

College: <b>AR Tech U Russellville</b>	Total Years of Experience: <b>23</b>
Certification Based on: <b>Masters</b>	Years of Experience This District: <b>7</b>
Social Security Number: <b>XXX-XX-XXXX</b>	Schedule Title: <b>91H-191 CERT 2017-18</b> Range: <b>04</b> Step: <b>24</b>
	Check Location: <b>6</b>

# TEACHER'S CONTRACT

YEAR: **2017-2018**

STATE OF ARKANSAS COUNTY OF **Franklin**

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

**EMPLOYEMENT:** The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on **April 24, 2017** agrees to employ **Tahnee K Bowen** Party of the Second Part, as provided herein:

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

Additional Duty: **Nat Board Cert 2,000.00 Armac 2,000.00**

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

**TIME:** The period of time covered by this contract is **206** days, from **07/18/2017** through **06/04/2018** .

**COMPENSATION:** Total compensation under this contract is **\$63,718.43** to be paid in **12** installments. Rate of compensation will be as follows: **\$5,309.87**

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

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

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

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

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

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

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

Given on: **May 8, 2017**

BY: /S/ Signature on File  
Tahnee K Bowen

BY: /S/ signature on file  
Board President

Address on File  
Address

Phone on File  
Phone

BY: /S/ signature on file  
Board Secretary

College: <b>UA, Fayetteville</b>	Total Years of Experience: <b>35</b>
Certification Based on: <b>Masters</b>	Years of Experience This District: <b>35</b>
Social Security Number: <b>XXX-XX-XXXX</b>	Schedule Title: <b>91H-191 CERT 2017-18</b> Range: <b>04</b> Step: <b>29</b>
	Check Location: <b>6</b>

# TEACHER'S CONTRACT

YEAR: **2017-2018**

STATE OF ARKANSAS COUNTY OF **Franklin**

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

**EMPLOYEMENT:** The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on **April 24, 2017** agrees to employ **Karren Efurd** Party of the Second Part, as provided herein:

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

Additional Duty:

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

**TIME:** The period of time covered by this contract is **206** days, from **07/18/2017** through **06/04/2018** .

**COMPENSATION:** Total compensation under this contract is **\$63,160.03** to be paid in **12** installments. Rate of compensation will be as follows: **\$5,263.34**

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

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

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

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

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

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

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

Given on: **May 8, 2017**

BY: /S/ Signature on File  
Karren Efurd

BY: /S/ signature on file  
Board President

Address on File  
Address

Phone on File  
Phone

BY: /S/ signature on file  
Board Secretary

College: <b>UA, Fayetteville</b>	Total Years of Experience: <b>15</b>
Certification Based on: <b>Masters + 30</b>	Years of Experience This District: <b>12</b>
Social Security Number: <b>XXX-XX-XXXX</b>	Schedule Title: <b>91H-191 CERT 2017-18</b> Range: <b>06</b> Step: <b>16</b>
	Check Location: <b>7</b>

# TEACHER'S CONTRACT

YEAR: **2017-2018**

STATE OF ARKANSAS COUNTY OF **Franklin**

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

**EMPLOYEMENT:** The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on **April 24, 2017** agrees to employ **Jennifer McDonald** Party of the Second Part, as provided herein:

**SERVICE:** Party of the Second Part agrees to perform services as follows: **Librarian**  
**Additional Duty: 1/7 Prep MCD 6,864.00 Yearbook 1,474.00 Nat Board Cert 2,000.00**  
 These services will be rendered in accordance with the policies set forth by the Party of the First Part. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to total compensation under this contract.

**TIME:** The period of time covered by this contract is **206** days, from **07/18/2017** through **06/04/2018** .

**COMPENSATION:** Total compensation under this contract is **\$65,926.72** to be paid in **12** installments. Rate of compensation will be as follows: **\$5,493.89**

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

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

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

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

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

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

Given on: **May 8, 2017**

BY: /S/ Signature on File  
 Jennifer McDonald

BY: /S/ signature on file  
 Board President

Address on File  
 Address

Phone on File  
 Phone

BY: /S/ signature on file  
 Board Secretary

College: <b>AR Tech U Russellville</b>	Total Years of Experience: <b>14</b>
Certification Based on: <b>Masters + 15</b>	Years of Experience This District: <b>10</b>
Social Security Number: <b>XXX-XX-XXXX</b>	Schedule Title: <b>20H-220 CERT 2017-18</b> Range: <b>05</b> Step: <b>15</b>
	Check Location: <b>7</b>

# TEACHER'S CONTRACT

YEAR: **2017-2018**

STATE OF ARKANSAS COUNTY OF **Franklin**

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

**EMPLOYEMENT:** The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on **February 27, 2017** agrees to employ **Greg Kendrick** Party of the Second Part, as provided herein:

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

Additional Duty: **Head FB Coach 16,031.00**

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 **07/06/2017** through **06/15/2018** .

**COMPENSATION:** Total compensation under this contract is **\$66,295.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$5,524.58**

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

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

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

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

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

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

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

Given on: **May 8, 2017**

BY: /S/ Signature on File  
Greg Kendrick

BY: /S/ signature on file  
Board President

Address on File  
Address

Phone on File  
Phone

BY: /S/ signature on file  
Board Secretary

College: <b>Harding Co. Searcy</b>	Total Years of Experience: <b>18</b>
Certification Based on: <b>Masters</b>	Years of Experience This District: <b>10</b>
Social Security Number: <b>XXX-XX-XXXX</b>	Schedule Title: <b>20H-220 CERT 2017-18</b> Range: <b>04</b> Step: <b>19</b>
	Check Location: <b>7</b>

# TEACHER'S CONTRACT

YEAR: **2017-2018**

STATE OF ARKANSAS COUNTY OF **Franklin**

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

**EMPLOYEMENT:** The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on **February 27, 2017** agrees to employ **Billy J Ross** Party of the Second Part, as provided herein:

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

Additional Duty: **Head BBB Coach 16,031.00 Student Council 739.00**

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 **07/06/2017** through **06/15/2018** .

