

NAME: Sarah Adair

STEP 1
RANGE 01

SCHOOL EMPLOYEE CONTRACT

YEAR: 2023-2024

EMPLOYEE CONTRACT NO: XXX-XX-XXXX

STATE OF ARKANSAS COUNTY OF Franklin

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

EMPLOYEMENT: The Party of the First Party by a majority vote of the Board of Education agrees to employ Sarah Adair Party of the Second Part, as provide herein:

SERVICE: Party of the Second Part agrees to perform services as follows: **PK Aide**
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 \$20,485.00 to be paid in 12 installments. Rate of compensation will be as follows: \$1,707.08

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 Parties in this contract agree to comply with all policies established by the Board of Education.

CERTIFICATIONS: 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OTHER CONDITIONS: Any subsequent contracts shall superseded the provisions of this contract.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 to the office of the supt. If applicable, the rate of compensation includes stipend, the stipend 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 Adair

BY: /S/ signature on file
Board President

Address on File
Address

Phone on File
Phone

BY: /S/ signature on file
Board Secretary

NAME: Leah Jane Berry

STEP 1
RANGE 02

SCHOOL EMPLOYEE CONTRACT

YEAR: 2023-2024

EMPLOYEE CONTRACT NO: XXX-XX-XXXX

STATE OF ARKANSAS COUNTY OF Franklin

PARTIES: The Charleston School District, Party of the First Part, and Leah Jane Berry Party of the Second Part, agree as follows:

EMPLOYEMENT: The Party of the First Party by a majority vote of the Board of Education agrees to employ Leah Jane Berry Party of the Second Part, as provide herein:

SERVICE: Party of the Second Part agrees to perform services as follows: Aide
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 180 days, from 8/10/2023 through 5/23/2024.

COMPENSATION: Total compensation under this contract is \$17,700.00 to be paid in 12 installments. Rate of compensation will be as follows: \$1,475.00

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 Parties in this contract agree to comply with all policies established by the Board of Education.

CERTIFICATIONS: 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 to the office of the supt. If applicable, the rate of compensation includes stipend, the stipend 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
Leah Jane Berry

BY: /S/ signature on file
Board President

Address on File
Address

Phone on File
Phone

BY: /S/ signature on file
Board Secretary

NAME: **Whitney C Bowen**

STEP 1
RANGE 02

SCHOOL EMPLOYEE CONTRACT

YEAR: **2023-2024**

EMPLOYEE CONTRACT NO: XXX-XX-XXXX

STATE OF ARKANSAS COUNTY OF Franklin

PARTIES: The Charleston School District, Party of the First Part, and **Whitney C 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 agrees to employ **Whitney C Bowen** Party of the Second Part, as provide herein:

SERVICE: Party of the Second Part agrees to perform services as follows: **Aide**
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 **180** days, from **8/10/2023** through **5/23/2024**.

COMPENSATION: Total compensation under this contract is **\$17,700.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$1,475.00**

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 Parties in this contract agree to comply with all policies established by the Board of Education.

CERTIFICATIONS: 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 to the office of the supt. If applicable, the rate of compensation includes stipend, the stipend 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
Whitney C Bowen

BY: /S/ signature on file
Board President

Address on File
Address

Phone on File
Phone

BY: /S/ signature on file
Board Secretary

NAME: **Sherry L Bowers**

STEP 1
RANGE 06

SCHOOL EMPLOYEE CONTRACT

YEAR: **2023-2024**

EMPLOYEE CONTRACT NO: XXX-XX-XXXX

STATE OF ARKANSAS COUNTY OF Franklin

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

EMPLOYEMENT: The Party of the First Party by a majority vote of the Board of Education agrees to employ **Sherry L Bowers** Party of the Second Part, as provide herein:

SERVICE: Party of the Second Part agrees to perform services as follows: **Food Service Manager**
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 **180** days, from **8/10/2023** through **5/23/2024**.

COMPENSATION: Total compensation under this contract is **\$19,228.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$1,602.33**

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 Parties in this contract agree to comply with all policies established by the Board of Education.

CERTIFICATIONS: 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 to the office of the supt. If applicable, the rate of compensation includes stipend, the stipend 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 L Bowers

BY: /S/ signature on file
Board President

Address on File
Address

Phone on File
Phone

BY: /S/ signature on file
Board Secretary

NAME: **Wilma M Byrd**

STEP
RANGE

SCHOOL EMPLOYEE CONTRACT

YEAR: **2023-2024**

EMPLOYEE CONTRACT NO: XXX-XX-XXXX

STATE OF ARKANSAS COUNTY OF Franklin

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

EMPLOYEMENT: The Party of the First Party by a majority vote of the Board of Education agrees to employ **Wilma M Byrd** Party of the Second Part, as provide herein:

SERVICE: Party of the Second Part agrees to perform services as follows: Special Education Parapro
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 **180** days, from **8/10/2023** through **5/23/2024**.

COMPENSATION: Total compensation under this contract is **\$17,700.00** 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 Parties in this contract agree to comply with all policies established by the Board of Education.

CERTIFICATIONS: 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 to the office of the supt. If applicable, the rate of compensation includes stipend, the stipend 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: **June 26, 2023**

BY: /S/ signature on file
Wilma M Byrd

BY: /S/ signature on file
Board President

Address on File
Address

Phone on File
Phone

BY: /S/ signature on file
Board Secretary

NAME: **Deborah L Cearley**

STEP 1
RANGE 05

SCHOOL EMPLOYEE CONTRACT

YEAR: **2023-2024**

EMPLOYEE CONTRACT NO: XXX-XX-XXXX

STATE OF ARKANSAS COUNTY OF Franklin

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

EMPLOYEMENT: The Party of the First Party by a majority vote of the Board of Education agrees to employ **Deborah L Cearley** Party of the Second Part, as provide herein:

SERVICE: Party of the Second Part agrees to perform services as follows: **Food Service Employee**
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 **180** days, from **8/10/2023** through **5/23/2024**.

COMPENSATION: Total compensation under this contract is **\$16,964.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$1,413.67**

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 Parties in this contract agree to comply with all policies established by the Board of Education.

CERTIFICATIONS: 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 to the office of the supt. If applicable, the rate of compensation includes stipend, the stipend 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
Deborah L Cearley

BY: /S/ signature on file
Board President

Address on File
Address

Phone on File
Phone

BY: /S/ signature on file
Board Secretary

NAME: **Malina Panom Cearley**

STEP 1
RANGE 05

SCHOOL EMPLOYEE CONTRACT

YEAR: **2023-2024**

EMPLOYEE CONTRACT NO: XXX-XX-XXXX

STATE OF ARKANSAS COUNTY OF Franklin

PARTIES: The Charleston School District, Party of the First Part, and **Malina Panom Cearley** Party of the Second Part, agree as follows:

EMPLOYEMENT: The Party of the First Party by a majority vote of the Board of Education agrees to employ **Malina Panom Cearley** Party of the Second Part, as provide herein:

SERVICE: Party of the Second Part agrees to perform services as follows: **Food Service Employee**
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 **180** days, from **8/10/2023** through **5/23/2024**.

