

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

Total Years of Experience: **2**  
Years of Experience This District: **2**  
Schedule Title: **L90-190 LEARNS ACT 23-24** Range: **01** Step: **3**  
Check Location: **7**

# TEACHER'S CONTRACT

YEAR: **2023-2024**

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 24, 2023** 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 **190** days, from **7/31/2023** through **5/23/2024**.

**COMPENSATION:** Total compensation under this contract is **\$50,000.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$4,166.67**

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. Any subsequent contracts shall supersede the provisions of this contract. Should changes occur in either State Law or available funding, this contract will be adjusted.

Given on: **May 4, 2023**

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: **10**  
Years of Experience This District: **10**  
Schedule Title: **L90-190 LEARNS ACT 23-24** Range: **04** Step: **11**  
Check Location: **6**

# TEACHER'S CONTRACT

YEAR: **2023-2024**

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 24, 2023** 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 **190** days, from **7/31/2023** through **5/23/2024**.

**COMPENSATION:** Total compensation under this contract is **\$50,135.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$4,177.92**

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. Any subsequent contracts shall supersede the provisions of this contract. Should changes occur in either State Law or available funding, this contract will be adjusted.

Given on: **May 4, 2023**

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: **11**  
Years of Experience This District: **11**  
Schedule Title: **L90-190 LEARNS ACT 23-24** Range: **03** Step: **12**  
Check Location: **6**

# TEACHER'S CONTRACT

YEAR: **2023-2024**

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 24, 2023** 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 **190** days, from **7/31/2023** through **5/23/2024**.

**COMPENSATION:** Total compensation under this contract is **\$50,000.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$4,166.67**

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. Any subsequent contracts shall supersede the provisions of this contract. Should changes occur in either State Law or available funding, this contract will be adjusted.

Given on: **May 4, 2023**

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

Total Years of Experience: **2**  
Years of Experience This District: **2**  
Schedule Title: **L90-190 LEARNS ACT 23-24** Range: **01** Step: **3**  
Check Location: **6**

# TEACHER'S CONTRACT

YEAR: **2023-2024**

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 24, 2023** 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 **190** days, from **7/31/2023** through **5/23/2024**.

**COMPENSATION:** Total compensation under this contract is **\$50,000.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$4,166.67**

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. Any subsequent contracts shall supersede the provisions of this contract. Should changes occur in either State Law or available funding, this contract will be adjusted.

Given on: **May 4, 2023**

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

Total Years of Experience: **9**  
Years of Experience This District: **2**  
Schedule Title: **L90-190 LEARNS ACT 23-24** Range: **01** Step: **8**  
Check Location: **6**

# TEACHER'S CONTRACT

YEAR: **2023-2024**

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 24, 2023** 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 **190** days, from **7/31/2023** through **5/23/2024**.

**COMPENSATION:** Total compensation under this contract is **\$50,000.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$4,166.70**

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. Any subsequent contracts shall supersede the provisions of this contract. Should changes occur in either State Law or available funding, this contract will be adjusted.

Given on: **May 4, 2023**

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: **29**  
Years of Experience This District: **13**  
Schedule Title: **L90-190 LEARNS ACT 23-24** Range: **04** Step: **30**  
Check Location: **6**

# TEACHER'S CONTRACT

YEAR: **2023-2024**

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 24, 2023** 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 Half \$1,000.00 504 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 **205** days, from **8/1/2023** through **6/17/2024**.

**COMPENSATION:** Total compensation under this contract is **\$70,176.34** to be paid in **12** installments. Rate of compensation will be as follows: **\$5,848.03**

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. Any subsequent contracts shall supersede the provisions of this contract. Should changes occur in either State Law or available funding, this contract will be adjusted.

Given on: **May 4, 2023**

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

Total Years of Experience: **10**  
Years of Experience This District: **6**  
Schedule Title: **L90-190 LEARNS ACT 23-24** Range: **01** Step: **11**  
Check Location: **7**

# TEACHER'S CONTRACT

YEAR: **2023-2024**

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 Party by a majority vote of the Board of Education at a legally held meeting on **April 24, 2023** 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:

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 **205** days, from **8/1/2023** through **6/17/2024**.

**COMPENSATION:** Total compensation under this contract is **\$46,238.29** to be paid in **12** installments. Rate of compensation will be as follows: **\$3,853.19**

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 supersede 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. Any subsequent contracts shall supersede the provisions of this contract. Should changes occur in either State Law or available funding, this contract will be adjusted.

Given on: **May 4, 2023**

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:  
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: **2023-2024**

STATE OF ARKANSAS COUNTY OF **Franklin**

**PARTIES:** The Charleston School District, Party of the First Part, and **Leanna Christensen** 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 17, 2023** agrees to employ **Leanna Christensen** 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 **190** days, from **7/31/2023** through **05/23/24**.

**COMPENSATION:** Total compensation under this contract is **\$51,412.00** to be paid in **12** installments. Rate of compensation will be as follows:

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 supersede 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. Any subsequent contracts shall supersede the provisions of this contract. Should changes occur in either State Law or available funding, this contract will be adjusted.

Given on: **July 17, 2023**

BY: /S/ Signature on File  
**Leanna Christensen**

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

Total Years of Experience: **1**  
Years of Experience This District: **1**  
Schedule Title: **L90-190 LEARNS ACT 23-24** Range: **01** Step: **0**  
Check Location: **6**

# TEACHER'S CONTRACT

YEAR: **2023-2024**

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 **April 24, 2023** 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 **190** days, from **7/31/2023** through **5/23/2024**.

**COMPENSATION:** Total compensation under this contract is **\$50,000.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$4,166.67**

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 supersede 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. Any subsequent contracts shall supersede the provisions of this contract. Should changes occur in either State Law or available funding, this contract will be adjusted.