**COMPENSATION:** Total compensation under this contract is **\$68,949.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$5,745.75**

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

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

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

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

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

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

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

Given on: **May 8, 2017**

BY: /S/ Signature on File  
Billy J Ross

BY: /S/ signature on file  
Board President

Address on File  
Address

Phone on File  
Phone

BY: /S/ signature on file  
Board Secretary

College: <b>Harding Co. Searcy</b>	Total Years of Experience: <b>16</b>
Certification Based on: <b>Masters</b>	Years of Experience This District: <b>12</b>
Social Security Number: <b>XXX-XX-XXXX</b>	Schedule Title: <b>20H-220 CERT 2017-18</b> Range: <b>04</b> Step: <b>17</b>
	Check Location: <b>7</b>

## TEACHER'S CONTRACT

YEAR: **2017-2018**

STATE OF ARKANSAS COUNTY OF **Franklin**

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

**EMPLOYEMENT:** The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on **February 27, 2017** agrees to employ **Jason Rucker** Party of the Second Part, as provided herein:

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

Additional Duty: **Head GBB Coach 16,031.00**

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 **07/06/2017** through **06/15/2018** .

**COMPENSATION:** Total compensation under this contract is **\$66,934.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$5,577.83**

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

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

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

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

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

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

Given on: **May 8, 2017**

BY: /S/ Signature on File  
Jason Rucker

BY: /S/ signature on file  
Board President

Address on File  
Address

Phone on File  
Phone

BY: /S/ signature on file  
Board Secretary

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

Total Years of Experience: **19**  
 Years of Experience This District: **19**  
 Schedule Title: **91H-191 CERT 2017-18** Range: **01** Step: **20**  
 Check Location: **7**

## TEACHER'S CONTRACT

YEAR: **2017-2018**

STATE OF ARKANSAS COUNTY OF **Franklin**

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

**EMPLOYEMENT:** The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on **April 24, 2017** agrees to employ **Michael Chad Haynes** Party of the Second Part, as provided herein:

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

Additional Duty: **Asst Coach 10 M 6,423.00 Asst. 3 Sports 1,106.00**

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

**TIME:** The period of time covered by this contract is **206** days, from **07/11/2017** through **06/14/2018** .

**COMPENSATION:** Total compensation under this contract is **\$61,052.33** to be paid in **12** installments. Rate of compensation will be as follows: **\$5,087.69**

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

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

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

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

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

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

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

Given on: **May 8, 2017**

BY: /S/ Signature on File  
 Michael Chad Haynes

BY: /S/ signature on file  
 Board President

Address on File  
 Address

Phone on File  
 Phone

BY: /S/ signature on file  
 Board Secretary

College: <b>AR Tech U Russellville</b>	Total Years of Experience: <b>11</b>
Certification Based on: <b>Masters</b>	Years of Experience This District: <b>7</b>
Social Security Number: <b>XXX-XX-XXXX</b>	Schedule Title: <b>91H-191 CERT 2017-18</b> Range: <b>04</b> Step: <b>12</b>
	Check Location: <b>7</b>

# TEACHER'S CONTRACT

YEAR: **2017-2018**

STATE OF ARKANSAS COUNTY OF **Franklin**

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

**EMPLOYEMENT:** The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on **April 24, 2017** agrees to employ **Ryan P Meyers** Party of the Second Part, as provided herein:

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

Additional Duty: **Asst 10 Mth 6,573.00 Asst. 3 Sports 1,106.00**

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

**TIME:** The period of time covered by this contract is **206** days, from **07/11/2017** through **06/14/2018** .

**COMPENSATION:** Total compensation under this contract is **\$59,138.02** to be paid in **12** installments. Rate of compensation will be as follows: **\$4,928.17**

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

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

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

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

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

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

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

Given on: **May 8, 2017**

BY: /S/ Signature on File  
Ryan P Meyers

BY: /S/ signature on file  
Board President

Address on File  
Address

Phone on File  
Phone

BY: /S/ signature on file  
Board Secretary



College: <b>UA, Monticello</b>	Total Years of Experience: <b>9</b>
Certification Based on: <b>Masters</b>	Years of Experience This District: <b>5</b>
Social Security Number: <b>XXX-XX-XXXX</b>	Schedule Title: <b>91H-191 CERT 2017-18</b> Range: <b>04</b> Step: <b>10</b>
	Check Location: <b>7</b>

## TEACHER'S CONTRACT

YEAR: **2017-2018**

STATE OF ARKANSAS COUNTY OF **Franklin**

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

**EMPLOYEMENT:** The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on **April 24, 2017** agrees to employ **Ryan R Rachuy** Party of the Second Part, as provided herein:

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

Additional Duty: **Volleyball 6,673.00**

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

**TIME:** The period of time covered by this contract is **206** days, from **07/11/2017** through **06/14/2018** .

**COMPENSATION:** Total compensation under this contract is **\$56,754.73** to be paid in **12** installments. Rate of compensation will be as follows: **\$4,729.56**

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

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

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

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

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

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

Given on: **May 8, 2017**

BY: /S/ Signature on File  
Ryan R Rachuy

BY: /S/ signature on file  
Board President

Address on File  
Address

Phone on File  
Phone

BY: /S/ signature on file  
Board Secretary

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

Total Years of Experience: **2**  
 Years of Experience This District: **1**  
 Schedule Title: **91H-191 CERT 2017-18** Range: **01** Step: **3**  
 Check Location: **7**

## TEACHER'S CONTRACT

YEAR: **2017-2018**

STATE OF ARKANSAS COUNTY OF **Franklin**

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

**EMPLOYEMENT:** The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on **April 24, 2017** agrees to employ **Tyler J Reese** Party of the Second Part, as provided herein:

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

Additional Duty: **Asst Coach 10 M 8,011.00**

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

**TIME:** The period of time covered by this contract is **206** days, from **07/11/2017** through **06/14/2018** .

**COMPENSATION:** Total compensation under this contract is **\$49,832.24** to be paid in **12** installments. Rate of compensation will be as follows: **\$4,152.69**