COMPENSATION: Total compensation under this contract is **\$16,964.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$1,413.67**

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 Parties in this contract agree to comply with all policies established by the Board of Education.

CERTIFICATIONS: 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 to the office of the supt. If applicable, the rate of compensation includes stipend, the stipend 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
Malina Panom Cearley

BY: /S/ signature on file
Board President

Address on File
Address

Phone on File
Phone

BY: /S/ signature on file
Board Secretary

NAME: **Jim Crabtree**

STEP 1
RANGE 05

SCHOOL EMPLOYEE CONTRACT

YEAR: **2023-2024**

EMPLOYEE CONTRACT NO: XXX-XX-XXXX

STATE OF ARKANSAS COUNTY OF Franklin

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

EMPLOYEMENT: The Party of the First Party by a majority vote of the Board of Education agrees to employ **Jim Crabtree** Party of the Second Part, as provide herein:

SERVICE: Party of the Second Part agrees to perform services as follows: **Bus Driver**
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 **178** days, from **8/14/2023** through **5/23/2024**.

COMPENSATION: Total compensation under this contract is **\$11,860.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$988.33**

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 Parties in this contract agree to comply with all policies established by the Board of Education.

CERTIFICATIONS: 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 to the office of the supt. If applicable, the rate of compensation includes stipend, the stipend 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
Jim Crabtree

BY: /S/ signature on file
Board President

Address on File
Address

Phone on File
Phone

BY: /S/ signature on file
Board Secretary

NAME: **Jim Crabtree**

STEP 1
RANGE 04

SCHOOL EMPLOYEE CONTRACT

YEAR: **2023-2024**

EMPLOYEE CONTRACT NO: XXX-XX-XXXX

STATE OF ARKANSAS COUNTY OF Franklin

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

EMPLOYEMENT: The Party of the First Party by a majority vote of the Board of Education agrees to employ **Jim Crabtree** Party of the Second Part, as provide herein:

SERVICE: Party of the Second Part agrees to perform services as follows: **Bus Mechanic**
Additional Duty:

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

TIME: The period of time covered by this contract is **240** days, from **7/1/2023** through **6/30/2024**.

COMPENSATION: Total compensation under this contract is **\$33,029.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$2,752.42**

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 Parties in this contract agree to comply with all policies established by the Board of Education.

CERTIFICATIONS: 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 to the office of the supt. If applicable, the rate of compensation includes stipend, the stipend 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
Jim Crabtree

BY: /S/ signature on file
Board President

Address on File
Address

Phone on File
Phone

BY: /S/ signature on file
Board Secretary

NAME: **Jay Crowley**

STEP 1
RANGE 05

SCHOOL EMPLOYEE CONTRACT

YEAR: **2023-2024**

EMPLOYEE CONTRACT NO: XXX-XX-XXXX

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 agrees to employ **Jay Crowley** Party of the Second Part, as provide herein:

SERVICE: Party of the Second Part agrees to perform services as follows: **Bus Driver**
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 **178** days, from **8/14/2023** through **5/23/2024**.

COMPENSATION: Total compensation under this contract is **\$11,860.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$988.33**

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 Parties in this contract agree to comply with all policies established by the Board of Education.

CERTIFICATIONS: 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 to the office of the supt. If applicable, the rate of compensation includes stipend, the stipend 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

NAME: **Carrie Jane Davis**

STEP 1
RANGE 04

SCHOOL EMPLOYEE CONTRACT

YEAR: **2023-2024**

EMPLOYEE CONTRACT NO: XXX-XX-XXXX

STATE OF ARKANSAS COUNTY OF Franklin

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

EMPLOYEMENT: The Party of the First Party by a majority vote of the Board of Education agrees to employ **Carrie Jane Davis** Party of the Second Part, as provide herein:

SERVICE: Party of the Second Part agrees to perform services as follows: **Food Service Director**
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 **183** days, from **8/7/2023** through **5/23/2024**.

COMPENSATION: Total compensation under this contract is **\$34,163.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$2,846.92**

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 Parties in this contract agree to comply with all policies established by the Board of Education.

CERTIFICATIONS: 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 to the office of the supt. If applicable, the rate of compensation includes stipend, the stipend 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 Jane Davis

BY: /S/ signature on file
Board President

Address on File
Address

Phone on File
Phone

BY: /S/ signature on file
Board Secretary

NAME: **Candice Lee Dunn**

STEP 1
RANGE 04

SCHOOL EMPLOYEE CONTRACT

YEAR: **2023-2024**

EMPLOYEE CONTRACT NO: XXX-XX-XXXX

STATE OF ARKANSAS COUNTY OF Franklin

PARTIES: The Charleston School District, Party of the First Part, and **Candice Lee Dunn** Party of the Second Part, agree as follows:

EMPLOYEMENT: The Party of the First Party by a majority vote of the Board of Education agrees to employ **Candice Lee Dunn** Party of the Second Part, as provide herein:

SERVICE: Party of the Second Part agrees to perform services as follows: **Aide**
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 **180** days, from **8/10/2023** through **5/23/2024**.

COMPENSATION: Total compensation under this contract is **\$18,842.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$1,570.17**

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 Parties in this contract agree to comply with all policies established by the Board of Education.

CERTIFICATIONS: 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 to the office of the supt. If applicable, the rate of compensation includes stipend, the stipend 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 Lee Dunn

BY: /S/ signature on file
Board President

Address on File
Address

Phone on File
Phone

BY: /S/ signature on file
Board Secretary

NAME: **Delia Maria Fonseca**

STEP 1
RANGE 07

SCHOOL EMPLOYEE CONTRACT

YEAR: **2023-2024**

EMPLOYEE CONTRACT NO: XXX-XX-XXXX

STATE OF ARKANSAS COUNTY OF Franklin

PARTIES: The Charleston School District, Party of the First Part, and **Delia Maria Fonseca** Party of the Second Part, agree as follows:

EMPLOYEMENT: The Party of the First Party by a majority vote of the Board of Education agrees to employ **Delia Maria Fonseca** Party of the Second Part, as provide herein:

SERVICE: Party of the Second Part agrees to perform services as follows: **Food Service Employee/Clean**
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 **180** days, from **8/10/2023** through **5/23/2024**.