This contract is contingent upon obtaining special education certification within two years

Given on: **May 4, 2023**

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

Total Years of Experience: **10**  
Years of Experience This District: **1**  
Schedule Title: **L90-190 LEARNS ACT 23-24** Range: **01** Step: **11**  
Check Location: **6**

# TEACHER'S CONTRACT

YEAR: **2023-2024**

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 **April 24, 2023** 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 **190** days, from **7/31/2023** through **5/23/2024**.

**COMPENSATION:** Total compensation under this contract is **\$50,000.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$4,166.67**

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. Any subsequent contracts shall supersede the provisions of this contract. Should changes occur in either State Law or available funding, this contract will be adjusted.

Given on: **May 4, 2023**

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: **31**  
Years of Experience This District: **29**  
Schedule Title: **L90-190 LEARNS ACT 23-24** Range: **03** Step: **30**  
Check Location: **6**

# TEACHER'S CONTRACT

YEAR: **2023-2024**

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 24, 2023** 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 **190** days, from **7/31/2023** through **5/23/2024**.

**COMPENSATION:** Total compensation under this contract is **\$62,852.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$5,237.67**

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. Any subsequent contracts shall supersede the provisions of this contract. Should changes occur in either State Law or available funding, this contract will be adjusted.

Given on: **May 4, 2023**

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: **21**  
Years of Experience This District: **19**  
Schedule Title: **L90-190 LEARNS ACT 23-24** Range: **04** Step: **22**  
Check Location: **6**

# TEACHER'S CONTRACT

YEAR: **2023-2024**

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 24, 2023** 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 **190** days, from **7/31/2023** through **5/23/2024**.

**COMPENSATION:** Total compensation under this contract is **\$59,156.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$4,929.67**

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. Any subsequent contracts shall supersede the provisions of this contract. Should changes occur in either State Law or available funding, this contract will be adjusted.

Given on: **May 4, 2023**

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: **17**  
Years of Experience This District: **9**  
Schedule Title: **40Q-240 CERT 2023-24** Range: **04** Step: **18**  
Check Location: **7**

# TEACHER'S CONTRACT

YEAR: **2023-2024**

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 **April 24, 2023** 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 **7/31/2023** through **5/23/2024**.

**COMPENSATION:** Total compensation under this contract is **\$81,757.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$6,813.08**

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. Any subsequent contracts shall supersede the provisions of this contract. Should changes occur in either State Law or available funding, this contract will be adjusted.

This contract is for two years throught June 30, 2025.

Given on: **May 4, 2023**

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

Total Years of Experience: **15**  
Years of Experience This District: **11**  
Schedule Title: **L90-190 LEARNS ACT 23-24** Range: **01** Step: **16**  
Check Location: **6**

# TEACHER'S CONTRACT

YEAR: **2023-2024**

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 24, 2023** 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 **190** days, from **7/31/2023** through **5/23/2024**.

**COMPENSATION:** Total compensation under this contract is **\$50,135.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$4,177.92**

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. Any subsequent contracts shall supersede the provisions of this contract. Should changes occur in either State Law or available funding, this contract will be adjusted.

Given on: **May 4, 2023**

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: **UA - Fort Smith**  
Certification Based on: **Bachelors**  
Social Security Number: **XXX-XX-XXXX**

Total Years of Experience: **2**  
Years of Experience This District: **1**  
Schedule Title: **06Q-205 CERT 2023-24** Range: **01** Step: **3**  
Check Location: **7**

# TEACHER'S CONTRACT

YEAR: **2023-2024**

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 24, 2023** 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: **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 **205** days, from **7/11/2023** through **6/21/2024**.

**COMPENSATION:** Total compensation under this contract is **\$50,626.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$62,591.00**

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

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

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

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

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

**OTHER CONDITIONS:** Any subsequent contracts shall superseded the provisions of this contract. Other duties as assigned by the administration. Pursuant to Arkansas law, you have 30 calendar days from the date of this contract to sign and return your contract of employment to the office of the superintendent. If applicable, rate of compensation includes Stipend, which may be paid as a lump sum rather than monthly. Any subsequent contracts shall supersede the provisions of this contract. Should changes occur in either State Law or available funding, this contract will be adjusted.

Given on: **May 4, 2023**

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: **UA - Fort Smith**  
Certification Based on: **Bachelors**  
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: **2023-2024**

STATE OF ARKANSAS COUNTY OF **Franklin**

**PARTIES:** The Charleston School District, Party of the First Part, and **Phillip Hampton** 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 22, 2023** agrees to employ **Phillip Hampton** 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 **205** days, from **7/11/2023** through **6/21/2024**.

**COMPENSATION:** Total compensation under this contract is **\$0.00** to be paid in installments. Rate of compensation will be as follows: **\$62,591.00**

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

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

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

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

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

**OTHER CONDITIONS:** Any subsequent contracts shall superseded the provisions of this contract. Other duties as assigned by the administration. Pursuant to Arkansas law, you have 30 calendar days from the date of this contract to sign and return your contract of employment to the office of the superintendent. If applicable, rate of compensation includes Stipend, which may be paid as a lump sum rather than monthly. Any subsequent contracts shall supersede the provisions of this contract. Should changes occur in either State Law or available funding, this contract will be adjusted.

Given on: **May 22, 2023**

BY: /S/ Signature on File  
**Phillip Hampton**

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: **23**  
Years of Experience This District: **15**  
Schedule Title: Range: Step:  
Check Location:

# TEACHER'S CONTRACT

YEAR: **2023-2024**

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 24, 2023** 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: **Asst Fed Coord/Curr Spec**

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 **220** days, from **7/24/2023** through **6/30/2024**.

**COMPENSATION:** Total compensation under this contract is **\$67,658.00** 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. Any subsequent contracts shall supersede the provisions of this contract. Should changes occur in either State Law or available funding, this contract will be adjusted.