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

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

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

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

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

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

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

Given on: **May 8, 2017**

BY: /S/ Signature on File  
 Tyler J Reese

BY: /S/ signature on file  
 Board President

Address on File  
 Address

Phone on File  
 Phone

BY: /S/ signature on file  
 Board Secretary

College: <b>UA, Fayetteville</b>	Total Years of Experience: <b>36</b>
Certification Based on: <b>Masters + 30</b>	Years of Experience This District: <b>33</b>
Social Security Number: <b>XXX-XX-XXXX</b>	Schedule Title: <b>40H-240 CERT 2017-18</b> Range: <b>06</b> Step: <b>29</b>
	Check Location: <b>0</b>

# TEACHER'S CONTRACT

YEAR: **2017-2018**

STATE OF ARKANSAS COUNTY OF **Franklin**

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

**EMPLOYEMENT:** The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on **January 23, 2017** agrees to employ **Jeff Stubblefield** Party of the Second Part, as provided herein:

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

Additional Duty: **Superintendent 32,000.00 Superintendent 15,546.00**

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

**TIME:** The period of time covered by this contract is **240** days, from **07/01/2017** through **06/30/2017** .

**COMPENSATION:** Total compensation under this contract is **\$107,384.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$8,948.67**

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

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

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

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

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

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

Other duties as assigned by the administration. Pursuant to Arkansas law, you have 30 calendar days from the date of this contract to sign and return your contract of employment to the office of the superintendent. If applicable, rate of compensation includes Stipend, which may be paid as a lump sum rather than monthly. This contract is for three years through June 30, 2020.

Given on: **May 8, 2017**

BY: /S/ Signature on File  
Jeff Stubblefield

BY: /S/ signature on file  
Board President

Address on File  
Address

Phone on File  
Phone

BY: /S/ signature on file  
Board Secretary

College: <b>ASU, State University</b>	Total Years of Experience: <b>26</b>
Certification Based on: <b>Masters</b>	Years of Experience This District: <b>5</b>
Social Security Number: <b>XXX-XX-XXXX</b>	Schedule Title: <b>20H-220 CERT 2017-18</b> Range: <b>04</b> Step: <b>27</b>
	Check Location: <b>6</b>

# TEACHER'S CONTRACT

YEAR: **2017-2018**

STATE OF ARKANSAS COUNTY OF **Franklin**

**PARTIES:** The Charleston School District, Party of the First Part, and **Bruce W Womack** Party of the Second Part, agree as follows:

**EMPLOYEMENT:** The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on **February 27, 2017** agrees to employ **Bruce W Womack** Party of the Second Part, as provided herein:

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

Additional Duty: **Elem Principal 21,184.00**

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 **07/11/2017** through **06/15/2018** .

**COMPENSATION:** Total compensation under this contract is **\$78,469.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$6,539.08**

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

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

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

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

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

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

Other duties as assigned by the administration. Pursuant to Arkansas law, you have 30 calendar days from the date of this contract to sign and return your contract of employment to the office of the superintendent. If applicable, rate of compensation includes Stipend, which may be paid as a lump sum rather than monthly. This contract is for two years through June 30, 2019.

Given on: **May 8, 2017**

BY: /S/ Signature on File  
Bruce W Womack

BY: /S/ signature on file  
Board President

Address on File  
Address

Phone on File  
Phone

BY: /S/ signature on file  
Board Secretary

College: <b>UA, Fayetteville</b>	Total Years of Experience: <b>29</b>
Certification Based on: <b>Masters + 30</b>	Years of Experience This District: <b>15</b>
Social Security Number: <b>XXX-XX-XXXX</b>	Schedule Title: <b>40H-240 CERT 2017-18</b> Range: <b>06</b> Step: <b>29</b>
	Check Location: <b>7</b>

# TEACHER'S CONTRACT

YEAR: **2017-2018**

STATE OF ARKANSAS COUNTY OF **Franklin**

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

**EMPLOYEMENT:** The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on **February 27, 2017** agrees to employ **Melissa Moore** Party of the Second Part, as provided herein:

**SERVICE:** Party of the Second Part agrees to perform services as follows: **H. S. Principal**

Additional Duty: **H. S. Principal 25,976.00**

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

**TIME:** The period of time covered by this contract is **240** days, from **07/01/2017** through **06/30/2018** .

**COMPENSATION:** Total compensation under this contract is **\$85,814.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$7,151.17**

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

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

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

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

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

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

Other duties as assigned by the administration. Pursuant to Arkansas law, you have 30 calendar days from the date of this contract to sign and return your contract of employment to the office of the superintendent. If applicable, rate of compensation includes Stipend, which may be paid as a lump sum rather than monthly. This contract is for two years through June 30, 2019.

Given on: **May 8, 2017**

BY: /S/ Signature on File  
Melissa Moore

BY: /S/ signature on file  
Board President

Address on File  
Address

Phone on File  
Phone

BY: /S/ signature on file  
Board Secretary

College: <b>UA, Fayetteville</b>	Total Years of Experience: <b>28</b>
Certification Based on: <b>Masters</b>	Years of Experience This District: <b>28</b>
Social Security Number: <b>XXX-XX-XXXX</b>	Schedule Title: <b>40H-240 CERT 2017-18</b> Range: <b>04</b> Step: <b>29</b>
	Check Location: <b>7</b>

# TEACHER'S CONTRACT

YEAR: **2017-2018**

STATE OF ARKANSAS COUNTY OF **Franklin**

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

**EMPLOYEMENT:** The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on **February 27, 2017** agrees to employ **Shane Storey** Party of the Second Part, as provided herein:

**SERVICE:** Party of the Second Part agrees to perform services as follows: **H. S. Principal**

Additional Duty: **H. S. Principal 25,976.00**

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

**TIME:** The period of time covered by this contract is **240** days, from **07/01/2017** through **06/30/2018** .

**COMPENSATION:** Total compensation under this contract is **\$84,537.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$7,044.75**

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

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

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

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

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

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

Other duties as assigned by the administration. Pursuant to Arkansas law, you have 30 calendar days from the date of this contract to sign and return your contract of employment to the office of the superintendent. If applicable, rate of compensation includes Stipend, which may be paid as a lump sum rather than monthly. This contract is for two years through June 30, 2019.

