

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

Total Years of Experience: **1**
Years of Experience This District: **1**
Schedule Title: **91M-191 CERT** Range: **01** Step: **2**
Check Location: **7**

TEACHER'S CONTRACT

YEAR: **2022-2023**

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 **April 25, 2022** 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 **7/29/2022** through **5/25/2023**.

COMPENSATION: Total compensation under this contract is **\$39,838.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$3,319.83**

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. This contract is contingent upon becoming certified in Special Education within three years by July 31, 2024.

Given on: **May 5, 2022**

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: **9**
Years of Experience This District: **9**
Schedule Title: **91M-191 CERT** Range: **04** Step: **10**
Check Location: **6**

TEACHER'S CONTRACT

YEAR: **2022-2023**

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 **April 25, 2022** 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 **7/29/2022** through **5/25/2023**.

COMPENSATION: Total compensation under this contract is **\$48,135.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$4,011.25**

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: **May 5, 2022**

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: **10**
Years of Experience This District: **10**
Schedule Title: **91M-191 CERT** Range: **03** Step: **11**
Check Location: **6**

TEACHER'S CONTRACT

YEAR: **2022-2023**

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 **April 25, 2022** 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 **7/29/2022** through **5/25/2023**.

COMPENSATION: Total compensation under this contract is **\$46,859.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$3,904.92**

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: **May 5, 2022**

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: **1**
Years of Experience This District: **1**
Schedule Title: **91M-191 CERT** Range: **01** Step: **2**
Check Location: **6**

TEACHER'S CONTRACT

YEAR: **2022-2023**

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 **April 25, 2022** 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 **7/29/2022** through **5/25/2023**.

COMPENSATION: Total compensation under this contract is **\$39,838.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$3,319.83**

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: **May 5, 2022**

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: **Illinois**
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: **91M-191 CERT** Range: **01** Step: **7**
Check Location: **6**

TEACHER'S CONTRACT

YEAR: **2022-2023**

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 **April 25, 2022** 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 **7/29/2022** through **5/25/2023**.

COMPENSATION: Total compensation under this contract is **\$43,029.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$3,585.75**

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: **May 5, 2022**

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: **Ar Tech U Russelv**
Certification Based on: **Masters**
Social Security Number: **XXX-XX-XXXX**

Total Years of Experience: **28**
Years of Experience This District: **12**
Schedule Title: **91M-191 CERT** Range: **04** Step: **29**
Check Location: **6**

TEACHER'S CONTRACT

YEAR: **2022-2023**

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 **April 25, 2022** 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 **7/29/2022** through **6/16/2023**.

COMPENSATION: Total compensation under this contract is **\$68,993.54** to be paid in **12** installments. Rate of compensation will be as follows: **\$5,749.46**

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: **May 5, 2022**

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: **38**
Years of Experience This District: **35**
Schedule Title: **91M-191 CERT** Range: **01** Step: **29**
Check Location: **6**

TEACHER'S CONTRACT

YEAR: **2022-2023**

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 **April 25, 2022** 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 **7/29/2022** through **5/25/2023**.

COMPENSATION: Total compensation under this contract is **\$57,070.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$4,755.83**

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: **May 5, 2022**

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

Total Years of Experience: **36**
Years of Experience This District: **29**
Schedule Title: **20M-220 CERT 2020-21** Range: **05** Step: **29**
Check Location: **0**

TEACHER'S CONTRACT

YEAR: **2022-2023**

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 **February 28, 2022** 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: **Fed Coord/Curr \$20,796.00**

Additional Duty: **ES Parent Fac \$250.00 HS Parent Fac \$250.00**

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 **7/25/2022** through **6/30/2023**.

COMPENSATION: Total compensation under this contract is **\$82,196.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$6,849.67**

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. This contract is for two years through June 30, 2024.

Given on: **May 5, 2022**

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

Total Years of Experience: **9**
Years of Experience This District: **5**
Schedule Title: **06M-206 CERT 2021-22** Range: **01** Step: **10**
Check Location: **7**

TEACHER'S CONTRACT

YEAR: **2022-2023**

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:

EMPLOYMENT: The Party of the First Part by a majority vote of the Board of Education at a legally held meeting on **April 25, 2022** 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 \$3,853.00**

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 **7/29/2022** through **6/16/2023**.