Given on: **April 24, 2023**

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

Total Years of Experience: **26**  
Years of Experience This District: **7**  
Schedule Title: **L90-190 LEARNS ACT 23-24** Range: **01** Step: **27**  
Check Location: **7**

# TEACHER'S CONTRACT

YEAR: **2023-2024**

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:

**EMPLOYMENT:** The Party of the First Part by a majority vote of the Board of Education at a legally held meeting on **April 24, 2023** 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 **190** days, from **7/31/2023** through **5/23/2024**.

**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 supersede 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. Any subsequent contracts shall supersede the provisions of this contract. Should changes occur in either State Law or available funding, this contract will be adjusted.

Given on: **May 4, 2023**

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

Total Years of Experience: **24**  
 Years of Experience This District: **20**  
 Schedule Title: **L90-190 LEARNS ACT 23-24** Range: **01** Step: **25**  
 Check Location: **6**

# TEACHER'S CONTRACT

YEAR: **2023-2024**

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 24, 2023** 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 **190** days, from **7/31/2023** through **5/23/2024**.

**COMPENSATION:** Total compensation under this contract is **\$57,879.00** 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 supersede 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. Any subsequent contracts shall supersede the provisions of this contract. Should changes occur in either State Law or available funding, this contract will be adjusted.

Given on: **May 4, 2023**

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

Total Years of Experience: **25**  
Years of Experience This District: **25**  
Schedule Title: **06Q-205 CERT 2023-24** Range: **01** Step: **26**  
Check Location: **7**

# TEACHER'S CONTRACT

YEAR: **2023-2024**

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 24, 2023** 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: **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 **7/10/2023** through **6/21/2024**.

**COMPENSATION:** Total compensation under this contract is **\$73,275.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$6,106.25**

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. Any subsequent contracts shall supersede the provisions of this contract. Should changes occur in either State Law or available funding, this contract will be adjusted.

Given on: **May 4, 2023**

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: **23**  
Years of Experience This District: **21**  
Schedule Title: **L90-190 LEARNS ACT 23-24** Range: **04** Step: **24**  
Check Location: **7**

# TEACHER'S CONTRACT

YEAR: **2023-2024**

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 24, 2023** 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:

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 **190** days, from **7/31/2023** through **5/23/2024**.

**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. Any subsequent contracts shall supersede the provisions of this contract. Should changes occur in either State Law or available funding, this contract will be adjusted.

Given on: **May 4, 2023**

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: **28**  
Years of Experience This District: **28**  
Schedule Title: **L90-190 LEARNS ACT 23-24** Range: **02** Step: **29**  
Check Location: **7**

# TEACHER'S CONTRACT

YEAR: **2023-2024**

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 24, 2023** 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 **205** days, from **8/1/2023** through **6/17/2024**.

**COMPENSATION:** Total compensation under this contract is **\$73,182.42** to be paid in **12** installments. Rate of compensation will be as follows: **\$6,098.54**

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. Any subsequent contracts shall supersede the provisions of this contract. Should changes occur in either State Law or available funding, this contract will be adjusted.

Given on: **May 4, 2023**

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

Total Years of Experience: **6**  
Years of Experience This District: **1**  
Schedule Title: **L90-190 LEARNS ACT 23-24** Range: **01** Step: **7**  
Check Location: **7**

# TEACHER'S CONTRACT

YEAR: **2023-2024**

STATE OF ARKANSAS COUNTY OF **Franklin**

**PARTIES:** The Charleston School District, Party of the First Part, and **Abigail K 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 24, 2023** agrees to employ **Abigail K 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 **190** days, from **7/31/2023** through **5/23/2024**.

**COMPENSATION:** Total compensation under this contract is **\$50,000.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$4,166.67**

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. Any subsequent contracts shall supersede the provisions of this contract. Should changes occur in either State Law or available funding, this contract will be adjusted.

Given on: **May 4, 2023**

BY: /S/ Signature on File  
**Abigail K Holland**

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

Total Years of Experience: **11**  
Years of Experience This District: **4**  
Schedule Title: **L90-190 LEARNS ACT 23-24** Range: **01** Step: **12**  
Check Location: **6**

# TEACHER'S CONTRACT

YEAR: **2023-2024**

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 24, 2023** 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 **190** days, from **7/31/2023** through **5/23/2024**.

**COMPENSATION:** Total compensation under this contract is **\$50,000.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$4,166.67**

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. Any subsequent contracts shall supersede the provisions of this contract. Should changes occur in either State Law or available funding, this contract will be adjusted.

Given on: **May 4, 2023**

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

Total Years of Experience: **3**  
Years of Experience This District: **2**  
Schedule Title: **L90-190 LEARNS ACT 23-24** Range: **01** Step: **4**  
Check Location: **6**

# TEACHER'S CONTRACT

YEAR: **2023-2024**

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 24, 2023** 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 **190** days, from **7/31/2023** through **5/23/2024**.

**COMPENSATION:** Total compensation under this contract is **\$50,000.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$4,166.67**

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. Any subsequent contracts shall supersede the provisions of this contract. Should changes occur in either State Law or available funding, this contract will be adjusted.

Given on: **May 4, 2023**

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: **8**  
Years of Experience This District: **7**  
Schedule Title: **L90-190 LEARNS ACT 23-24** Range: **04** Step: **9**  
Check Location: **6**

# TEACHER'S CONTRACT

YEAR: **2023-2024**

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 24, 2023** 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 **190** days, from **7/31/2023** through **5/23/2024**.

**COMPENSATION:** Total compensation under this contract is **\$50,000.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$4,166.67**

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. Any subsequent contracts shall supersede the provisions of this contract. Should changes occur in either State Law or available funding, this contract will be adjusted.