Given on: **May 8, 2017**

BY: /S/ Signature on File  
Shane Storey

BY: /S/ signature on file  
Board President

Address on File  
Address

Phone on File  
Phone

BY: /S/ signature on file  
Board Secretary

College: <b>UA, Fayetteville</b>	Total Years of Experience: <b>25</b>
Certification Based on: <b>Masters + 15</b>	Years of Experience This District: <b>25</b>
Social Security Number: <b>XXX-XX-XXXX</b>	Schedule Title: <b>91H-191 CERT 2017-18</b> Range: <b>05</b> Step: <b>26</b>
	Check Location: <b>7</b>

# TEACHER'S CONTRACT

YEAR: **2017-2018**

STATE OF ARKANSAS COUNTY OF **Franklin**

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

**EMPLOYEMENT:** The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on **April 24, 2017** agrees to employ **Milinda Wisdom** Party of the Second Part, as provided herein:

**SERVICE:** Party of the Second Part agrees to perform services as follows: **H. S. Counselor**

Additional Duty:

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

**TIME:** The period of time covered by this contract is **216** days, from **07/16/2017** through **06/15/2018** .

**COMPENSATION:** Total compensation under this contract is **\$64,783.04** to be paid in **12** installments. Rate of compensation will be as follows: **\$5,398.59**

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

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

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

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

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

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

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

Given on: **May 8, 2017**

BY: /S/ Signature on File  
Milinda Wisdom

BY: /S/ signature on file  
Board President

Address on File  
Address

Phone on File  
Phone

BY: /S/ signature on file  
Board Secretary

College: <b>ASU, State University</b>	Total Years of Experience: <b>42</b>
Certification Based on: <b>Bachelor + 24</b>	Years of Experience This District: <b>31</b>
Social Security Number: <b>XXX-XX-XXXX</b>	Schedule Title: <b>91H-191 CERT 2017-18</b> Range: <b>03</b> Step: <b>29</b>
	Check Location: <b>6</b>

# TEACHER'S CONTRACT

YEAR: **2017-2018**

STATE OF ARKANSAS COUNTY OF **Franklin**

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

**EMPLOYEMENT:** The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on **April 24, 2017** agrees to employ **Susan Abbott** Party of the Second Part, as provided herein:

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

Additional Duty:

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

**TIME:** The period of time covered by this contract is **191** days, from **08/01/2017** through **05/25/2017** .

**COMPENSATION:** Total compensation under this contract is **\$56,647.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$4,720.58**

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

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

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

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

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

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

Given on: **May 8, 2017**

BY: /S/ Signature on File  
Susan Abbott

BY: /S/ signature on file  
Board President

Address on File  
Address

Phone on File  
Phone

BY: /S/ signature on file  
Board Secretary



College: <b>ASU, State University</b>	Total Years of Experience: <b>35</b>
Certification Based on: <b>Masters</b>	Years of Experience This District: <b>31</b>
Social Security Number: <b>XXX-XX-XXXX</b>	Schedule Title: <b>91H-191 CERT 2017-18</b> Range: <b>04</b> Step: <b>29</b>
	Check Location: <b>6</b>

## TEACHER'S CONTRACT

YEAR: **2017-2018**

STATE OF ARKANSAS COUNTY OF **Franklin**

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

**EMPLOYEMENT:** The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on **April 24, 2017** agrees to employ **Thomas Abbott** Party of the Second Part, as provided herein:

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

Additional Duty: **Speech Path 2,000.00**

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

**TIME:** The period of time covered by this contract is **191** days, from **08/01/2017** through **05/25/2017** .

**COMPENSATION:** Total compensation under this contract is **\$60,561.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$5,046.75**

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

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

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

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

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

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

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

Given on: **May 8, 2017**

BY: /S/ Signature on File  
Thomas Abbott

BY: /S/ signature on file  
Board President

Address on File  
Address

Phone on File  
Phone

BY: /S/ signature on file  
Board Secretary

College: <b>UA Fort Smith</b>	Total Years of Experience: <b>8</b>
Certification Based on: <b>Masters</b>	Years of Experience This District: <b>0</b>
Social Security Number: <b>XXX-XX-XXXX</b>	Schedule Title:Range:Step:
	Check Location:

# TEACHER'S CONTRACT

YEAR: **2017-2018**

STATE OF ARKANSAS COUNTY OF **Franklin**

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

**EMPLOYEMENT:** The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on **April 24, 2017** agrees to employ **Lynne Akers** Party of the Second Part, as provided herein:

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

Additional Duty:

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

**TIME:** The period of time covered by this contract is **191** days, from \_\_\_\_\_ through \_\_\_\_\_ .

**COMPENSATION:** Total compensation under this contract is **\$45,797.00** to be paid in **12** installments. Rate of compensation will be as follows: \$

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

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

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

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

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

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

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

Given on: **April 24, 2017**

BY: /S/ Signature on File  
Lynne Akers

BY: /S/ signature on file  
Board President

Address on File  
Address

Phone on File  
Phone

BY: /S/ signature on file  
Board Secretary

College: <b>UA Fort Smith</b>	Total Years of Experience: <b>4</b>
Certification Based on: <b>Masters</b>	Years of Experience This District: <b>4</b>
Social Security Number: <b>XXX-XX-XXXX</b>	Schedule Title: <b>91H-191 CERT 2017-18</b> Range: <b>04</b> Step: <b>5</b>
	Check Location: <b>6</b>

# TEACHER'S CONTRACT

YEAR: **2017-2018**

STATE OF ARKANSAS COUNTY OF **Franklin**

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

**EMPLOYEMENT:** The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on **April 24, 2017** agrees to employ **Bridgett A Asbury** Party of the Second Part, as provided herein:

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

Additional Duty:

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

**TIME:** The period of time covered by this contract is **191** days, from **08/01/2017** through **05/25/2018** .

**COMPENSATION:** Total compensation under this contract is **\$43,244.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$3,603.67**