COMPENSATION: Total compensation under this contract is **\$48,797.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$4,066.42**

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: **May 5, 2022**

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: **ASU, State 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: Range: Step:
Check Location:

TEACHER'S CONTRACT

YEAR: **2022-2023**

STATE OF ARKANSAS COUNTY OF **Franklin**

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

EMPLOYMENT: The Party of the First Part by a majority vote of the Board of Education at a legally held meeting on **July 18, 2022** agrees to employ **Jennifer J Chronister** 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 **7/29/2022** through **5/25/2023**.

COMPENSATION: Total compensation under this contract is **\$39,200.00** 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 obtaining special education certification within three years

Given on: **July 18, 2022**

BY: /S/ Signature on File
Jennifer J Chronister

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:
Social Security Number: **XXX-XX-XXXX**

Total Years of Experience:
Years of Experience This District:
Schedule Title: Range: Step:
Check Location:

TEACHER'S CONTRACT

YEAR: **2022-2023**

STATE OF ARKANSAS COUNTY OF **Franklin**

PARTIES: The Charleston School District, Party of the First Part, and Lora Cloyde 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 **June 20, 2022** agrees to employ **Lora Cloyde** 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 **7/29/2022** through **5/25/2023**.

COMPENSATION: Total compensation under this contract is **\$0.00** to be paid in 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: **June 20, 2022**

BY: /S/ Signature on File
Lora Cloyde

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: **30**
Years of Experience This District: **28**
Schedule Title: **91M-191 CERT** Range: **03** Step: **29**
Check Location: **6**

TEACHER'S CONTRACT

YEAR: **2022-2023**

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 **April 25, 2022** 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 \$2,505.00**

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 **7/29/2022** through **5/25/2023**.

COMPENSATION: Total compensation under this contract is **\$60,852.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$5,071.00**

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: **May 5, 2022**

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: **20**
Years of Experience This District: **18**
Schedule Title: **91M-191 CERT** Range: **04** Step: **21**
Check Location: **6**

TEACHER'S CONTRACT

YEAR: **2022-2023**

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 **April 25, 2022** 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 **7/29/2022** through **5/25/2023**.

COMPENSATION: Total compensation under this contract is **\$57,156.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$4,763.00**

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: **May 5, 2022**

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

Total Years of Experience: **16**
Years of Experience This District: **8**
Schedule Title: Range: **02** Step: **17**
Check Location: **6**

TEACHER'S CONTRACT

YEAR: **2022-2023**

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 **June 20, 2022** 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: **Principal \$27,154.00**

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 **7/1/2022** through **6/30/2023**.

COMPENSATION: Total compensation under this contract is **\$79,757.00** 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: **June 20, 2022**

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

Total Years of Experience: **14**
 Years of Experience This District: **10**
 Schedule Title: **91M-191 CERT** Range: **01** Step: **15**
 Check Location: **6**

TEACHER'S CONTRACT

YEAR: **2022-2023**

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 **April 25, 2022** 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 **7/29/2022** through **5/25/2023**.

COMPENSATION: Total compensation under this contract is **\$48,135.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$4,011.25**

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: **May 5, 2022**

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: **14**
Years of Experience This District: **8**
Schedule Title: **91M-191 CERT** Range: **04** Step: **15**
Check Location: **6**

TEACHER'S CONTRACT

YEAR: **2022-2023**

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 **April 25, 2022** 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 **7/29/2022** through **5/25/2023**.

COMPENSATION: Total compensation under this contract is **\$53,326.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$4,443.83**

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: **May 5, 2022**

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

Total Years of Experience: **1**
Years of Experience This District: **1**
Schedule Title: **06M-206 CERT 2021-22** Range: **01** Step: **3**
Check Location: **7**

TEACHER'S CONTRACT

YEAR: **2022-2023**

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 **April 25, 2022** 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: **Music/Band**

Additional Duty: **Asst Band/Music \$12,591.00**

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 **7/29/2022** through **6/16/2023**.

COMPENSATION: Total compensation under this contract is **\$53,067.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$4,422.25**

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: **May 5, 2022**

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

Total Years of Experience: **1**
Years of Experience This District: **0**
Schedule Title: Range: Step:
Check Location:

TEACHER'S CONTRACT

YEAR: **2022-2023**

STATE OF ARKANSAS COUNTY OF **Franklin**

PARTIES: The Charleston School District, Party of the First Part, and Tanner Gilliaum 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 **April 12, 2022** agrees to employ **Tanner Gilliaum** Party of the Second Part, as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows: **Classroom Teacher \$39,838.00**

Additional Duty: **Asst Coach \$10,788.00**

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 **7/12/2022** through **6/22/2023**.