Given on: **May 4, 2023**

BY: /S/ Signature on File  
**Emily Hudson**

BY: /S/ signature on file  
Board President

Address on File  
Address

Phone on File  
Phone

BY: /S/ signature on file  
Board Secretary

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

Total Years of Experience: **1**  
Years of Experience This District: **1**  
Schedule Title: **L90-190 LEARNS ACT 23-24** Range: **01** Step: **2**  
Check Location: **6**

# TEACHER'S CONTRACT

YEAR: **2023-2024**

STATE OF ARKANSAS COUNTY OF **Franklin**

**PARTIES:** The Charleston School District, Party of the First Part, and **Lacey Beth Keener** 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 24, 2023** agrees to employ **Lacey Beth 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 **190** days, from **7/31/2023** through **5/23/2024**.

**COMPENSATION:** Total compensation under this contract is **\$50,000.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$4,166.67**

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 supersede 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. Any subsequent contracts shall supersede the provisions of this contract. Should changes occur in either State Law or available funding, this contract will be adjusted.

Given on: **May 4, 2023**

BY: /S/ Signature on File  
**Lacey Beth Keener**

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

Total Years of Experience: **5**  
Years of Experience This District: **1**  
Schedule Title: **L90-190 LEARNS ACT 23-24** Range: **01** Step: **6**  
Check Location: **7**

# TEACHER'S CONTRACT

YEAR: **2023-2024**

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 24, 2023** 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 **190** days, from **7/31/2023** through **5/23/2024**.

**COMPENSATION:** Total compensation under this contract is **\$50,000.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$4,166.67**

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. Any subsequent contracts shall supersede the provisions of this contract. Should changes occur in either State Law or available funding, this contract will be adjusted.

Given on: **May 4, 2023**

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

Total Years of Experience: **1**  
Years of Experience This District: **1**  
Schedule Title: **L90-190 LEARNS ACT 23-24** Range: **01** Step: **2**  
Check Location: **7**

# TEACHER'S CONTRACT

YEAR: **2023-2024**

STATE OF ARKANSAS COUNTY OF **Franklin**

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

**EMPLOYMENT:** The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on **April 24, 2023** agrees to employ **Jason Lance Kendrick** 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 **190** days, from **7/31/2023** through **5/23/2024**.

**COMPENSATION:** Total compensation under this contract is **\$50,000.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$4,166.67**

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 supersede 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. Any subsequent contracts shall supersede the provisions of this contract. Should changes occur in either State Law or available funding, this contract will be adjusted.

This contract is contingent upon becoming certified in Special Education within two years.

Given on: **May 4, 2023**

BY: /S/ Signature on File  
**Jason Lance 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: **Bachelors**  
Social Security Number: **XXX-XX-XXXX**

Total Years of Experience: **12**  
Years of Experience This District: **12**  
Schedule Title: **L90-190 LEARNS ACT 23-24** Range: **01** Step: **13**  
Check Location: **6**

# TEACHER'S CONTRACT

YEAR: **2023-2024**

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 24, 2023** 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 **190** days, from **7/31/2023** through **5/23/2024**.

**COMPENSATION:** Total compensation under this contract is **\$50,000.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$4,166.67**

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. Any subsequent contracts shall supersede the provisions of this contract. Should changes occur in either State Law or available funding, this contract will be adjusted.

Given on: **May 4, 2023**

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

Total Years of Experience: **20**  
Years of Experience This District: **1**  
Schedule Title: **06Q-205 CERT 2023-24** Range: **04** Step: **21**  
Check Location: **7**

# TEACHER'S CONTRACT

YEAR: **2023-2024**

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 **April 24, 2023** 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: **Music/Band**

Additional Duty: **Band Asst. \$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 **205** days, from **8/1/2023** through **6/17/2024**.

**COMPENSATION:** Total compensation under this contract is **\$69,108.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$5,759.00**

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. Any subsequent contracts shall supersede the provisions of this contract. Should changes occur in either State Law or available funding, this contract will be adjusted.

Given on: **May 4, 2023**

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

Total Years of Experience: **13**  
Years of Experience This District: **11**  
Schedule Title: **L90-190 LEARNS ACT 23-24** Range: **01** Step: **14**  
Check Location: **6**

# TEACHER'S CONTRACT

YEAR: **2023-2024**

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:

**EMPLOYMENT:** The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on **April 24, 2023** 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 **190** days, from **7/31/2023** through **5/23/2024**.

**COMPENSATION:** Total compensation under this contract is **\$50,000.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$4,166.67**

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 supersede 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. Any subsequent contracts shall supersede the provisions of this contract. Should changes occur in either State Law or available funding, this contract will be adjusted.

Given on: **May 4, 2023**

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

Total Years of Experience: **2**  
Years of Experience This District: **1**  
Schedule Title: **06Q-205 CERT 2023-24** Range: **01** Step: **3**  
Check Location: **7**

# TEACHER'S CONTRACT

YEAR: **2023-2024**

STATE OF ARKANSAS COUNTY OF **Franklin**

**PARTIES:** The Charleston School District, Party of the First Part, and **Bryson Levi 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 24, 2023** agrees to employ **Bryson Levi 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 **205** days, from **7/11/2023** through **6/21/2024**.

**COMPENSATION:** Total compensation under this contract is **\$62,591.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$5,215.92**

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. Any subsequent contracts shall supersede the provisions of this contract. Should changes occur in either State Law or available funding, this contract will be adjusted.

Given on: **May 4, 2023**

BY: /S/ Signature on File  
**Bryson Levi 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: **Bachelors**  
Social Security Number: **XXX-XX-XXXX**

Total Years of Experience: **27**  
Years of Experience This District: **5**  
Schedule Title: **20Q-220 CERT 2023-24** Range: **01** Step: **28**  
Check Location: **7**

# TEACHER'S CONTRACT

YEAR: **2023-2024**

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 24, 2023** 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 Track \$2,505.00 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 **220** days, from **7/10/2023** through **6/21/2024**.