COMPENSATION: Total compensation under this contract is **\$19,545.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$1,628.75**

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 Parties in this contract agree to comply with all policies established by the Board of Education.

CERTIFICATIONS: 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 to the office of the supt. If applicable, the rate of compensation includes stipend, the stipend 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
Delia Maria Fonseca

BY: /S/ signature on file
Board President

Address on File
Address

Phone on File
Phone

BY: /S/ signature on file
Board Secretary

NAME: **Carla Jean Freeman**

STEP 1
RANGE 01

SCHOOL EMPLOYEE CONTRACT

YEAR: **2023-2024**

EMPLOYEE CONTRACT NO: XXX-XX-XXXX

STATE OF ARKANSAS COUNTY OF Franklin

PARTIES: The Charleston School District, Party of the First Part, and **Carla Jean Freeman** Party of the Second Part, agree as follows:

EMPLOYEMENT: The Party of the First Part by a majority vote of the Board of Education agrees to employ **Carla Jean Freeman** Party of the Second Part, as provide herein:

SERVICE: Party of the Second Part agrees to perform services as follows: **Aide**
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 **180** days, from **8/10/2023** through **5/23/2024**.

COMPENSATION: Total compensation under this contract is **\$16,323.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$1,360.25**

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 Parties in this contract agree to comply with all policies established by the Board of Education.

CERTIFICATIONS: 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 to the office of the supt. If applicable, the rate of compensation includes stipend, the stipend 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
Carla Jean Freeman

BY: /S/ signature on file
Board President

Address on File
Address

Phone on File
Phone

BY: /S/ signature on file
Board Secretary

NAME: **Stephanie P Fuller**

STEP 1
RANGE 01

SCHOOL EMPLOYEE CONTRACT

YEAR: **2023-2024**

EMPLOYEE CONTRACT NO: XXX-XX-XXXX

STATE OF ARKANSAS COUNTY OF Franklin

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

EMPLOYEMENT: The Party of the First Party by a majority vote of the Board of Education agrees to employ **Stephanie P Fuller** Party of the Second Part, as provide herein:

SERVICE: Party of the Second Part agrees to perform services as follows: **Aide**
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 **180** days, from **8/10/2023** through **5/23/2024**.

COMPENSATION: Total compensation under this contract is **\$16,323.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$1,360.25**

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 Parties in this contract agree to comply with all policies established by the Board of Education.

CERTIFICATIONS: 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 to the office of the supt. If applicable, the rate of compensation includes stipend, the stipend 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 P Fuller

BY: /S/ signature on file
Board President

Address on File
Address

Phone on File
Phone

BY: /S/ signature on file
Board Secretary

NAME: **Rita Rose Gramlich**

STEP 1
RANGE 06

SCHOOL EMPLOYEE CONTRACT

YEAR: **2023-2024**

EMPLOYEE CONTRACT NO: XXX-XX-XXXX

STATE OF ARKANSAS COUNTY OF Franklin

PARTIES: The Charleston School District, Party of the First Part, and **Rita Rose Gramlich** Party of the Second Part, agree as follows:

EMPLOYEMENT: The Party of the First Part by a majority vote of the Board of Education agrees to employ **Rita Rose Gramlich** Party of the Second Part, as provide herein:

SERVICE: Party of the Second Part agrees to perform services as follows: **Secretary/Bookkeeper**
Additional Duty:

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

TIME: The period of time covered by this contract is **240** days, from **7/1/2023** through **6/30/2024**.

COMPENSATION: Total compensation under this contract is **\$57,290.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$4,774.17**

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 Parties in this contract agree to comply with all policies established by the Board of Education.

CERTIFICATIONS: 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 to the office of the supt. If applicable, the rate of compensation includes stipend, the stipend 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
Rita Rose Gramlich

BY: /S/ signature on file
Board President

Address on File
Address

Phone on File
Phone

BY: /S/ signature on file
Board Secretary

NAME: **Allie R Harrison**

STEP 1
RANGE 05

SCHOOL EMPLOYEE CONTRACT

YEAR: **2023-2024**

EMPLOYEE CONTRACT NO: XXX-XX-XXXX

STATE OF ARKANSAS COUNTY OF Franklin

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

EMPLOYEMENT: The Party of the First Party by a majority vote of the Board of Education agrees to employ **Allie R Harrison** Party of the Second Part, as provide herein:

SERVICE: Party of the Second Part agrees to perform services as follows: **Aide**
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 **183** days, from **8/7/2023** through **5/23/2024**.

COMPENSATION: Total compensation under this contract is **\$21,300.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$1,775.00**

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 Parties in this contract agree to comply with all policies established by the Board of Education.

CERTIFICATIONS: 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 to the office of the supt. If applicable, the rate of compensation includes stipend, the stipend 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
Allie R Harrison

BY: /S/ signature on file
Board President

Address on File
Address

Phone on File
Phone

BY: /S/ signature on file
Board Secretary

NAME: **Misty Hiatt**

STEP 1
RANGE 01

SCHOOL EMPLOYEE CONTRACT

YEAR: **2023-2024**

EMPLOYEE CONTRACT NO: XXX-XX-XXXX

STATE OF ARKANSAS COUNTY OF Franklin

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

EMPLOYEMENT: The Party of the First Party by a majority vote of the Board of Education agrees to employ **Misty Hiatt** Party of the Second Part, as provide herein:

SERVICE: Party of the Second Part agrees to perform services as follows: **Inst Spec Aide**
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 **180** days, from **8/10/2023** through **5/23/2024**.

COMPENSATION: Total compensation under this contract is **\$21,900.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$1,825.00**

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 Parties in this contract agree to comply with all policies established by the Board of Education.

CERTIFICATIONS: 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 to the office of the supt. If applicable, the rate of compensation includes stipend, the stipend 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
Misty Hiatt

BY: /S/ signature on file
Board President

Address on File
Address

Phone on File
Phone

BY: /S/ signature on file
Board Secretary

NAME: **Danae N Hudson**

STEP 1
RANGE 02

SCHOOL EMPLOYEE CONTRACT

YEAR: **2023-2024**

EMPLOYEE CONTRACT NO: XXX-XX-XXXX

STATE OF ARKANSAS COUNTY OF Franklin

PARTIES: The Charleston School District, Party of the First Part, and **Danae N 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 agrees to employ **Danae N Hudson** Party of the Second Part, as provide herein:

SERVICE: Party of the Second Part agrees to perform services as follows: **Maint of Bldg 183 Day**
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 **183** days, from **8/7/2023** through **5/23/2024**.