COMPENSATION: Total compensation under this contract is **\$50,626.00** 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: **April 12, 2022**

BY: /S/ Signature on File
Tanner Gilliaum

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: **22**
Years of Experience This District: **14**
Schedule Title: **91M-191 CERT** Range: **04** Step: **23**
Check Location: **7**

TEACHER'S CONTRACT

YEAR: **2022-2023**

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 **April 25, 2022** 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:

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 **7/29/2022** through **5/25/2023**.

COMPENSATION: Total compensation under this contract is **\$56,432.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$4,702.67**

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: **May 5, 2022**

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: **25**
Years of Experience This District: **6**
Schedule Title: **91M-191 CERT** Range: **01** Step: **26**
Check Location: **7**

TEACHER'S CONTRACT

YEAR: **2022-2023**

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 Part by a majority vote of the Board of Education at a legally held meeting on **April 25, 2022** 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 **7/29/2022** through **5/25/2023**.

COMPENSATION: Total compensation under this contract is **\$55,156.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$4,596.33**

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: **May 5, 2022**

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: **27**
Years of Experience This District: **6**
Schedule Title: **91M-191 CERT** Range: **01** Step: **28**
Check Location: **6**

TEACHER'S CONTRACT

YEAR: **2022-2023**

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 **April 25, 2022** 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 **7/29/2022** through **5/25/2023**.

COMPENSATION: Total compensation under this contract is **\$56,432.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$4,702.67**

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: **May 5, 2022**

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: **23**
 Years of Experience This District: **19**
 Schedule Title: **91M-191 CERT** Range: **01** Step: **24**
 Check Location: **6**

TEACHER'S CONTRACT

YEAR: **2022-2023**

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:

EMPLOYMENT: The Party of the First Part by a majority vote of the Board of Education at a legally held meeting on **April 25, 2022** 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 **7/29/2022** through **5/25/2023**.

COMPENSATION: Total compensation under this contract is **\$55,879.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$4,656.58**

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: **May 5, 2022**

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

Total Years of Experience: **24**
Years of Experience This District: **24**
Schedule Title: **06M-206 CERT 2021-22** Range: **01** Step: **25**
Check Location: **7**

TEACHER'S CONTRACT

YEAR: **2022-2023**

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:

EMPLOYMENT: The Party of the First Part by a majority vote of the Board of Education at a legally held meeting on **April 25, 2022** 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 \$12,591.00**

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 **7/12/2022** through **6/23/2023**.

COMPENSATION: Total compensation under this contract is **\$67,108.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$5,592.33**

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: **May 5, 2022**

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: **22**
Years of Experience This District: **20**
Schedule Title: **91M-191 CERT** Range: **04** Step: **24**
Check Location: **7**

TEACHER'S CONTRACT

YEAR: **2022-2023**

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 **April 25, 2022** 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 **7/29/2022** through **5/25/2023**.

COMPENSATION: Total compensation under this contract is **\$58,432.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$4,869.33**

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: **May 5, 2022**

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: **27**
Years of Experience This District: **27**
Schedule Title: **91M-191 CERT** Range: **02** Step: **28**
Check Location: **7**

TEACHER'S CONTRACT

YEAR: **2022-2023**

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 **April 25, 2022** 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 \$7,600.00 Yearbook \$1,541.00**

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 **7/29/2022** through **6/16/2023**.

COMPENSATION: Total compensation under this contract is **\$70,692.94** to be paid in **12** installments. Rate of compensation will be as follows: **\$5,891.08**

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: **May 5, 2022**

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

Total Years of Experience: **5**
Years of Experience This District: **0**
Schedule Title: Range: Step:
Check Location:

TEACHER'S CONTRACT

YEAR: **2022-2023**

STATE OF ARKANSAS COUNTY OF **Franklin**

PARTIES: The Charleston School District, Party of the First Part, and Abigail Hill 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 **April 12, 2022** agrees to employ **Abigail Hill** 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 **7/29/2022** through **5/25/2023**.

COMPENSATION: Total compensation under this contract is **\$42,391.00** 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: **April 12, 2022**

BY: /S/ Signature on File
Abigail Hill

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: **10**
Years of Experience This District: **3**
Schedule Title: **91M-191 CERT** Range: **01** Step: **11**
Check Location: **6**

TEACHER'S CONTRACT

YEAR: **2022-2023**

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 **April 25, 2022** 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 **7/29/2022** through **5/25/2023**.