**COMPENSATION:** Total compensation under this contract is **\$77,457.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$6,454.75**

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. Any subsequent contracts shall supersede the provisions of this contract. Should changes occur in either State Law or available funding, this contract will be adjusted.

Given on: **May 4, 2023**

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: **21**  
Years of Experience This District: **18**  
Schedule Title: **L90-190 LEARNS ACT 23-24** Range: **06** Step: **22**  
Check Location: **7**

# TEACHER'S CONTRACT

YEAR: **2023-2024**

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:

**EMPLOYMENT:** The Party of the First Part by a majority vote of the Board of Education at a legally held meeting on **April 24, 2023** 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: **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 **205** days, from **8/1/2023** through **6/17/2024**.

**COMPENSATION:** Total compensation under this contract is **\$63,445.05** to be paid in **12** installments. Rate of compensation will be as follows: **\$5,287.09**

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 supersede 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. Any subsequent contracts shall supersede the provisions of this contract. Should changes occur in either State Law or available funding, this contract will be adjusted.

Given on: **May 4, 2023**

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

Total Years of Experience: **28.5**  
Years of Experience This District: **18**  
Schedule Title: **L90-190 LEARNS ACT 23-24** Range: **02** Step: **30**  
Check Location: **6**

# TEACHER'S CONTRACT

YEAR: **2023-2024**

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:

**EMPLOYMENT:** The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on **April 24, 2023** 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 **190** days, from **7/31/2023** through **5/23/2024**.

**COMPENSATION:** Total compensation under this contract is **\$62,985.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$3,277.00**

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 supersede 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. Any subsequent contracts shall supersede the provisions of this contract. Should changes occur in either State Law or available funding, this contract will be adjusted.

Given on: **May 4, 2023**

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: **35**  
Years of Experience This District: **21**  
Schedule Title: **40Q-240 CERT 2023-24** Range: **06** Step: **30**  
Check Location: **0**

# TEACHER'S CONTRACT

YEAR: **2023-2024**

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 **April 24, 2023** 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 **7/1/2023** through **6/30/2024**.

**COMPENSATION:** Total compensation under this contract is **\$113,240.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$9,436.67**

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. Any subsequent contracts shall supersede the provisions of this contract. Should changes occur in either State Law or available funding, this contract will be adjusted.

This contract is for three years through June 30, 2026.

Given on: **May 4, 2023**

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

Total Years of Experience: **4**  
Years of Experience This District: **4**  
Schedule Title: **L90-190 LEARNS ACT 23-24** Range: **01** Step: **5**  
Check Location: **6**

# TEACHER'S CONTRACT

YEAR: **2023-2024**

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:

**EMPLOYMENT:** The Party of the First Part by a majority vote of the Board of Education at a legally held meeting on **April 24, 2023** 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 **190** days, from **7/31/2023** through **5/23/2024**.

**COMPENSATION:** Total compensation under this contract is **\$50,000.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$4,166.67**

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 supersede 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. Any subsequent contracts shall supersede the provisions of this contract. Should changes occur in either State Law or available funding, this contract will be adjusted.

Given on: **May 4, 2023**

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: **8**  
Years of Experience This District: **7**  
Schedule Title: **L90-190 LEARNS ACT 23-24** Range: **06** Step: **9**  
Check Location: **6**

# TEACHER'S CONTRACT

YEAR: **2023-2024**

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 24, 2023** 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:

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 **205** days, from **8/1/2023** through **6/17/2024**.

**COMPENSATION:** Total compensation under this contract is **\$54,093.03** to be paid in **12** installments. Rate of compensation will be as follows: **\$4,507.75**

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. Any subsequent contracts shall supersede the provisions of this contract. Should changes occur in either State Law or available funding, this contract will be adjusted.

Given on: **May 4, 2023**

BY: /S/ Signature on File  
**Kelsey R Noble**

BY: /S/ signature on file  
Board President

Address on File  
Address

Phone on File  
Phone

BY: /S/ signature on file  
Board Secretary

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

Total Years of Experience: **3**  
Years of Experience This District: **0**  
Schedule Title: Range: Step:  
Check Location:

# TEACHER'S CONTRACT

YEAR: **2023-2024**

STATE OF ARKANSAS COUNTY OF **Franklin**

**PARTIES:** The Charleston School District, Party of the First Part, and **Samantha Pettit** 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 24, 2023** agrees to employ **Samantha Pettit** 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 **190** days, from **7/31/2023** through **5/23/2024**.

**COMPENSATION:** Total compensation under this contract is **\$50,000.00** 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. Any subsequent contracts shall supersede the provisions of this contract. Should changes occur in either State Law or available funding, this contract will be adjusted.

Given on: **April 24, 2023**

BY: /S/ Signature on File  
**Samantha Pettit**

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: **22**  
Years of Experience This District: **13**  
Schedule Title: **L90-190 LEARNS ACT 23-24** Range: **04** Step: **23**  
Check Location: **7**

# TEACHER'S CONTRACT

YEAR: **2023-2024**

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 24, 2023** 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**

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 **215** days, from **7/31/2023** through **6/30/2024**.

**COMPENSATION:** Total compensation under this contract is **\$67,398.47** to be paid in **12** installments. Rate of compensation will be as follows: **\$5,616.54**

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. Any subsequent contracts shall supersede the provisions of this contract. Should changes occur in either State Law or available funding, this contract will be adjusted.

Given on: **May 4, 2023**

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: **15**  
Years of Experience This District: **11**  
Schedule Title: **06Q-205 CERT 2023-24** Range: **04** Step: **16**  
Check Location: **7**

# TEACHER'S CONTRACT

YEAR: **2023-2024**

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 24, 2023** 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: **Asst Coach 10 \$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 **205** days, from **7/11/2023** through **6/21/2024**.