COMPENSATION: Total compensation under this contract is **\$19,013.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$1,584.42**

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 Parties in this contract agree to comply with all policies established by the Board of Education.

CERTIFICATIONS: 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 to the office of the supt. If applicable, the rate of compensation includes stipend, the stipend 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
Danae N Hudson

BY: /S/ signature on file
Board President

Address on File
Address

Phone on File
Phone

BY: /S/ signature on file
Board Secretary

NAME: **Danny Hudson**

STEP 1
RANGE 03

SCHOOL EMPLOYEE CONTRACT

YEAR: **2023-2024**

EMPLOYEE CONTRACT NO: XXX-XX-XXXX

STATE OF ARKANSAS COUNTY OF Franklin

PARTIES: The Charleston School District, Party of the First Part, and **Danny 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 agrees to employ **Danny Hudson** Party of the Second Part, as provide herein:

SERVICE: Party of the Second Part agrees to perform services as follows: **MS Custodian**
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 **183** days, from **8/7/2023** through **5/23/2024**.

COMPENSATION: Total compensation under this contract is **\$20,181.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$1,681.75**

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 Parties in this contract agree to comply with all policies established by the Board of Education.

CERTIFICATIONS: 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 to the office of the supt. If applicable, the rate of compensation includes stipend, the stipend 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
Danny Hudson

BY: /S/ signature on file
Board President

Address on File
Address

Phone on File
Phone

BY: /S/ signature on file
Board Secretary

NAME: **Joshua Trent Hudson**

STEP 1
RANGE 02

SCHOOL EMPLOYEE CONTRACT

YEAR: **2023-2024**

EMPLOYEE CONTRACT NO: XXX-XX-XXXX

STATE OF ARKANSAS COUNTY OF Franklin

PARTIES: The Charleston School District, Party of the First Part, and **Joshua Trent 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 agrees to employ **Joshua Trent Hudson** Party of the Second Part, as provide herein:

SERVICE: Party of the Second Part agrees to perform services as follows: **Main/Custodian 6/2 Hrs (8)**
Additional Duty:

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

TIME: The period of time covered by this contract is **240** days, from **7/1/2023** through **6/30/2024**.

COMPENSATION: Total compensation under this contract is **\$32,642.00** 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 Parties in this contract agree to comply with all policies established by the Board of Education.

CERTIFICATIONS: 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 to the office of the supt. If applicable, the rate of compensation includes stipend, the stipend 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 Trent Hudson

BY: /S/ signature on file
Board President

Address on File
Address

Phone on File
Phone

BY: /S/ signature on file
Board Secretary

NAME: **Vonda A Hudson**

STEP 1
RANGE 01

SCHOOL EMPLOYEE CONTRACT

YEAR: **2023-2024**

EMPLOYEE CONTRACT NO: XXX-XX-XXXX

STATE OF ARKANSAS COUNTY OF Franklin

PARTIES: The Charleston School District, Party of the First Part, and **Vonda A 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 agrees to employ **Vonda A Hudson** Party of the Second Part, as provide herein:

SERVICE: Party of the Second Part agrees to perform services as follows: **HS Cust Supervisor**
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 **183** days, from **8/7/2023** through **5/23/2024**.

COMPENSATION: Total compensation under this contract is **\$16,883.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$1,406.92**

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 Parties in this contract agree to comply with all policies established by the Board of Education.

CERTIFICATIONS: 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 to the office of the supt. If applicable, the rate of compensation includes stipend, the stipend 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
Vonda A Hudson

BY: /S/ signature on file
Board President

Address on File
Address

Phone on File
Phone

BY: /S/ signature on file
Board Secretary

NAME: **Sherri Jackson**

STEP 1
RANGE 04

SCHOOL EMPLOYEE CONTRACT

YEAR: **2023-2024**

EMPLOYEE CONTRACT NO: XXX-XX-XXXX

STATE OF ARKANSAS COUNTY OF Franklin

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

EMPLOYEMENT: The Party of the First Party by a majority vote of the Board of Education agrees to employ **Sherri Jackson** Party of the Second Part, as provide herein:

SERVICE: Party of the Second Part agrees to perform services as follows: **Acct Payable**
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 **\$30,168.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$2,514.00**

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 Parties in this contract agree to comply with all policies established by the Board of Education.

CERTIFICATIONS: 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 to the office of the supt. If applicable, the rate of compensation includes stipend, the stipend 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
Sherri Jackson

BY: /S/ signature on file
Board President

Address on File
Address

Phone on File
Phone

BY: /S/ signature on file
Board Secretary

NAME: **Nickolle D Karns**

STEP 3
RANGE 01

SCHOOL EMPLOYEE CONTRACT

YEAR: **2023-2024**

EMPLOYEE CONTRACT NO: XXX-XX-XXXX

STATE OF ARKANSAS COUNTY OF Franklin

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

EMPLOYEMENT: The Party of the First Party by a majority vote of the Board of Education agrees to employ **Nickolle D Karns** Party of the Second Part, as provide herein:

SERVICE: Party of the Second Part agrees to perform services as follows: **School Nurse**
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 Parties in this contract agree to comply with all policies established by the Board of Education.

CERTIFICATIONS: 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 to the office of the supt. If applicable, the rate of compensation includes stipend, the stipend 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
Nickolle D Karns

BY: /S/ signature on file
Board President

Address on File
Address

Phone on File
Phone

BY: /S/ signature on file
Board Secretary

NAME: **Logan Lee Keener**

STEP 1
RANGE 04

SCHOOL EMPLOYEE CONTRACT

YEAR: **2023-2024**

EMPLOYEE CONTRACT NO: XXX-XX-XXXX

STATE OF ARKANSAS COUNTY OF Franklin

PARTIES: The Charleston School District, Party of the First Part, and **Logan Lee 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 agrees to employ **Logan Lee Keener** Party of the Second Part, as provide herein:

SERVICE: Party of the Second Part agrees to perform services as follows: **Bus Driver**
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 **178** days, from **8/14/2023** through **5/23/2024**.

COMPENSATION: Total compensation under this contract is **\$5,930.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$494.17**

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 Parties in this contract agree to comply with all policies established by the Board of Education.

CERTIFICATIONS: 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 to the office of the supt. If applicable, the rate of compensation includes stipend, the stipend 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 Lee Keener

BY: /S/ signature on file
Board President

Address on File
Address

Phone on File
Phone

BY: /S/ signature on file
Board Secretary

NAME: **Robert Blake Klomfas**

STEP 1
RANGE 05

SCHOOL EMPLOYEE CONTRACT

YEAR: **2023-2024**

EMPLOYEE CONTRACT NO: XXX-XX-XXXX

STATE OF ARKANSAS COUNTY OF Franklin

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

EMPLOYEMENT: The Party of the First Party by a majority vote of the Board of Education agrees to employ **Robert Blake Klomfas** Party of the Second Part, as provide herein:

SERVICE: Party of the Second Part agrees to perform services as follows: **Study Hall**
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 **183** days, from **8/7/2023** through **5/23/2024**.