COMPENSATION: Total compensation under this contract is **\$45,582.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$3,798.50**

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: **May 5, 2022**

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: **2**
Years of Experience This District: **1**
Schedule Title: **91M-191 CERT** Range: **01** Step: **3**
Check Location: **6**

TEACHER'S CONTRACT

YEAR: **2022-2023**

STATE OF ARKANSAS COUNTY OF **Franklin**

PARTIES: The Charleston School District, Party of the First Part, and Leslie G 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 **April 25, 2022** agrees to employ **Leslie G 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 **7/29/2022** through **5/25/2023**.

COMPENSATION: Total compensation under this contract is **\$40,476.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$3,373.00**

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: **May 5, 2022**

BY: /S/ Signature on File
Leslie G 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: **7**
Years of Experience This District: **6**
Schedule Title: **91M-191 CERT** Range: **04** Step: **8**
Check Location: **6**

TEACHER'S CONTRACT

YEAR: **2022-2023**

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 **April 25, 2022** 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 **7/29/2022** through **5/25/2023**.

COMPENSATION: Total compensation under this contract is **\$46,859.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$3,904.92**

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: **May 5, 2022**

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: 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: Range: Step: Check Location:
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TEACHER'S CONTRACT

YEAR: **2022-2023**

STATE OF ARKANSAS COUNTY OF **Franklin**

PARTIES: The Charleston School District, Party of the First Part, and Lacey Keener 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 **May 23, 2022** agrees to employ **Lacey Keener** Party of the Second Part, as provided herein:

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

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 **7/29/2022** through **5/25/2023**.

COMPENSATION: Total compensation under this contract is **\$39,200.00** 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: **May 23, 2022**

BY: /S/ Signature on File
Lacey Keener

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:
 Social Security Number: **XXX-XX-XXXX**

Total Years of Experience: **4**
 Years of Experience This District: **0**
 Schedule Title: Range: Step:
 Check Location:

TEACHER'S CONTRACT

YEAR: **2022-2023**

STATE OF ARKANSAS COUNTY OF **Franklin**

PARTIES: The Charleston School District, Party of the First Part, and Logan Keener 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 **April 12, 2022** agrees to employ **Logan Keener** 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 **7/29/2022** through **5/25/2023**.

COMPENSATION: Total compensation under this contract is **\$41,753.00** 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: **April 12, 2022**

BY: /S/ Signature on File
 Logan Keener

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: **0**
Years of Experience This District: **0**
Schedule Title: Range: Step:
Check Location:

TEACHER'S CONTRACT

YEAR: **2022-2023**

STATE OF ARKANSAS COUNTY OF **Franklin**

PARTIES: The Charleston School District, Party of the First Part, and Jason Kendrick 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 **February 28, 2022** agrees to employ **Jason Kendrick** Party of the Second Part, as provided herein:

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

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 **8/5/2022** through **6/2/2023**.

COMPENSATION: Total compensation under this contract is **\$39,200.00** 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: **February 28, 2022**

BY: /S/ Signature on File
Jason Kendrick

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: **11**
Schedule Title: **91M-191 CERT** Range: **01** Step: **12**
Check Location: **6**

TEACHER'S CONTRACT

YEAR: **2022-2023**

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 **April 25, 2022** 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 **7/29/2022** through **5/25/2023**.

COMPENSATION: Total compensation under this contract is **\$46,220.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$3,851.67**

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: **May 5, 2022**

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:
Certification Based on: **Master of Science**
Social Security Number: **XXX-XX-XXXX**

Total Years of Experience: **19**
Years of Experience This District: **0**
Schedule Title: Range: Step:
Check Location:

TEACHER'S CONTRACT

YEAR: **2022-2023**

STATE OF ARKANSAS COUNTY OF **Franklin**

PARTIES: The Charleston School District, Party of the First Part, and Michael Mankins 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 **July 18, 2022** agrees to employ **Michael Mankins** Party of the Second Part, as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows: **Band Asst. \$12,591.00**

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 **7/12/2022** through **6/23/2023**.

COMPENSATION: Total compensation under this contract is **\$67,108.00** 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: **July 18, 2022**

BY: /S/ Signature on File
Michael Mankins

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: **12**
Years of Experience This District: **10**
Schedule Title: **91M-191 CERT** Range: **01** Step: **13**
Check Location: **6**

TEACHER'S CONTRACT

YEAR: **2022-2023**

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 **April 25, 2022** 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 **7/29/2022** through **5/25/2023**.