**COMPENSATION:** Total compensation under this contract is **\$64,114.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$5,342.83**

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. Any subsequent contracts shall supersede the provisions of this contract. Should changes occur in either State Law or available funding, this contract will be adjusted.

Given on: **May 4, 2023**

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

Total Years of Experience: **33**  
Years of Experience This District: **32**  
Schedule Title: **L90-190 LEARNS ACT 23-24** Range: **01** Step: **30**  
Check Location: **6**

# TEACHER'S CONTRACT

YEAR: **2023-2024**

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 24, 2023** 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 **190** days, from **7/31/2023** through **5/23/2024**.

**COMPENSATION:** Total compensation under this contract is **\$59,070.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$4,922.50**

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. Any subsequent contracts shall supersede the provisions of this contract. Should changes occur in either State Law or available funding, this contract will be adjusted.

Given on: **May 4, 2023**

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:  
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: **2023-2024**

STATE OF ARKANSAS COUNTY OF **Franklin**

**PARTIES:** The Charleston School District, Party of the First Part, and **Jessica Reed** 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 24, 2023** agrees to employ **Jessica Reed** 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 **190** days, from **7/31/2023** through **5/23/2024**.

**COMPENSATION:** Total compensation under this contract is **\$50,000.00** 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. Any subsequent contracts shall supersede the provisions of this contract. Should changes occur in either State Law or available funding, this contract will be adjusted.

Given on: **April 24, 2023**

BY: /S/ Signature on File  
**Jessica Reed**

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

Total Years of Experience: **8**  
Years of Experience This District: **7**  
Schedule Title: **06Q-205 CERT 2023-24** Range: **01** Step: **9**  
Check Location: **7**

# TEACHER'S CONTRACT

YEAR: **2023-2024**

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 24, 2023** 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 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 **205** days, from **7/11/2023** through **6/21/2024**.

**COMPENSATION:** Total compensation under this contract is **\$63,091.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$5,257.58**

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. Any subsequent contracts shall supersede the provisions of this contract. Should changes occur in either State Law or available funding, this contract will be adjusted.

Given on: **May 4, 2023**

BY: /S/ Signature on File  
**Tyler J Reese**

BY: /S/ signature on file  
Board President

Address on File  
Address

Phone on File  
Phone

BY: /S/ signature on file  
Board Secretary

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

Total Years of Experience: **22**  
Years of Experience This District: **18**  
Schedule Title: **20Q-220 CERT 2023-24** Range: **04** Step: **23**  
Check Location: **7**

# TEACHER'S CONTRACT

YEAR: **2023-2024**

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 24, 2023** 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 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 **220** days, from **7/10/2023** through **6/21/2024**.

**COMPENSATION:** Total compensation under this contract is **\$75,052.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$6,254.33**

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. Any subsequent contracts shall supersede the provisions of this contract. Should changes occur in either State Law or available funding, this contract will be adjusted.

Given on: **May 4, 2023**

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: **5**  
Years of Experience This District: **2**  
Schedule Title: **L90-190 LEARNS ACT 23-24** Range: **04** Step: **6**  
Check Location: **6**

# TEACHER'S CONTRACT

YEAR: **2023-2024**

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 24, 2023** 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 **190** days, from **7/31/2023** through **5/23/2024**.

**COMPENSATION:** Total compensation under this contract is **\$58,000.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$4,833.33**

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. Any subsequent contracts shall supersede the provisions of this contract. Should changes occur in either State Law or available funding, this contract will be adjusted.

Given on: **May 4, 2023**

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: **Ar Tech U Russelv**  
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: **2023-2024**

STATE OF ARKANSAS COUNTY OF **Franklin**

**PARTIES:** The Charleston School District, Party of the First Part, and **Danielle Stark** 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 3, 2023** agrees to employ **Danielle Stark** Party of the Second Part, as provided herein:

**SERVICE:** Party of the Second Part agrees to perform services as follows: **Self Contained Special Ed**  
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 **190** days, from **7/31/2023** through **5/23/2024**.

**COMPENSATION:** Total compensation under this contract is **\$50,000.00** 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. Any subsequent contracts shall supersede the provisions of this contract. Should changes occur in either State Law or available funding, this contract will be adjusted.

Employment is contingent upon obtaining a Provisional License for the 2023-24 school year.

Given on: **May 5, 2023**

BY: /S/ Signature on File  
**Danielle Stark**

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: **12**  
Years of Experience This District: **10**  
Schedule Title: **06Q-205 CERT 2023-24** Range: **06** Step: **13**  
Check Location: **7**

# TEACHER'S CONTRACT

YEAR: **2023-2024**

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:

**EMPLOYMENT:** The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on **April 24, 2023** 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 **205** days, from **7/11/2023** through **6/21/2024**.

**COMPENSATION:** Total compensation under this contract is **\$65,279.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$5,439.92**

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 supersede 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. Any subsequent contracts shall supersede the provisions of this contract. Should changes occur in either State Law or available funding, this contract will be adjusted.

Given on: **May 4, 2023**

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

Total Years of Experience: **13**  
Years of Experience This District: **11**  
Schedule Title: **L90-190 LEARNS ACT 23-24** Range: **04** Step: **14**  
Check Location: **6**

# TEACHER'S CONTRACT

YEAR: **2023-2024**

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 24, 2023** 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: **Jr Cheerleader \$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 **190** days, from **7/31/2023** through **5/23/2024**.

**COMPENSATION:** Total compensation under this contract is **\$54,555.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$4,546.25**

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. Any subsequent contracts shall supersede the provisions of this contract. Should changes occur in either State Law or available funding, this contract will be adjusted.