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

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

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

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

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

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

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

Given on: **May 8, 2017**

BY: /S/ Signature on File  
Bridgett A Asbury

BY: /S/ signature on file  
Board President

Address on File  
Address

Phone on File  
Phone

BY: /S/ signature on file  
Board Secretary

College: <b>AR Tech U Russellville</b>	Total Years of Experience: <b>5</b>
Certification Based on: <b>Bachelor + 24</b>	Years of Experience This District: <b>5</b>
Social Security Number: <b>XXX-XX-XXXX</b>	Schedule Title: <b>91H-191 CERT 2017-18</b> Range: <b>03</b> Step: <b>6</b>
	Check Location: <b>6</b>

# TEACHER'S CONTRACT

YEAR: **2017-2018**

STATE OF ARKANSAS COUNTY OF **Franklin**

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

**EMPLOYEMENT:** The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on **April 24, 2017** agrees to employ **Macy L Barnett** Party of the Second Part, as provided herein:

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

Additional Duty:

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

**TIME:** The period of time covered by this contract is **191** days, from **08/01/2017** through **05/25/2018** .

**COMPENSATION:** Total compensation under this contract is **\$41,968.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$3,497.33**

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

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

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

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

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

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

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

Given on: **May 8, 2017**

BY: /S/ Signature on File  
Macy L Barnett

BY: /S/ signature on file  
Board President

Address on File  
Address

Phone on File  
Phone

BY: /S/ signature on file  
Board Secretary

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

Total Years of Experience: **2**  
 Years of Experience This District: **0**  
 Schedule Title:Range:Step:  
 Check Location:

## TEACHER'S CONTRACT

YEAR: **2017-2018**

STATE OF ARKANSAS COUNTY OF **Franklin**

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

**EMPLOYEMENT:** The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on **April 24, 2017** agrees to employ **Brooks Blanton** Party of the Second Part, as provided herein:

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

Additional Duty:

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

**TIME:** The period of time covered by this contract is **191** days, from \_\_\_\_\_ through \_\_\_\_\_ .

**COMPENSATION:** Total compensation under this contract is **\$38,776.00** to be paid in **12** installments. Rate of compensation will be as follows: \$

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

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

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

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

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

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

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

Given on: **April 24, 2017**

BY: /S/ Signature on File  
 Brooks Blanton

BY: /S/ signature on file  
 Board President

Address on File  
 Address

Phone on File  
 Phone

BY: /S/ signature on file  
 Board Secretary

College: <b>UCA, Conway</b>	Total Years of Experience: <b>33</b>
Certification Based on: <b>Bachelor of Arts</b>	Years of Experience This District: <b>30</b>
Social Security Number: <b>XXX-XX-XXXX</b>	Schedule Title: <b>91H-191 CERT 2017-18</b> Range: <b>01</b> Step: <b>29</b>
	Check Location: <b>6</b>

## TEACHER'S CONTRACT

YEAR: **2017-2018**

STATE OF ARKANSAS COUNTY OF **Franklin**

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

**EMPLOYEMENT:** The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on **April 24, 2017** agrees to employ **Belinda Brown** Party of the Second Part, as provided herein:

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

Additional Duty:

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

**TIME:** The period of time covered by this contract is **191** days, from **08/01/2017** through **05/25/2018** .

**COMPENSATION:** Total compensation under this contract is **\$55,370.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$4,614.17**

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

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

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

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

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

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

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

Given on: **May 8, 2017**

BY: /S/ Signature on File  
Belinda Brown

BY: /S/ signature on file  
Board President

Address on File  
Address

Phone on File  
Phone

BY: /S/ signature on file  
Board Secretary

College: <b>UCA, Conway</b>	Total Years of Experience: <b>31</b>
Certification Based on: <b>Bachelor of Arts</b>	Years of Experience This District: <b>30</b>
Social Security Number: <b>XXX-XX-XXXX</b>	Schedule Title: <b>91H-191 CERT 2017-18</b> Range: <b>01</b> Step: <b>29</b>
	Check Location: <b>7</b>

## TEACHER'S CONTRACT

YEAR: **2017-2018**

STATE OF ARKANSAS COUNTY OF **Franklin**

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

**EMPLOYEMENT:** The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on **April 24, 2017** agrees to employ **Sammie Brown** Party of the Second Part, as provided herein:

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

Additional Duty: **Archery/Part \$507.00**

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

**TIME:** The period of time covered by this contract is **191** days, from **08/01/2017** through **05/25/2018** .

**COMPENSATION:** Total compensation under this contract is **\$55,877.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$4,656.42**

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

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

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

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

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

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

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

Given on: **May 8, 2017**

BY: /S/ Signature on File  
Sammie Brown

BY: /S/ signature on file  
Board President

Address on File  
Address

Phone on File  
Phone

BY: /S/ signature on file  
Board Secretary

College: <b>AR Tech U Russellville</b>	Total Years of Experience: <b>25</b>
Certification Based on: <b>Bachelor + 24</b>	Years of Experience This District: <b>23</b>
Social Security Number: <b>XXX-XX-XXXX</b>	Schedule Title: <b>91H-191 CERT 2017-18</b> Range: <b>03</b> Step: <b>26</b>
	Check Location: <b>6</b>

# TEACHER'S CONTRACT

YEAR: **2017-2018**

STATE OF ARKANSAS COUNTY OF **Franklin**

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

**EMPLOYEMENT:** The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on **April 24, 2017** agrees to employ **Jay Crowley** Party of the Second Part, as provided herein:

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

Additional Duty: **Asst 9 Mth 6,634.00**

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

**TIME:** The period of time covered by this contract is **191** days, from **08/01/2017** through **05/25/2018**.

**COMPENSATION:** Total compensation under this contract is **\$61,366.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$5,113.83**

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

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

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

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

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

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

Given on: **May 8, 2017**

BY: /S/ Signature on File  
Jay Crowley

BY: /S/ signature on file  
Board President

Address on File  
Address

Phone on File  
Phone

BY: /S/ signature on file  
Board Secretary



College: <b>Harding Co. Searcy</b>	Total Years of Experience: <b>15</b>
Certification Based on: <b>Masters</b>	Years of Experience This District: <b>13</b>
Social Security Number: <b>XXX-XX-XXXX</b>	Schedule Title: <b>91H-191 CERT 2017-18</b> Range: <b>04</b> Step: <b>16</b>
	Check Location: <b>6</b>