COMPENSATION: Total compensation under this contract is **\$46,859.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$3,904.92**

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: **May 5, 2022**

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: **AR TECH U RUSSELV**
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: Range: Step:
Check Location:

TEACHER'S CONTRACT

YEAR: **2022-2023**

STATE OF ARKANSAS COUNTY OF **Franklin**

PARTIES: The Charleston School District, Party of the First Part, and Bryson 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 **June 20, 2022** agrees to employ **Bryson May** 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 Spring \$12,591.00**

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 **7/12/2022** through **6/23/2023**.

COMPENSATION: Total compensation under this contract is **\$52,429.00** 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 on becoming certified in Middle School History within three years.

Given on: **June 20, 2022**

BY: /S/ Signature on File
Bryson May

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: **26**
Years of Experience This District: **4**
Schedule Title: **20M-220 CERT 2020-21** Range: **01** Step: **27**
Check Location: **7**

TEACHER'S CONTRACT

YEAR: **2022-2023**

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 **April 25, 2022** 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 Coach \$16,758.00 JR Trace \$2,505.00 12:00:00 AM**

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 **7/13/2022** through **6/23/2023**.

COMPENSATION: Total compensation under this contract is **\$75,557.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$6,296.42**

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: **May 5, 2022**

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: **20**
Years of Experience This District: **17**
Schedule Title: **91M-191 CERT** Range: **06** Step: **21**
Check Location: **7**

TEACHER'S CONTRACT

YEAR: **2022-2023**

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 Part by a majority vote of the Board of Education at a legally held meeting on **April 25, 2022** 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 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 **206** days, from **7/29/2022** through **6/16/2023**.

COMPENSATION: Total compensation under this contract is **\$63,363.83** to be paid in **12** installments. Rate of compensation will be as follows: **\$5,280.32**

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: **May 5, 2022**

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

Total Years of Experience: **27.5**
Years of Experience This District: **17**
Schedule Title: **91M-191 CERT** Range: **02** Step: **29**
Check Location: **6**

TEACHER'S CONTRACT

YEAR: **2022-2023**

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 **April 25, 2022** 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 \$3,277.00**

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 **7/29/2022** through **5/25/2023**.

COMPENSATION: Total compensation under this contract is **\$60,985.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$5,082.08**

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: **May 5, 2022**

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: **34**
Years of Experience This District: **20**
Schedule Title: **40M-240 CERT 2020-21** Range: **06** Step: **29**
Check Location: **0**

TEACHER'S CONTRACT

YEAR: **2022-2023**

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 Part by a majority vote of the Board of Education at a legally held meeting on **January 24, 2022** 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 \$17,702.00**

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 **7/1/2022** through **6/30/2023**.

COMPENSATION: Total compensation under this contract is **\$111,240.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$9,270.00**

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 for three years through June 30, 2025.

Given on: **May 5, 2022**

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: **3**
Years of Experience This District: **3**
Schedule Title: **91M-191 CERT** Range: **01** Step: **4**
Check Location: **6**

TEACHER'S CONTRACT

YEAR: **2022-2023**

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 **April 25, 2022** 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 **7/29/2022** through **5/25/2023**.

COMPENSATION: Total compensation under this contract is **\$41,115.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$3,426.25**

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: **May 5, 2022**

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

Total Years of Experience: **7**
Years of Experience This District: **6**
Schedule Title: **91M-191 CERT** Range: **05** Step: **8**
Check Location: **6**

TEACHER'S CONTRACT

YEAR: **2022-2023**

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 **April 25, 2022** 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 \$123.00**

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 **7/29/2022** through **6/16/2023**.

COMPENSATION: Total compensation under this contract is **\$51,350.13** to be paid in **12** installments. Rate of compensation will be as follows: **\$4,279.18**

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: **May 5, 2022**

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

Total Years of Experience: **21**
Years of Experience This District: **12**
Schedule Title: **91M-191 CERT** Range: **04** Step: **22**
Check Location: **7**

TEACHER'S CONTRACT

YEAR: **2022-2023**

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 **April 25, 2022** 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 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 **216** days, from **7/29/2022** through **6/30/2023**.