COMPENSATION: Total compensation under this contract is **\$21,300.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$1,775.00**

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 Parties in this contract agree to comply with all policies established by the Board of Education.

CERTIFICATIONS: 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 to the office of the supt. If applicable, the rate of compensation includes stipend, the stipend 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 Blake Klomfas

BY: /S/ signature on file
Board President

Address on File
Address

Phone on File
Phone

BY: /S/ signature on file
Board Secretary

NAME: **Connie D Lachowsky**

STEP 1
RANGE 01

SCHOOL EMPLOYEE CONTRACT

YEAR: **2023-2024**

EMPLOYEE CONTRACT NO: XXX-XX-XXXX

STATE OF ARKANSAS COUNTY OF Franklin

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

EMPLOYEMENT: The Party of the First Party by a majority vote of the Board of Education agrees to employ **Connie D Lachowsky** Party of the Second Part, as provide herein:

SERVICE: Party of the Second Part agrees to perform services as follows: **Aide**
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 **180** days, from **8/10/2023** through **5/23/2024**.

COMPENSATION: Total compensation under this contract is **\$16,323.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$1,360.25**

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 Parties in this contract agree to comply with all policies established by the Board of Education.

CERTIFICATIONS: 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 to the office of the supt. If applicable, the rate of compensation includes stipend, the stipend 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
Connie D Lachowsky

BY: /S/ signature on file
Board President

Address on File
Address

Phone on File
Phone

BY: /S/ signature on file
Board Secretary

NAME: **Mehgan R Little**

STEP 1
RANGE 01

SCHOOL EMPLOYEE CONTRACT

YEAR: **2023-2024**

EMPLOYEE CONTRACT NO: XXX-XX-XXXX

STATE OF ARKANSAS COUNTY OF Franklin

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

EMPLOYEMENT: The Party of the First Party by a majority vote of the Board of Education agrees to employ **Mehgan R Little** Party of the Second Part, as provide herein:

SERVICE: Party of the Second Part agrees to perform services as follows: **Aide**
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 **180** days, from **8/10/2023** through **5/23/2024**.

COMPENSATION: Total compensation under this contract is **\$16,323.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$1,360.25**

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 Parties in this contract agree to comply with all policies established by the Board of Education.

CERTIFICATIONS: 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 to the office of the supt. If applicable, the rate of compensation includes stipend, the stipend 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
Mehgan R Little

BY: /S/ signature on file
Board President

Address on File
Address

Phone on File
Phone

BY: /S/ signature on file
Board Secretary

NAME: **Melissa G Wright**

STEP 1
RANGE 03

SCHOOL EMPLOYEE CONTRACT

YEAR: **2023-2024**

EMPLOYEE CONTRACT NO: XXX-XX-XXXX

STATE OF ARKANSAS COUNTY OF Franklin

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

EMPLOYEMENT: The Party of the First Party by a majority vote of the Board of Education agrees to employ **Melissa G Wright** Party of the Second Part, as provide herein:

SERVICE: Party of the Second Part agrees to perform services as follows: **ABC-Aide**
Additional Duty:

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

TIME: The period of time covered by this contract is **191** days, from **7/31/2023** through **5/23/2024**.

COMPENSATION: Total compensation under this contract is **\$30,090.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$2,507.50**

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 Parties in this contract agree to comply with all policies established by the Board of Education.

CERTIFICATIONS: 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 to the office of the supt. If applicable, the rate of compensation includes stipend, the stipend 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
Melissa G Wright

BY: /S/ signature on file
Board President

Address on File
Address

Phone on File
Phone

BY: /S/ signature on file
Board Secretary

NAME: **Michele A Martin**

STEP 1
RANGE 01

SCHOOL EMPLOYEE CONTRACT

YEAR: **2023-2024**

EMPLOYEE CONTRACT NO: XXX-XX-XXXX

STATE OF ARKANSAS COUNTY OF Franklin

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

EMPLOYEMENT: The Party of the First Party by a majority vote of the Board of Education agrees to employ **Michele A Martin** Party of the Second Part, as provide herein:

SERVICE: Party of the Second Part agrees to perform services as follows: **HS Custodian**
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 **\$28,159.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$2,346.58**

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 Parties in this contract agree to comply with all policies established by the Board of Education.

CERTIFICATIONS: 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 to the office of the supt. If applicable, the rate of compensation includes stipend, the stipend 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 A Martin

BY: /S/ signature on file
Board President

Address on File
Address

Phone on File
Phone

BY: /S/ signature on file
Board Secretary

NAME: **Raven L Martinez**

STEP 1
RANGE 01

SCHOOL EMPLOYEE CONTRACT

YEAR: **2023-2024**

EMPLOYEE CONTRACT NO: XXX-XX-XXXX

STATE OF ARKANSAS COUNTY OF Franklin

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

EMPLOYEMENT: The Party of the First Party by a majority vote of the Board of Education agrees to employ **Raven L Martinez** Party of the Second Part, as provide herein:

SERVICE: Party of the Second Part agrees to perform services as follows: **PK Aide**
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 **\$20,485.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$1,707.08**

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 Parties in this contract agree to comply with all policies established by the Board of Education.

CERTIFICATIONS: 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 to the office of the supt. If applicable, the rate of compensation includes stipend, the stipend 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
Raven L Martinez

BY: /S/ signature on file
Board President

Address on File
Address

Phone on File
Phone

BY: /S/ signature on file
Board Secretary

NAME: **Misty Dawn McKenzie**

STEP 1
RANGE 04

SCHOOL EMPLOYEE CONTRACT

YEAR: **2023-2024**

EMPLOYEE CONTRACT NO: XXX-XX-XXXX

STATE OF ARKANSAS COUNTY OF Franklin

PARTIES: The Charleston School District, Party of the First Part, and **Misty Dawn McKenzie** Party of the Second Part, agree as follows:

EMPLOYEMENT: The Party of the First Party by a majority vote of the Board of Education agrees to employ **Misty Dawn McKenzie** Party of the Second Part, as provide herein:

SERVICE: Party of the Second Part agrees to perform services as follows: **ABC-Lead Teach**
Additional Duty:

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

TIME: The period of time covered by this contract is **191** days, from **7/31/2023** through **5/23/2024**.