# TEACHER'S CONTRACT

YEAR: **2017-2018**

STATE OF ARKANSAS COUNTY OF **Franklin**

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

**EMPLOYEMENT:** The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on **April 24, 2017** agrees to employ **Terry Crowley** Party of the Second Part, as provided herein:

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

Additional Duty: **Nat Board Cert 2,000.00**

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

**TIME:** The period of time covered by this contract is **191** days, from **08/01/2017** through **05/25/2018** .

**COMPENSATION:** Total compensation under this contract is **\$52,264.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$4,355.33**

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

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

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

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

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

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

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

Given on: **May 8, 2017**

BY: /S/ Signature on File  
Terry Crowley

BY: /S/ signature on file  
Board President

Address on File  
Address

Phone on File  
Phone

BY: /S/ signature on file  
Board Secretary

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

Total Years of Experience: **35**  
 Years of Experience This District: **35**  
 Schedule Title: **91H-191 CERT 2017-18** Range: **01** Step: **29**  
 Check Location: **6**

## TEACHER'S CONTRACT

YEAR: **2017-2018**

STATE OF ARKANSAS COUNTY OF **Franklin**

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

**EMPLOYEMENT:** The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on **April 24, 2017** agrees to employ **Terri Dooly** Party of the Second Part, as provided herein:

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

Additional Duty:

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

**TIME:** The period of time covered by this contract is **191** days, from **08/01/2017** through **05/25/2018** .

**COMPENSATION:** Total compensation under this contract is **\$55,370.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$4,614.17**

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

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

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

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

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

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

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

Given on: **May 8, 2017**

BY: /S/ Signature on File  
 Terri Dooly

BY: /S/ signature on file  
 Board President

Address on File  
 Address

Phone on File  
 Phone

BY: /S/ signature on file  
 Board Secretary

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

Total Years of Experience: **11**  
 Years of Experience This District: **3**  
 Schedule Title: **91H-191 CERT 2017-18** Range: **01** Step: **12**  
 Check Location: **6**

## TEACHER'S CONTRACT

YEAR: **2017-2018**

STATE OF ARKANSAS COUNTY OF **Franklin**

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

**EMPLOYEMENT:** The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on **April 24, 2017** agrees to employ **Rachel Fisher** Party of the Second Part, as provided herein:

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

Additional Duty:

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

**TIME:** The period of time covered by this contract is **191** days, from **08/01/2017** through **05/25/2018** .

**COMPENSATION:** Total compensation under this contract is **\$44,520.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$3,710.00**

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

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

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

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

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

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

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

Given on: **May 8, 2017**

BY: /S/ Signature on File  
 Rachel Fisher

BY: /S/ signature on file  
 Board President

Address on File  
 Address

Phone on File  
 Phone

BY: /S/ signature on file  
 Board Secretary

College: <b>AR Tech U Russellville</b>	Total Years of Experience: <b>39</b>
Certification Based on: <b>Bachelor + 24</b>	Years of Experience This District: <b>39</b>
Social Security Number: <b>XXX-XX-XXXX</b>	Schedule Title: <b>91H-191 CERT 2017-18</b> Range: <b>03</b> Step: <b>29</b>
	Check Location: <b>7</b>

# TEACHER'S CONTRACT

YEAR: **2017-2018**

STATE OF ARKANSAS COUNTY OF **Franklin**

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

**EMPLOYEMENT:** The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on **April 24, 2017** agrees to employ **Debra Flynn** Party of the Second Part, as provided herein:

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

Additional Duty:

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

**TIME:** The period of time covered by this contract is **206** days, from **07/18/2017** through **06/04/2018** .

**COMPENSATION:** Total compensation under this contract is **\$61,095.72** to be paid in **12** installments. Rate of compensation will be as follows: **\$5,091.31**

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

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

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

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

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

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

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

Given on: **May 8, 2017**

BY: /S/ Signature on File  
Debra Flynn

BY: /S/ signature on file  
Board President

Address on File  
Address

Phone on File  
Phone

BY: /S/ signature on file  
Board Secretary

College: <b>UA, Fort Smith</b>	Total Years of Experience: <b>9</b>
Certification Based on: <b>Bachelor of Arts</b>	Years of Experience This District: <b>5</b>
Social Security Number: <b>XXX-XX-XXXX</b>	Schedule Title: <b>91H-191 CERT 2017-18</b> Range: <b>01</b> Step: <b>10</b>
	Check Location: <b>6</b>

# TEACHER'S CONTRACT

YEAR: **2017-2018**

STATE OF ARKANSAS COUNTY OF **Franklin**

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

**EMPLOYEMENT:** The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on **April 24, 2017** agrees to employ **Michele Flynn** Party of the Second Part, as provided herein:

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

Additional Duty:

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

**TIME:** The period of time covered by this contract is **191** days, from **08/01/2017** through **05/25/2018** .

**COMPENSATION:** Total compensation under this contract is **\$43,244.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$3,603.67**

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

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

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

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

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

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

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

Given on: **May 8, 2017**

BY: /S/ Signature on File  
Michele Flynn

BY: /S/ signature on file  
Board President

Address on File  
Address

Phone on File  
Phone

BY: /S/ signature on file  
Board Secretary

College: <b>ASU, State University</b>	Total Years of Experience: <b>9</b>
Certification Based on: <b>Masters</b>	Years of Experience This District: <b>3</b>
Social Security Number: <b>XXX-XX-XXXX</b>	Schedule Title: <b>91H-191 CERT 2017-18</b> Range: <b>04</b> Step: <b>10</b>
	Check Location: <b>6</b>

# TEACHER'S CONTRACT

YEAR: **2017-2018**

STATE OF ARKANSAS COUNTY OF **Franklin**

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

**EMPLOYEMENT:** The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on **April 24, 2017** agrees to employ **Megan Fox** Party of the Second Part, as provided herein:

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

Additional Duty:

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 **08/01/2017** through **05/25/2018** .