COMPENSATION: Total compensation under this contract is **\$65,496.88** to be paid in **12** installments. Rate of compensation will be as follows: **\$5,458.07**

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: **May 5, 2022**

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: **14**
Years of Experience This District: **10**
Schedule Title: **06M-206 CERT 2021-22** Range: **04** Step: **15**
Check Location: **7**

TEACHER'S CONTRACT

YEAR: **2022-2023**

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 **April 25, 2022** 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 \$12,591.00**

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 **7/12/2022** through **6/23/2023**.

COMPENSATION: Total compensation under this contract is **\$63,917.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$5,326.42**

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: **May 5, 2022**

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

Total Years of Experience: **32**
Years of Experience This District: **31**
Schedule Title: **91M-191 CERT** Range: **01** Step: **29**
Check Location: **6**

TEACHER'S CONTRACT

YEAR: **2022-2023**

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 **April 25, 2022** 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 **7/29/2022** through **5/25/2023**.

COMPENSATION: Total compensation under this contract is **\$57,070.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$4,755.83**

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: **May 5, 2022**

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

Total Years of Experience: **7**
Years of Experience This District: **6**
Schedule Title: **06M-206 CERT 2021-22** Range: **01** Step: **8**
Check Location: **7**

TEACHER'S CONTRACT

YEAR: **2022-2023**

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 **April 25, 2022** 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 \$12,591.00**

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 **7/12/2022** through **6/23/2023**.

COMPENSATION: Total compensation under this contract is **\$56,259.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$4,688.25**

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: **May 5, 2022**

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: **23**
Years of Experience This District: **15**
Schedule Title: **20M-220 CERT 2020-21** Range: **04** Step: **24**
Check Location: **7**

TEACHER'S CONTRACT

YEAR: **2022-2023**

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 **April 25, 2022** 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 \$16,758.00**

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 **7/13/2022** through **6/23/2023**.

COMPENSATION: Total compensation under this contract is **\$73,828.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$6,152.33**

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: **May 5, 2022**

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

Total Years of Experience: **22**
Years of Experience This District: **17**
Schedule Title: **91M-191 CERT** Range: **04** Step: **23**
Check Location: **7**

TEACHER'S CONTRACT

YEAR: **2022-2023**

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 **April 25, 2022** 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 \$7,515.00 Student Council \$772.00**

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 **7/29/2022** through **5/25/2023**.

COMPENSATION: Total compensation under this contract is **\$64,719.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$5,393.25**

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: **May 5, 2022**

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: **21**
Years of Experience This District: **17**
Schedule Title: **20M-220 CERT 2020-21** Range: **04** Step: **22**
Check Location: **7**

TEACHER'S CONTRACT

YEAR: **2022-2023**

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 **April 25, 2022** 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 \$16,758.00**

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 **7/13/2022** through **6/23/2023**.

COMPENSATION: Total compensation under this contract is **\$72,552.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$6,046.00**

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: **May 5, 2022**

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: **1**
Years of Experience This District: **1**
Schedule Title: **91M-191 CERT** Range: **04** Step: **5**
Check Location: **6**

TEACHER'S CONTRACT

YEAR: **2022-2023**

STATE OF ARKANSAS COUNTY OF **Franklin**

PARTIES: The Charleston School District, Party of the First Part, and Carrie D Salgado 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 **April 25, 2022** agrees to employ **Carrie D Salgado** Party of the Second Part, as provided herein:

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

Additional Duty: **Speech Path \$8,000.00**

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 **7/29/2022** through **5/25/2023**.

COMPENSATION: Total compensation under this contract is **\$52,944.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$4,412.00**

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: **May 5, 2022**

BY: /S/ Signature on File
Carrie D Salgado

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: **11**
Years of Experience This District: **9**
Schedule Title: **06M-206 CERT 2021-22** Range: **06** Step: **12**
Check Location: **7**

TEACHER'S CONTRACT

YEAR: **2022-2023**

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 **April 25, 2022** 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 \$12,591.00**

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 **7/12/2022** through **6/23/2023**.

COMPENSATION: Total compensation under this contract is **\$63,279.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$5,273.25**

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: **May 5, 2022**

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: **12**
Years of Experience This District: **10**
Schedule Title: **91M-191 CERT** Range: **04** Step: **13**
Check Location: **6**

TEACHER'S CONTRACT

YEAR: **2022-2023**

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 **April 25, 2022** 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 **7/29/2022** through **5/25/2023**.

