BY: /S/ Signature on File
Andrea J Williams

BY: /S/ signature on file
Board President

Address on File
Address

Phone on File
Phone

BY: /S/ signature on file
Board Secretary

College: UA, Fayetteville
Certification Based on: Masters + 15
Social Security Number: **XXX-XX-XXXX**

Total Years of Experience: 29
Years of Experience This District: 29
Schedule Title: 91N-191 CERT 2020-21 Range: 05 Step: 29
Check Location: 7

TEACHER'S CONTRACT

YEAR: **2021-2022**

STATE OF ARKANSAS COUNTY OF **Franklin**

PARTIES: The Charleston School District, Party of the First Part, and **Milinda Wisdom** Party of the Second Part, agree as follows:

EMPLOYEMENT: The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on 4/26/2021 agrees to employ **Milinda Wisdom** Party of the Second Part, as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows: Classroom Teacher

Additional Duty:

These services will be rendered in accordance with the policies set forth by the Party of the First Part. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to total compensation under this contract.

TIME: The period of time covered by this contract is 206 days, from 7/26/2021 through 6/13/2022.

COMPENSATION: Total compensation under this contract is **\$65,251.31** to be paid in 12 installments. Rate of compensation will be as follows: **\$5,437.61**

Furthermore, the Party of the First Part is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The parties shall follow the **Charleston** School District Personnel Policies, which are made a part hereof by reference.

CERTIFICATION: The Party of the Second Part certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The Party of the Second Part agrees to refund the Party of the First Part any compensation received for which no services were rendered.

TERMINATION: This contract may be terminated by either party pursuant to law.

OTHER CONDITIONS: Any subsequent contracts shall superseded the provisions of this contract.

Other duties as assigned by the administration. Pursuant to Arkansas law, you have 30 calendar days from the date of this contract to sign and return your contract of employment to the office of the superintendent. If applicable, rate of compensation includes Stipend, which may be paid as a lump sum rather than monthly.

Given on: 5/10/2021

BY: /S/ Signature on File
Milinda Wisdom

BY: /S/ signature on file
Board President

Address on File
Address

Phone on File
Phone

BY: /S/ signature on file
Board Secretary

College: UCA, Conway
Certification Based on: Masters + 30
Social Security Number: XXX-XX-XXXX

Total Years of Experience: 19
Years of Experience This District: 14
Schedule Title: 91N-191 CERT 2020-21 Range: 06 Step: 20
Check Location: 6

TEACHER'S CONTRACT

YEAR: 2021-2022

STATE OF ARKANSAS COUNTY OF **Franklin**

PARTIES: The Charleston School District, Party of the First Part, and **Amy M Womack** Party of the Second Part, agree as follows:

EMPLOYEMENT: The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on 4/26/2021 agrees to employ **Amy M Womack** Party of the Second Part, as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows: Classroom Teacher
Additional Duty: 1/7 A Womack \$0.00
These services will be rendered in accordance with the policies set forth by the Party of the First Part. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to total compensation under this contract.

TIME: The period of time covered by this contract is 191 days, from 7/30/2021 through 5/26/2022.

COMPENSATION: Total compensation under this contract is **\$55,394.00** to be paid in 12 installments. Rate of compensation will be as follows: **\$4,616.17**

Furthermore, the Party of the First Part is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The parties shall follow the **Charleston** School District Personnel Policies, which are made a part hereof by reference.

CERTIFICATION: The Party of the Second Part certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The Party of the Second Part agrees to refund the Party of the First Part any compensation received for which no services were rendered.

TERMINATION: This contract may be terminated by either party pursuant to law.

OTHER CONDITIONS: Any subsequent contracts shall superseded the provisions of this contract. Other duties as assigned by the administration. Pursuant to Arkansas law, you have 30 calendar days from the date of this contract to sign and return your contract of employment to the office of the superintendent. If applicable, rate of compensation includes Stipend, which may be paid as a lump sum rather than monthly.

Given on: 5/10/2021

BY: /S/ Signature on File
Amy M Womack

BY: /S/ signature on file
Board President

Address on File
Address

Phone on File
Phone

BY: /S/ signature on file
Board Secretary

College: ASU, State Univer
Certification Based on: Masters
Social Security Number: **XXX-XX-XXXX**

Total Years of Experience: 30
Years of Experience This District: 9
Schedule Title: 91N-191 CERT 2020-21 Range: Step:
Check Location: 6

TEACHER'S CONTRACT

YEAR: **2021-2022**

STATE OF ARKANSAS COUNTY OF **Franklin**

PARTIES: The Charleston School District, Party of the First Part, and **Bruce W Womack** Party of the Second Part, agree as follows:

EMPLOYEMENT: The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on 4/26/2021 agrees to employ **Bruce W Womack** Party of the Second Part, as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows: Elem Principal
Additional Duty: Elem Principal \$21,918.00
These services will be rendered in accordance with the policies set forth by the Party of the First Part. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to total compensation under this contract.

TIME: The period of time covered by this contract is 220 days, from 7/23/2021 through 6/30/2022.

COMPENSATION: Total compensation under this contract is **\$81,779.00** to be paid in 12 installments. Rate of compensation will be as follows: **\$6,814.92**

Furthermore, the Party of the First Part is authorized to make legally required deductions from the compensation herein stated. Manual calculations of the above stated compensation may vary by cents. In this event the amount stated above shall govern.

BOARD POLICIES: The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The parties shall follow the **Charleston** School District Personnel Policies, which are made a part hereof by reference.

CERTIFICATION: The Party of the Second Part certifies that, at the date of this contract, he or she is not under employment contract with another school district.

REFUND OF UNEARNED COMPENSATION: The Party of the Second Part agrees to refund the Party of the First Part any compensation received for which no services were rendered.

TERMINATION: This contract may be terminated by either party pursuant to law.

OTHER CONDITIONS: Any subsequent contracts shall superseded the provisions of this contract. Other duties as assigned by the administration. Pursuant to Arkansas law, you have 30 calendar days from the date of this contract to sign and return your contract of employment to the office of the superintendent. If applicable, rate of compensation includes Stipend, which may be paid as a lump sum rather than monthly.

Given on: 5/10/2021

BY: /S/ Signature on File
Bruce W Womack

BY: /S/ signature on file
Board President

Address on File
Address

Phone on File
Phone

BY: /S/ signature on file
Board Secretary