COMPENSATION: Total compensation under this contract is **\$40,260.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$3,355.00**

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 Parties in this contract agree to comply with all policies established by the Board of Education.

CERTIFICATIONS: 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 to the office of the supt. If applicable, the rate of compensation includes stipend, the stipend 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
Misty Dawn McKenzie

BY: /S/ signature on file
Board President

Address on File
Address

Phone on File
Phone

BY: /S/ signature on file
Board Secretary

NAME: **Rena J Miesner**

STEP 1
RANGE 01

SCHOOL EMPLOYEE CONTRACT

YEAR: **2023-2024**

EMPLOYEE CONTRACT NO: XXX-XX-XXXX

STATE OF ARKANSAS COUNTY OF Franklin

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

EMPLOYEMENT: The Party of the First Party by a majority vote of the Board of Education agrees to employ **Rena J Miesner** Party of the Second Part, as provide herein:

SERVICE: Party of the Second Part agrees to perform services as follows: **Aide**
Additional Duty: **Sr Cheerleader \$3,277.00 Beta Club \$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 **178** days, from **8/14/2023** through **5/23/2024**.

COMPENSATION: Total compensation under this contract is **\$20,216.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$1,684.67**

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 Parties in this contract agree to comply with all policies established by the Board of Education.

CERTIFICATIONS: 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 to the office of the supt. If applicable, the rate of compensation includes stipend, the stipend 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
Rena J Miesner

BY: /S/ signature on file
Board President

Address on File
Address

Phone on File
Phone

BY: /S/ signature on file
Board Secretary

NAME: **Marilyn Moore**

STEP 1
RANGE 05

SCHOOL EMPLOYEE CONTRACT

YEAR: **2023-2024**

EMPLOYEE CONTRACT NO: XXX-XX-XXXX

STATE OF ARKANSAS COUNTY OF Franklin

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

EMPLOYEMENT: The Party of the First Party by a majority vote of the Board of Education agrees to employ **Marilyn Moore** Party of the Second Part, as provide herein:

SERVICE: Party of the Second Part agrees to perform services as follows: **Supt Secretary**
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 **\$37,809.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$3,150.75**

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 Parties in this contract agree to comply with all policies established by the Board of Education.

CERTIFICATIONS: 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 to the office of the supt. If applicable, the rate of compensation includes stipend, the stipend 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
Marilyn Moore

BY: /S/ signature on file
Board President

Address on File
Address

Phone on File
Phone

BY: /S/ signature on file
Board Secretary

NAME: **Sunny Elizabeth Moore**

STEP 1
RANGE 03

SCHOOL EMPLOYEE CONTRACT

YEAR: **2023-2024**

EMPLOYEE CONTRACT NO: XXX-XX-XXXX

STATE OF ARKANSAS COUNTY OF Franklin

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

EMPLOYEMENT: The Party of the First Party by a majority vote of the Board of Education agrees to employ **Sunny Elizabeth Moore** Party of the Second Part, as provide herein:

SERVICE: Party of the Second Part agrees to perform services as follows: **Secretary**
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 **\$30,168.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$2,514.00**

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 Parties in this contract agree to comply with all policies established by the Board of Education.

CERTIFICATIONS: 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 to the office of the supt. If applicable, the rate of compensation includes stipend, the stipend 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
Sunny Elizabeth Moore

BY: /S/ signature on file
Board President

Address on File
Address

Phone on File
Phone

BY: /S/ signature on file
Board Secretary

NAME: **Michael Cody Parks**

STEP 1
RANGE 05

SCHOOL EMPLOYEE CONTRACT

YEAR: **2023-2024**

EMPLOYEE CONTRACT NO: XXX-XX-XXXX

STATE OF ARKANSAS COUNTY OF Franklin

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

EMPLOYEMENT: The Party of the First Party by a majority vote of the Board of Education agrees to employ **Michael Cody Parks** Party of the Second Part, as provide herein:

SERVICE: Party of the Second Part agrees to perform services as follows: **Technology**
Additional Duty:

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

TIME: The period of time covered by this contract is **240** days, from **7/1/2023** through **6/30/2024**.

COMPENSATION: Total compensation under this contract is **\$66,554.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$5,546.17**

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 Parties in this contract agree to comply with all policies established by the Board of Education.

CERTIFICATIONS: 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 to the office of the supt. If applicable, the rate of compensation includes stipend, the stipend 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 Cody Parks

BY: /S/ signature on file
Board President

Address on File
Address

Phone on File
Phone

BY: /S/ signature on file
Board Secretary

NAME: **Susan Potts**

STEP 1
RANGE 03

SCHOOL EMPLOYEE CONTRACT

YEAR: **2023-2024**

EMPLOYEE CONTRACT NO: XXX-XX-XXXX

STATE OF ARKANSAS COUNTY OF Franklin

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

EMPLOYEMENT: The Party of the First Party by a majority vote of the Board of Education agrees to employ **Susan Potts** Party of the Second Part, as provide herein:

SERVICE: Party of the Second Part agrees to perform services as follows: **Aide**
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 **180** days, from **8/10/2023** through **5/23/2024**.

COMPENSATION: Total compensation under this contract is **\$18,327.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$1,527.25**

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 Parties in this contract agree to comply with all policies established by the Board of Education.

CERTIFICATIONS: 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 to the office of the supt. If applicable, the rate of compensation includes stipend, the stipend 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 Potts

BY: /S/ signature on file
Board President

Address on File
Address

Phone on File
Phone

BY: /S/ signature on file
Board Secretary

NAME: **Debra A Rainwater**

STEP 1
RANGE 03

SCHOOL EMPLOYEE CONTRACT

YEAR: **2023-2024**

EMPLOYEE CONTRACT NO: XXX-XX-XXXX

STATE OF ARKANSAS COUNTY OF Franklin

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

EMPLOYEMENT: The Party of the First Part by a majority vote of the Board of Education agrees to employ **Debra A Rainwater** Party of the Second Part, as provide herein:

SERVICE: Party of the Second Part agrees to perform services as follows: **Secretary**
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 **\$30,168.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$2,514.00**

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 Parties in this contract agree to comply with all policies established by the Board of Education.

CERTIFICATIONS: 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 to the office of the supt. If applicable, the rate of compensation includes stipend, the stipend 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
Debra A Rainwater

BY: /S/ signature on file
Board President

Address on File
Address

Phone on File
Phone

BY: /S/ signature on file
Board Secretary

NAME: **Pamela D Rankin**

STEP 1
RANGE 03

SCHOOL EMPLOYEE CONTRACT

YEAR: **2023-2024**

EMPLOYEE CONTRACT NO: XXX-XX-XXXX

STATE OF ARKANSAS COUNTY OF Franklin

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

EMPLOYEMENT: The Party of the First Party by a majority vote of the Board of Education agrees to employ **Pamela D Rankin** Party of the Second Part, as provide herein:

SERVICE: Party of the Second Part agrees to perform services as follows: **Secretary**
Additional Duty: **Dance \$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 **220** days, from **7/24/2023** through **6/30/2024**.