COMPENSATION: Total compensation under this contract is **\$50,050.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$4,170.83**

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: **May 5, 2022**

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

Total Years of Experience: **33**
Years of Experience This District: **33**
Schedule Title: **40M-240 CERT 2020-21** Range: **04** Step: **29**
Check Location: **7**

TEACHER'S CONTRACT

YEAR: **2022-2023**

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 **February 28, 2022** 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 \$26,588.27**

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 **7/1/2022** through **6/30/2023**.

COMPENSATION: Total compensation under this contract is **\$85,593.56** to be paid in **12** installments. Rate of compensation will be as follows: **\$7,132.80**

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 for two years through June 30, 2024.

Given on: **May 5, 2022**

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: **31**
Years of Experience This District: **22**
Schedule Title: **91M-191 CERT** Range: **01** Step: **29**
Check Location: **7**

TEACHER'S CONTRACT

YEAR: **2022-2023**

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:

EMPLOYMENT: The Party of the First Part by a majority vote of the Board of Education at a legally held meeting on **April 25, 2022** 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 **7/29/2022** through **5/25/2023**.

COMPENSATION: Total compensation under this contract is **\$57,070.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$4,755.83**

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: **May 5, 2022**

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: **35**
Years of Experience This District: **35**
Schedule Title: **91M-191 CERT** Range: **05** Step: **29**
Check Location: **7**

TEACHER'S CONTRACT

YEAR: **2022-2023**

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 **April 25, 2022** 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 \$2,622.00**

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 **7/29/2022** through **5/25/2023**.

COMPENSATION: Total compensation under this contract is **\$63,522.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$5,293.50**

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: **May 5, 2022**

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: **10**
Years of Experience This District: **2**
Schedule Title: **91M-191 CERT** Range: **04** Step: **11**
Check Location: **6**

TEACHER'S CONTRACT

YEAR: **2022-2023**

STATE OF ARKANSAS COUNTY OF **Franklin**

PARTIES: The Charleston School District, Party of the First Part, and Stefanie A Trosper 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 **April 25, 2022** agrees to employ **Stefanie A Trosper** 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 **7/29/2022** through **5/25/2023**.

COMPENSATION: Total compensation under this contract is **\$48,773.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$4,064.42**

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: **May 5, 2022**

BY: /S/ Signature on File
Stefanie A Trosper

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**
Social Security Number: **XXX-XX-XXXX**

Total Years of Experience: **17**
Years of Experience This District: **7**
Schedule Title: **91M-191 CERT** Range: **04** Step: **18**
Check Location: **6**

TEACHER'S CONTRACT

YEAR: **2022-2023**

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 **April 25, 2022** 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 **7/29/2022** through **5/25/2023**.

COMPENSATION: Total compensation under this contract is **\$53,241.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$4,436.75**

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: **May 5, 2022**

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: **ASU, State Univ**
Certification Based on: **Masters + 15**
Social Security Number: **XXX-XX-XXXX**

Total Years of Experience: **16**
Years of Experience This District: **5**
Schedule Title: **20M-220 CERT 2020-21** Range: **05** Step: **17**
Check Location: **6**

TEACHER'S CONTRACT

YEAR: **2022-2023**

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 **April 25, 2022** 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: **Classroom Teacher**

Additional Duty: **Head Band Dir \$16,758.00**

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 **7/25/2022** through **6/30/2023**.

COMPENSATION: Total compensation under this contract is **\$69,999.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$5,833.25**

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: **May 5, 2022**

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: **18**
Years of Experience This District: **17**
Schedule Title: **91M-191 CERT** Range: **05** Step: **19**
Check Location: **7**

TEACHER'S CONTRACT

YEAR: **2022-2023**

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:

EMPLOYMENT: The Party of the First Part by a majority vote of the Board of Education at a legally held meeting on **April 25, 2022** 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 \$7,260.00**

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 **7/29/2022** through **5/25/2023**.

COMPENSATION: Total compensation under this contract is **\$61,777.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$5,148.08**

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: **May 5, 2022**

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

Total Years of Experience: **25**
Years of Experience This District: **23**
Schedule Title: **91M-191 CERT** Range: **01** Step: **26**
Check Location: **7**

TEACHER'S CONTRACT

YEAR: **2022-2023**

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 **April 25, 2022** 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: **Quiz Bowl \$772.00 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 **191** days, from **7/29/2022** through **5/25/2023**.