Given on: **May 4, 2023**

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: **34**  
Years of Experience This District: **34**  
Schedule Title: **40Q-240 CERT 2023-24** Range: **04** Step: **30**  
Check Location: **7**

# TEACHER'S CONTRACT

YEAR: **2023-2024**

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 **April 24, 2023** 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 \$26,589.20**

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 **7/1/2023** through **6/30/2024**.

**COMPENSATION:** Total compensation under this contract is **\$87,552.90** to be paid in **12** installments. Rate of compensation will be as follows: **\$7,296.08**

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. Any subsequent contracts shall supersede the provisions of this contract. Should changes occur in either State Law or available funding, this contract will be adjusted.

This contract is for two years through June 30, 2025.

Given on: **May 4, 2023**

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

Total Years of Experience: **32**  
Years of Experience This District: **23**  
Schedule Title: **L90-190 LEARNS ACT 23-24** Range: **01** Step: **30**  
Check Location: **7**

# TEACHER'S CONTRACT

YEAR: **2023-2024**

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 24, 2023** 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 **190** days, from **7/31/2023** through **5/23/2024**.

**COMPENSATION:** Total compensation under this contract is **\$59,070.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$4,922.50**

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. Any subsequent contracts shall supersede the provisions of this contract. Should changes occur in either State Law or available funding, this contract will be adjusted.

Given on: **May 4, 2023**

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: **36**  
Years of Experience This District: **36**  
Schedule Title: **L90-190 LEARNS ACT 23-24** Range: **05** Step: **30**  
Check Location: **7**

# TEACHER'S CONTRACT

YEAR: **2023-2024**

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 24, 2023** 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 **190** days, from **7/31/2023** through **5/23/2024**.

**COMPENSATION:** Total compensation under this contract is **\$65,522.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$5,460.17**

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. Any subsequent contracts shall supersede the provisions of this contract. Should changes occur in either State Law or available funding, this contract will be adjusted.

Given on: **May 4, 2023**

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 - Fort Smith**  
Certification Based on: **Bachelors**  
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: **2023-2024**

STATE OF ARKANSAS COUNTY OF **Franklin**

**PARTIES:** The Charleston School District, Party of the First Part, and **Kasidey Thompson** 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 **May 22, 2023** agrees to employ **Kasidey Thompson** 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 **190** days, from **7/31/2023** through **5/23/2024**.

**COMPENSATION:** Total compensation under this contract is **\$50,000.00** 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 supersede 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. Any subsequent contracts shall supersede the provisions of this contract. Should changes occur in either State Law or available funding, this contract will be adjusted.

Given on: **May 22, 2023**

BY: /S/ Signature on File  
**Kasidey Thompson**

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: **18**  
Years of Experience This District: **8**  
Schedule Title: **L90-190 LEARNS ACT 23-24** Range: **04** Step: **19**  
Check Location: **6**

# TEACHER'S CONTRACT

YEAR: **2023-2024**

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 24, 2023** 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 **190** days, from **7/31/2023** through **5/23/2024**.

**COMPENSATION:** Total compensation under this contract is **\$55,241.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$4,603.42**

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. Any subsequent contracts shall supersede the provisions of this contract. Should changes occur in either State Law or available funding, this contract will be adjusted.

Given on: **May 4, 2023**

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

Total Years of Experience: **17**  
Years of Experience This District: **6**  
Schedule Title: **20Q-220 CERT 2023-24** Range: **05** Step: **18**  
Check Location: **6**

# TEACHER'S CONTRACT

YEAR: **2023-2024**

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 24, 2023** 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 **7/24/2023** through **6/30/2024**.

**COMPENSATION:** Total compensation under this contract is **\$71,999.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$5,999.92**

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. Any subsequent contracts shall supersede the provisions of this contract. Should changes occur in either State Law or available funding, this contract will be adjusted.

Given on: **May 4, 2023**

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: **19**  
Years of Experience This District: **18**  
Schedule Title: **L90-190 LEARNS ACT 23-24** Range: **05** Step: **20**  
Check Location: **7**

# TEACHER'S CONTRACT

YEAR: **2023-2024**

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 24, 2023** 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 Underwood \$7,566.00**

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 **190** days, from **7/31/2023** through **5/23/2024**.

**COMPENSATION:** Total compensation under this contract is **\$64,083.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$5,340.25**

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 supersede 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. Any subsequent contracts shall supersede the provisions of this contract. Should changes occur in either State Law or available funding, this contract will be adjusted.

Given on: **May 4, 2023**

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

Total Years of Experience: **26**  
Years of Experience This District: **24**  
Schedule Title: **L90-190 LEARNS ACT 23-24** Range: **01** Step: **27**  
Check Location: **7**

# TEACHER'S CONTRACT

YEAR: **2023-2024**

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 24, 2023** 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:

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 **190** days, from **7/31/2023** through **5/23/2024**.

**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. Any subsequent contracts shall supersede the provisions of this contract. Should changes occur in either State Law or available funding, this contract will be adjusted.

Given on: **May 4, 2023**

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

Total Years of Experience: **8**  
Years of Experience This District: **2**  
Schedule Title: **L90-190 LEARNS ACT 23-24** Range: **04** Step: **9**  
Check Location: **6**

# TEACHER'S CONTRACT

YEAR: **2023-2024**

STATE OF ARKANSAS COUNTY OF **Franklin**

**PARTIES:** The Charleston School District, Party of the First Part, and **Jill N Verkamp** 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 24, 2023** agrees to employ **Jill N Verkamp** 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 **190** days, from **7/31/2023** through **5/23/2024**.

**COMPENSATION:** Total compensation under this contract is **\$50,000.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$4,166.67**

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. Any subsequent contracts shall supersede the provisions of this contract. Should changes occur in either State Law or available funding, this contract will be adjusted.