COMPENSATION: Total compensation under this contract is **\$32,673.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$2,722.75**

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 Parties in this contract agree to comply with all policies established by the Board of Education.

CERTIFICATIONS: 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 to the office of the supt. If applicable, the rate of compensation includes stipend, the stipend 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
Pamela D Rankin

BY: /S/ signature on file
Board President

Address on File
Address

Phone on File
Phone

BY: /S/ signature on file
Board Secretary

NAME: **Kimberly D Scott**

STEP 1
RANGE 05

SCHOOL EMPLOYEE CONTRACT

YEAR: **2023-2024**

EMPLOYEE CONTRACT NO: XXX-XX-XXXX

STATE OF ARKANSAS COUNTY OF Franklin

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

EMPLOYEMENT: The Party of the First Party by a majority vote of the Board of Education agrees to employ **Kimberly D Scott** Party of the Second Part, as provide herein:

SERVICE: Party of the Second Part agrees to perform services as follows: **FS Employee**
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 **180** days, from **8/10/2023** through **5/23/2024**.

COMPENSATION: Total compensation under this contract is **\$16,964.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$1,413.67**

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 Parties in this contract agree to comply with all policies established by the Board of Education.

CERTIFICATIONS: 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 to the office of the supt. If applicable, the rate of compensation includes stipend, the stipend 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
Kimberly D Scott

BY: /S/ signature on file
Board President

Address on File
Address

Phone on File
Phone

BY: /S/ signature on file
Board Secretary

NAME: **Mark D Scott**

STEP 1
RANGE 02

SCHOOL EMPLOYEE CONTRACT

YEAR: **2023-2024**

EMPLOYEE CONTRACT NO: XXX-XX-XXXX

STATE OF ARKANSAS COUNTY OF Franklin

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

EMPLOYEMENT: The Party of the First Party by a majority vote of the Board of Education agrees to employ **Mark D Scott** Party of the Second Part, as provide herein:

SERVICE: Party of the Second Part agrees to perform services as follows: **Maintenance**
Additional Duty:

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

TIME: The period of time covered by this contract is **240** days, from **7/1/2023** through **6/30/2024**.

COMPENSATION: Total compensation under this contract is **\$47,000.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$3,916.67**

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 Parties in this contract agree to comply with all policies established by the Board of Education.

CERTIFICATIONS: 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 to the office of the supt. If applicable, the rate of compensation includes stipend, the stipend 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
Mark D Scott

BY: /S/ signature on file
Board President

Address on File
Address

Phone on File
Phone

BY: /S/ signature on file
Board Secretary

NAME: **Christy G Shaver**

STEP 1
RANGE 04

SCHOOL EMPLOYEE CONTRACT

YEAR: **2023-2024**

EMPLOYEE CONTRACT NO: XXX-XX-XXXX

STATE OF ARKANSAS COUNTY OF Franklin

PARTIES: The Charleston School District, Party of the First Part, and **Christy G Shaver** Party of the Second Part, agree as follows:

EMPLOYEMENT: The Party of the First Party by a majority vote of the Board of Education agrees to employ **Christy G Shaver** Party of the Second Part, as provide herein:

SERVICE: Party of the Second Part agrees to perform services as follows: **Maint. Of Bldg.**
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 **183** days, from **8/7/2023** through **5/23/2024**.

COMPENSATION: Total compensation under this contract is **\$20,369.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$1,697.42**

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 Parties in this contract agree to comply with all policies established by the Board of Education.

CERTIFICATIONS: 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 to the office of the supt. If applicable, the rate of compensation includes stipend, the stipend 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
Christy G Shaver

BY: /S/ signature on file
Board President

Address on File
Address

Phone on File
Phone

BY: /S/ signature on file
Board Secretary

NAME: **Teletha LeeAnn Strickland**

STEP 1
RANGE 01

SCHOOL EMPLOYEE CONTRACT

YEAR: **2023-2024**

EMPLOYEE CONTRACT NO: XXX-XX-XXXX

STATE OF ARKANSAS COUNTY OF Franklin

PARTIES: The Charleston School District, Party of the First Part, and **Teletha LeeAnn Strickland** Party of the Second Part, agree as follows:

EMPLOYEMENT: The Party of the First Party by a majority vote of the Board of Education agrees to employ **Teletha LeeAnn Strickland** Party of the Second Part, as provide herein:

SERVICE: Party of the Second Part agrees to perform services as follows: **Nurse**
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 **181** days, from **8/9/2023** through **5/23/2024**.

COMPENSATION: Total compensation under this contract is **\$25,340.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$2,111.67**

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 Parties in this contract agree to comply with all policies established by the Board of Education.

CERTIFICATIONS: 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 to the office of the supt. If applicable, the rate of compensation includes stipend, the stipend 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
Teletha LeeAnn Strickland

BY: /S/ signature on file
Board President

Address on File
Address

Phone on File
Phone

BY: /S/ signature on file
Board Secretary

NAME: **Joshua C Underwood**

STEP 1
RANGE 06

SCHOOL EMPLOYEE CONTRACT

YEAR: **2023-2024**

EMPLOYEE CONTRACT NO: XXX-XX-XXXX

STATE OF ARKANSAS COUNTY OF Franklin

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

EMPLOYEMENT: The Party of the First Party by a majority vote of the Board of Education agrees to employ **Joshua C Underwood** Party of the Second Part, as provide herein:

SERVICE: Party of the Second Part agrees to perform services as follows: **Bus Driver**
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 **178** days, from **8/14/2023** through **5/23/2024**.

COMPENSATION: Total compensation under this contract is **\$12,052.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$1,004.33**

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 Parties in this contract agree to comply with all policies established by the Board of Education.

CERTIFICATIONS: 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 to the office of the supt. If applicable, the rate of compensation includes stipend, the stipend 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

NAME: **Michelle D Vaughn**

STEP 1
RANGE 01

SCHOOL EMPLOYEE CONTRACT

YEAR: **2023-2024**

EMPLOYEE CONTRACT NO: XXX-XX-XXXX

STATE OF ARKANSAS COUNTY OF Franklin

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

EMPLOYEMENT: The Party of the First Party by a majority vote of the Board of Education agrees to employ **Michelle D Vaughn** Party of the Second Part, as provide herein:

SERVICE: Party of the Second Part agrees to perform services as follows: **Aide**
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 **180** days, from **8/10/2023** through **5/23/2024**.