COMPENSATION: Total compensation under this contract is **\$56,328.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$4,694.00**

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: **May 5, 2022**

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

Total Years of Experience: **1**
Years of Experience This District: **1**
Schedule Title: **91M-191 CERT** Range: **02** Step: **8**
Check Location: **6**

TEACHER'S CONTRACT

YEAR: **2022-2023**

STATE OF ARKANSAS COUNTY OF **Franklin**

PARTIES: The Charleston School District, Party of the First Part, and Jill N Siebenmorgen 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 **April 25, 2022** agrees to employ **Jill N Siebenmorgen** 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 **7/29/2022** through **5/25/2023**.

COMPENSATION: Total compensation under this contract is **\$44,306.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$3,692.17**

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: **May 5, 2022**

BY: /S/ Signature on File
Jill N Siebenmorgen

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: **8**
Years of Experience This District: **2**
Schedule Title: **91M-191 CERT** Range: **03** Step: **9**
Check Location: **6**

TEACHER'S CONTRACT

YEAR: **2022-2023**

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 **April 25, 2022** 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. \$3,277.00 Quiz Bowl \$772.00**

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 **7/29/2022** through **5/25/2023**.

COMPENSATION: Total compensation under this contract is **\$49,631.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$4,135.92**

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: **May 5, 2022**

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: **Masters**
Social Security Number: **XXX-XX-XXXX**

Total Years of Experience: **18**
Years of Experience This District: **9**
Schedule Title: **91M-191 CERT** Range: **04** Step: **19**
Check Location: **6**

TEACHER'S CONTRACT

YEAR: **2022-2023**

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 **April 25, 2022** 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 **7/29/2022** through **5/25/2023**.

COMPENSATION: Total compensation under this contract is **\$53,879.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$4,489.92**

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: **May 5, 2022**

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: **6**
Years of Experience This District: **3**
Schedule Title: **91M-191 CERT** Range: **04** Step: **7**
Check Location: **7**

TEACHER'S CONTRACT

YEAR: **2022-2023**

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 **April 25, 2022** 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 **7/29/2022** through **5/25/2023**.

COMPENSATION: Total compensation under this contract is **\$46,220.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$3,851.67**

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: **May 5, 2022**

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: **30**
Years of Experience This District: **30**
Schedule Title: **91M-191 CERT** Range: **05** Step: **29**
Check Location: **7**

TEACHER'S CONTRACT

YEAR: **2022-2023**

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 **April 25, 2022** 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: **1/7 Wisdom \$8,110.00**

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 **7/29/2022** through **6/16/2023**.

COMPENSATION: Total compensation under this contract is **\$73,792.72** to be paid in **12** installments. Rate of compensation will be as follows: **\$5,473.56**

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: **May 5, 2022**

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: **20**
Years of Experience This District: **15**
Schedule Title: **91M-191 CERT** Range: **06** Step: **21**
Check Location: **6**

TEACHER'S CONTRACT

YEAR: **2022-2023**

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 **April 25, 2022** 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:

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 **7/29/2022** through **5/25/2023**.

COMPENSATION: Total compensation under this contract is **\$56,432.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$4,702.67**

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: **May 5, 2022**

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: **31**
Years of Experience This District: **10**
Schedule Title: **20M-220 CERT 2020-21** Range: **04** Step: **29**
Check Location: **6**

TEACHER'S CONTRACT

YEAR: **2022-2023**

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 **February 28, 2022** 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 \$22,144.00**

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 **7/25/2022** through **6/30/2023**.

COMPENSATION: Total compensation under this contract is **\$82,405.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$6,867.08**

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. This contract is for two years through June 30, 2024.

Given on: **May 5, 2022**

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

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

Total Years of Experience: **0**
Years of Experience This District: **0**
Schedule Title: Range: Step:
Check Location:

TEACHER'S CONTRACT

YEAR: **2022-2023**

STATE OF ARKANSAS COUNTY OF **Franklin**

PARTIES: The Charleston School District, Party of the First Part, and Jennifer Opray 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 **August 4, 2022** agrees to employ **Jennifer Opray** 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 **7/29/2022** through **5/25/2023**.

COMPENSATION: Total compensation under this contract is **\$39,200.00** 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 position requires certification in Special Education within three years.

Given on: **August 4, 2022**

BY: /S/ Signature on File
Jennifer Opray

BY: /S/ signature on file
Board President

Address on File
Address

Phone on File
Phone

BY: /S/ signature on file
Board Secretary