Given on: **May 4, 2023**

BY: /S/ Signature on File  
**Jill N Verkamp**

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: **11**  
Years of Experience This District: **3**  
Schedule Title: **L90-190 LEARNS ACT 23-24** Range: **04** Step: **12**  
Check Location: **6**

# TEACHER'S CONTRACT

YEAR: **2023-2024**

STATE OF ARKANSAS COUNTY OF **Franklin**

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

**EMPLOYMENT:** The Party of the First Part by a majority vote of the Board of Education at a legally held meeting on **April 24, 2023** agrees to employ **Stefanie A Trospser** Party of the Second Part, as provided herein:

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

Additional Duty:

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

**TIME:** The period of time covered by this contract is **190** days, from **7/31/2023** through **5/23/2024**.

**COMPENSATION:** Total compensation under this contract is **\$50,773.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$4,231.08**

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. Any subsequent contracts shall supersede the provisions of this contract. Should changes occur in either State Law or available funding, this contract will be adjusted.

Given on: **May 4, 2023**

BY: /S/ Signature on File  
**Stefanie A Trospser**

BY: /S/ signature on file  
Board President

Address on File  
Address

Phone on File  
Phone

BY: /S/ signature on file  
Board Secretary

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

Total Years of Experience: **9**  
Years of Experience This District: **3**  
Schedule Title: **L90-190 LEARNS ACT 23-24** Range: **05** Step: **10**  
Check Location: **6**

# TEACHER'S CONTRACT

YEAR: **2023-2024**

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 24, 2023** 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 Quiz Bowl Elem \$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 **190** days, from **7/31/2023** through **5/23/2024**.

**COMPENSATION:** Total compensation under this contract is **\$54,956.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$4,579.67**

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. Any subsequent contracts shall supersede the provisions of this contract. Should changes occur in either State Law or available funding, this contract will be adjusted.

Given on: **May 4, 2023**

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

Total Years of Experience: **15**  
Years of Experience This District: **0**  
Schedule Title: Range: Step:  
Check Location:

# TEACHER'S CONTRACT

YEAR: **2023-2024**

STATE OF ARKANSAS COUNTY OF **Franklin**

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

**EMPLOYMENT:** The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on **May 3, 2023** agrees to employ **Stephanie Whitman** 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 **190** days, from **7/31/2023** through **5/23/2024**.

**COMPENSATION:** Total compensation under this contract is **\$53,964.00** 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 supersede 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. Any subsequent contracts shall supersede the provisions of this contract. Should changes occur in either State Law or available funding, this contract will be adjusted.

Given on: **May 4, 2023**

BY: /S/ Signature on File  
**Stephanie Whitman**

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: **19**  
Years of Experience This District: **10**  
Schedule Title: **L90-190 LEARNS ACT 23-24** Range: **04** Step: **20**  
Check Location: **6**

# TEACHER'S CONTRACT

YEAR: **2023-2024**

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:

**EMPLOYMENT:** The Party of the First Part by a majority vote of the Board of Education at a legally held meeting on **April 24, 2023** 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 **190** days, from **7/31/2023** through **5/23/2024**.

**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 supersede 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. Any subsequent contracts shall supersede the provisions of this contract. Should changes occur in either State Law or available funding, this contract will be adjusted.

Given on: **May 4, 2023**

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: **7**  
Years of Experience This District: **4**  
Schedule Title: **L90-190 LEARNS ACT 23-24** Range: **04** Step: **8**  
Check Location: **7**

# TEACHER'S CONTRACT

YEAR: **2023-2024**

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:

**EMPLOYMENT:** The Party of the First Part by a majority vote of the Board of Education at a legally held meeting on **April 24, 2023** 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 **190** days, from **7/31/2023** through **5/23/2024**.

**COMPENSATION:** Total compensation under this contract is **\$50,000.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$4,166.67**

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 supersede 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. Any subsequent contracts shall supersede the provisions of this contract. Should changes occur in either State Law or available funding, this contract will be adjusted.

Given on: **May 4, 2023**

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: **31**  
Years of Experience This District: **31**  
Schedule Title: **L90-190 LEARNS ACT 23-24** Range: **05** Step: **30**  
Check Location: **7**

# TEACHER'S CONTRACT

YEAR: **2023-2024**

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 24, 2023** 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 \$8,421.00**

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 **205** days, from **8/1/2023** through **6/17/2024**.

**COMPENSATION:** Total compensation under this contract is **\$76,286.79** to be paid in **12** installments. Rate of compensation will be as follows: **\$6,357.23**

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. Any subsequent contracts shall supersede the provisions of this contract. Should changes occur in either State Law or available funding, this contract will be adjusted.

Given on: **May 4, 2023**

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: **21**  
Years of Experience This District: **16**  
Schedule Title: **L90-190 LEARNS ACT 23-24** Range: **06** Step: **22**  
Check Location: **6**

# TEACHER'S CONTRACT

YEAR: **2023-2024**

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 24, 2023** 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 **190** days, from **7/31/2023** through **5/23/2024**.

**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. Any subsequent contracts shall supersede the provisions of this contract. Should changes occur in either State Law or available funding, this contract will be adjusted.

Given on: **May 4, 2023**

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: **32**  
Years of Experience This District: **11**  
Schedule Title: **20Q-220 CERT 2023-24** Range: **04** Step: **30**  
Check Location: **6**

# TEACHER'S CONTRACT

YEAR: **2023-2024**

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 **April 24, 2023** 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 **7/24/2023** through **6/30/2024**.

**COMPENSATION:** Total compensation under this contract is **\$84,405.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$7,033.75**

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. Any subsequent contracts shall supersede the provisions of this contract. Should changes occur in either State Law or available funding, this contract will be adjusted.

This contract is for two years through June 30, 2025.

Given on: **May 4, 2023**

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