COMPENSATION: Total compensation under this contract is **\$16,323.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$1,360.25**

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 Parties in this contract agree to comply with all policies established by the Board of Education.

CERTIFICATIONS: 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 to the office of the supt. If applicable, the rate of compensation includes stipend, the stipend 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
Michelle D Vaughn

BY: /S/ signature on file
Board President

Address on File
Address

Phone on File
Phone

BY: /S/ signature on file
Board Secretary

NAME: **Brittany Wilson**

STEP
RANGE

SCHOOL EMPLOYEE CONTRACT

YEAR: **2023-2024**

EMPLOYEE CONTRACT NO: XXX-XX-XXXX

STATE OF ARKANSAS COUNTY OF Franklin

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

EMPLOYEMENT: The Party of the First Party by a majority vote of the Board of Education agrees to employ **Brittany Wilson** Party of the Second Part, as provide herein:

SERVICE: Party of the Second Part agrees to perform services as follows: **Paraprofessional**
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 **180** days, from **8/10/2023** through **5/23/2024**.

COMPENSATION: Total compensation under this contract is **\$18,842.00** 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 Parties in this contract agree to comply with all policies established by the Board of Education.

CERTIFICATIONS: 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 to the office of the supt. If applicable, the rate of compensation includes stipend, the stipend 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
Brittany Wilson

BY: /S/ signature on file
Board President

Address on File
Address

Phone on File
Phone

BY: /S/ signature on file
Board Secretary

NAME: **Samantha D Woodson**

STEP 1
RANGE 01

SCHOOL EMPLOYEE CONTRACT

YEAR: **2023-2024**

EMPLOYEE CONTRACT NO: XXX-XX-XXXX

STATE OF ARKANSAS COUNTY OF Franklin

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

EMPLOYEMENT: The Party of the First Party by a majority vote of the Board of Education agrees to employ **Samantha D Woodson** Party of the Second Part, as provide herein:

SERVICE: Party of the Second Part agrees to perform services as follows: **Aide**
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 **180** days, from **8/10/2023** through **5/23/2024**.

COMPENSATION: Total compensation under this contract is **\$16,323.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$1,360.25**

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 Parties in this contract agree to comply with all policies established by the Board of Education.

CERTIFICATIONS: 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 to the office of the supt. If applicable, the rate of compensation includes stipend, the stipend 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
Samantha D Woodson

BY: /S/ signature on file
Board President

Address on File
Address

Phone on File
Phone

BY: /S/ signature on file
Board Secretary

NAME: **Yolonda Gaona**

STEP
RANGE

SCHOOL EMPLOYEE CONTRACT

YEAR: **2023-2024**

EMPLOYEE CONTRACT NO: XXX-XX-XXXX

STATE OF ARKANSAS COUNTY OF Franklin

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

EMPLOYEMENT: The Party of the First Party by a majority vote of the Board of Education agrees to employ **Yolonda Gaona** Party of the Second Part, as provide herein:

SERVICE: Party of the Second Part agrees to perform services as follows: **ES/MS Custodian**
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 through .

COMPENSATION: Total compensation under this contract is **\$28,530.00** 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 Parties in this contract agree to comply with all policies established by the Board of Education.

CERTIFICATIONS: 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 to the office of the supt. If applicable, the rate of compensation includes stipend, the stipend 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
Yolonda Gaona

BY: /S/ signature on file
Board President

Address on File
Address

Phone on File
Phone

BY: /S/ signature on file
Board Secretary

NAME: **Tony Hicks**

STEP
RANGE

SCHOOL EMPLOYEE CONTRACT

YEAR: **2023-2024**

EMPLOYEE CONTRACT NO: XXX-XX-XXXX

STATE OF ARKANSAS COUNTY OF Franklin

PARTIES: The Charleston School District, Party of the First Part, and **Tony 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 agrees to employ **Tony Hicks** Party of the Second Part, as provide herein:

SERVICE: Party of the Second Part agrees to perform services as follows: **ALE Paraprofessional**
Additional Duty:

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

TIME: The period of time covered by this contract is **191** days, from **7/28/2023** through .

COMPENSATION: Total compensation under this contract is **\$22,308.00** 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 Parties in this contract agree to comply with all policies established by the Board of Education.

CERTIFICATIONS: 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 to the office of the supt. If applicable, the rate of compensation includes stipend, the stipend 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: **June 26, 2023**

BY: /S/ signature on file
Tony Hicks

BY: /S/ signature on file
Board President

Address on File
Address

Phone on File
Phone

BY: /S/ signature on file
Board Secretary

NAME: **Tony Hicks**

STEP
RANGE

SCHOOL EMPLOYEE CONTRACT

YEAR: **2023-2024**

EMPLOYEE CONTRACT NO: XXX-XX-XXXX

STATE OF ARKANSAS COUNTY OF Franklin

PARTIES: The Charleston School District, Party of the First Part, and **Tony 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 agrees to employ **Tony Hicks** Party of the Second Part, as provide herein:

SERVICE: Party of the Second Part agrees to perform services as follows: **Bus Driver**
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 **178** days, from **8/14/2023** through .

COMPENSATION: Total compensation under this contract is **\$11,860.00** 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 Parties in this contract agree to comply with all policies established by the Board of Education.

CERTIFICATIONS: 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 to the office of the supt. If applicable, the rate of compensation includes stipend, the stipend 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: **June 26, 2023**

BY: /S/ signature on file
Tony Hicks

BY: /S/ signature on file
Board President

Address on File
Address

Phone on File
Phone

BY: /S/ signature on file
Board Secretary

NAME: **Christy Kindrix**

STEP
RANGE

SCHOOL EMPLOYEE CONTRACT

YEAR: **2023-2024**

EMPLOYEE CONTRACT NO: XXX-XX-XXXX

STATE OF ARKANSAS COUNTY OF Franklin

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

EMPLOYEMENT: The Party of the First Party by a majority vote of the Board of Education agrees to employ **Christy Kindrix** Party of the Second Part, as provide herein:

SERVICE: Party of the Second Part agrees to perform services as follows: **Food Service**
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 **180** days, from **8/10/2023** through **5/23/2024**.

COMPENSATION: Total compensation under this contract is **\$16,964.00** 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 Parties in this contract agree to comply with all policies established by the Board of Education.

CERTIFICATIONS: 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 to the office of the supt. If applicable, the rate of compensation includes stipend, the stipend 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
Christy Kindrix

BY: /S/ signature on file
Board President

Address on File
Address

Phone on File
Phone

BY: /S/ signature on file
Board Secretary