**COMPENSATION:** Total compensation under this contract is **\$46,435.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$3,869.58**

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

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

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

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

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

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

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

Given on: **May 8, 2017**

BY: /S/ Signature on File  
Megan Fox

BY: /S/ signature on file  
Board President

Address on File  
Address

Phone on File  
Phone

BY: /S/ signature on file  
Board Secretary

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

Total Years of Experience: **20.5**  
 Years of Experience This District: **20.5**  
 Schedule Title: **91H-191 CERT 2017-18** Range: **01** Step: **21**  
 Check Location: **6**

## TEACHER'S CONTRACT

YEAR: **2017-2018**

STATE OF ARKANSAS COUNTY OF **Franklin**

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

**EMPLOYEMENT:** The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on **April 24, 2017** agrees to employ **Misty Gage** Party of the Second Part, as provided herein:

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

Additional Duty:

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

**TIME:** The period of time covered by this contract is **191** days, from **08/01/2017** through **05/25/2018** .

**COMPENSATION:** Total compensation under this contract is **\$50,264.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$4,188.67**

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

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

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

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

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

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

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

Given on: **May 8, 2017**

BY: /S/ Signature on File  
 Misty Gage

BY: /S/ signature on file  
 Board President

Address on File  
 Address

Phone on File  
 Phone

BY: /S/ signature on file  
 Board Secretary

College: <b>ASU, State University</b>	Total Years of Experience: <b>17</b>
Certification Based on: <b>Masters</b>	Years of Experience This District: <b>9</b>
Social Security Number: <b>XXX-XX-XXXX</b>	Schedule Title: <b>91H-191 CERT 2017-18</b> Range: <b>04</b> Step: <b>18</b>
	Check Location: <b>7</b>

# TEACHER'S CONTRACT

YEAR: **2017-2018**

STATE OF ARKANSAS COUNTY OF **Franklin**

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

**EMPLOYEMENT:** The Party of the First Part by a majority vote of the Board of Education at a legally held meeting on **April 24, 2017** agrees to employ **Angela L Haney** Party of the Second Part, as provided herein:

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

Additional Duty:

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

**TIME:** The period of time covered by this contract is **191** days, from **08/01/2017** through **05/25/2018** .

**COMPENSATION:** Total compensation under this contract is **\$51,541.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$4,295.08**

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

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

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

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

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

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

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

Given on: **May 8, 2017**

BY: /S/ Signature on File  
Angela L Haney

BY: /S/ signature on file  
Board President

Address on File  
Address

Phone on File  
Phone

BY: /S/ signature on file  
Board Secretary



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

Total Years of Experience: **4**  
 Years of Experience This District: **2**  
 Schedule Title: **91H-191 CERT 2017-18** Range: **01** Step: **5**  
 Check Location: **6**

## TEACHER'S CONTRACT

YEAR: **2017-2018**

STATE OF ARKANSAS COUNTY OF **Franklin**

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

**EMPLOYEMENT:** The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on **April 24, 2017** agrees to employ **Kathryn E Harris** Party of the Second Part, as provided herein:

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

Additional Duty:

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

**TIME:** The period of time covered by this contract is **191** days, from **08/01/2017** through **05/25/2018** .

**COMPENSATION:** Total compensation under this contract is **\$40,053.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$3,337.75**

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

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

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

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

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

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

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

Given on: **May 8, 2017**

BY: /S/ Signature on File  
 Kathryn E Harris

BY: /S/ signature on file  
 Board President

Address on File  
 Address

Phone on File  
 Phone

BY: /S/ signature on file  
 Board Secretary

College:	Total Years of Experience:
Certification Based on:	Years of Experience This District:
Social Security Number: <b>XXX-XX-XXXX</b>	Schedule Title:Range: <b>01</b> Step: <b>22</b>
	Check Location:

# TEACHER'S CONTRACT

YEAR: **2017-2018**

STATE OF ARKANSAS COUNTY OF **Franklin**

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

**EMPLOYEMENT:** The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on **April 24, 2017** agrees to employ **Tricia Lynne Hassell** Party of the Second Part, as provided herein:

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

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

**TIME:** The period of time covered by this contract is **191** days, from **08/01/2017** through **05/25/2018** .

**COMPENSATION:** Total compensation under this contract is **\$51,541.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$4,295.08**

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

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

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

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

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

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

Given on: **May 8, 2017**

BY: /S/ Signature on File  
Tricia Lynne Hassell

BY: /S/ signature on file  
Board President

Address on File  
Address

Phone on File  
Phone

BY: /S/ signature on file  
Board Secretary

College: <b>UA, Fayetteville</b>	Total Years of Experience: <b>18</b>
Certification Based on: <b>Bachelor of Arts</b>	Years of Experience This District: <b>14</b>
Social Security Number: <b>XXX-XX-XXXX</b>	Schedule Title: <b>91H-191 CERT 2017-18</b> Range: <b>01</b> Step: <b>19</b>
	Check Location: <b>6</b>

## TEACHER'S CONTRACT

YEAR: **2017-2018**

STATE OF ARKANSAS COUNTY OF **Franklin**

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

**EMPLOYEMENT:** The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on **April 24, 2017** agrees to employ **Susan D Hayes** Party of the Second Part, as provided herein:

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

Additional Duty: **Nat Board Cert 2,000.00**

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

**TIME:** The period of time covered by this contract is **191** days, from **08/01/2017** through **05/25/2018** .

**COMPENSATION:** Total compensation under this contract is **\$50,988.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$4,249.00**

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

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

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

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

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

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

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

Given on: **May 8, 2017**

BY: /S/ Signature on File  
Susan D Hayes

BY: /S/ signature on file  
Board President

Address on File  
Address

Phone on File  
Phone

BY: /S/ signature on file  
Board Secretary

College: <b>Oklahoma</b>	Total Years of Experience: <b>17</b>
Certification Based on: <b>Masters</b>	Years of Experience This District: <b>15</b>
Social Security Number: <b>XXX-XX-XXXX</b>	Schedule Title: <b>91H-191 CERT 2017-18</b> Range: <b>04</b> Step: <b>18</b>
	Check Location: <b>7</b>

# TEACHER'S CONTRACT

YEAR: **2017-2018**

STATE OF ARKANSAS COUNTY OF **Franklin**

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

**EMPLOYEMENT:** The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on **April 24, 2017** agrees to employ **Julia M Hearn** Party of the Second Part, as provided herein:

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

Additional Duty:

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

**TIME:** The period of time covered by this contract is **191** days, from **08/01/2017** through **05/25/2018** .

**COMPENSATION:** Total compensation under this contract is **\$51,541.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$4,295.08**

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

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

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

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

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

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

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

Given on: **May 8, 2017**

BY: /S/ Signature on File  
Julia M Hearn

BY: /S/ signature on file  
Board President

Address on File  
Address

Phone on File  
Phone

BY: /S/ signature on file  
Board Secretary

College: <b>AR Tech U Russellville</b>	Total Years of Experience: <b>22</b>
Certification Based on: <b>Bachelor + 12</b>	Years of Experience This District: <b>22</b>
Social Security Number: <b>XXX-XX-XXXX</b>	Schedule Title: <b>91H-191 CERT 2017-18</b> Range: <b>02</b> Step: <b>23</b>
	Check Location: <b>7</b>

# TEACHER'S CONTRACT

YEAR: **2017-2018**

STATE OF ARKANSAS COUNTY OF **Franklin**

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

**EMPLOYEMENT:** The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on **April 24, 2017** agrees to employ **Judy V Hicks** Party of the Second Part, as provided herein:

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

Additional Duty:

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

**TIME:** The period of time covered by this contract is **206** days, from **07/18/2017** through **06/04/2018** .

**COMPENSATION:** Total compensation under this contract is **\$56,276.83** to be paid in **12** installments. Rate of compensation will be as follows: **\$4,689.74**

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

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

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

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

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

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

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

Given on: **May 8, 2017**

BY: /S/ Signature on File  
Judy V Hicks

BY: /S/ signature on file  
Board President

Address on File  
Address

Phone on File  
Phone

BY: /S/ signature on file  
Board Secretary

College: <b>ASU, State University</b>	Total Years of Experience: <b>8</b>
Certification Based on: <b>Bachelor + 12</b>	Years of Experience This District: <b>8</b>
Social Security Number: <b>XXX-XX-XXXX</b>	Schedule Title: <b>20H-220 CERT 2017-18</b> Range: <b>02</b> Step: <b>9</b>
	Check Location: <b>6</b>

# TEACHER'S CONTRACT

YEAR: **2017-2018**

STATE OF ARKANSAS COUNTY OF **Franklin**

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

**EMPLOYEMENT:** The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on **April 24, 2017** agrees to employ **Jessica D Holt** Party of the Second Part, as provided herein:

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

Additional Duty: **Head Band Dir 16,031.00**

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 **07/11/2017** through **06/15/2018** .

**COMPENSATION:** Total compensation under this contract is **\$59,275.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$4,939.58**

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

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

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

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

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

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

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

Given on: **May 8, 2017**

BY: /S/ Signature on File  
Jessica D Holt

BY: /S/ signature on file  
Board President

Address on File  
Address

Phone on File  
Phone

BY: /S/ signature on file  
Board Secretary

College: <b>OK Baptist University</b>	Total Years of Experience: <b>2</b>
Certification Based on: <b>Masters</b>	Years of Experience This District: <b>1</b>
Social Security Number: <b>XXX-XX-XXXX</b>	Schedule Title: <b>91H-191 CERT 2017-18</b> Range: <b>04</b> Step: <b>3</b>
	Check Location: <b>6</b>

# TEACHER'S CONTRACT

YEAR: **2017-2018**

STATE OF ARKANSAS COUNTY OF **Franklin**

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

**EMPLOYEMENT:** The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on **April 24, 2017** agrees to employ **Emily Hudson** Party of the Second Part, as provided herein:

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

Additional Duty:

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

**TIME:** The period of time covered by this contract is **191** days, from **08/01/2017** through **05/25/2018** .

**COMPENSATION:** Total compensation under this contract is **\$41,968.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$3,497.33**

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

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

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

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

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

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

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

Given on: **May 8, 2017**

BY: /S/ Signature on File  
Emily Hudson

BY: /S/ signature on file  
Board President

Address on File  
Address

Phone on File  
Phone

BY: /S/ signature on file  
Board Secretary

College: <b>UA, Fort Smith</b>	Total Years of Experience: <b>6</b>
Certification Based on: <b>Bachelor of Arts</b>	Years of Experience This District: <b>6</b>
Social Security Number: <b>XXX-XX-XXXX</b>	Schedule Title: <b>91H-191 CERT 2017-18</b> Range: <b>01</b> Step: <b>7</b>
	Check Location: <b>6</b>

# TEACHER'S CONTRACT

YEAR: **2017-2018**

STATE OF ARKANSAS COUNTY OF **Franklin**

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

**EMPLOYEMENT:** The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on **April 24, 2017** agrees to employ **Sabrina D Ketter** Party of the Second Part, as provided herein:

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

Additional Duty:

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

**TIME:** The period of time covered by this contract is **191** days, from **08/01/2017** through **05/25/2018** .

**COMPENSATION:** Total compensation under this contract is **\$41,329.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$3,444.08**

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

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

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

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

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

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

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

Given on: **May 8, 2017**

BY: /S/ Signature on File  
Sabrina D Ketter

BY: /S/ signature on file  
Board President

Address on File  
Address

Phone on File  
Phone

BY: /S/ signature on file  
Board Secretary



College: <b>UA, Fort Smith</b>	Total Years of Experience: <b>7</b>
Certification Based on: <b>Bachelor of Arts</b>	Years of Experience This District: <b>5</b>
Social Security Number: <b>XXX-XX-XXXX</b>	Schedule Title: <b>91H-191 CERT 2017-18</b> Range: <b>01</b> Step: <b>8</b>
	Check Location: <b>6</b>

## TEACHER'S CONTRACT

YEAR: **2017-2018**

STATE OF ARKANSAS COUNTY OF **Franklin**

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

**EMPLOYEMENT:** The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on **April 24, 2017** agrees to employ **Constance E Martin** Party of the Second Part, as provided herein:

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

**Additional Duty:**

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

**TIME:** The period of time covered by this contract is **191** days, from **08/01/2017** through **05/25/2018** .

**COMPENSATION:** Total compensation under this contract is **\$41,968.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$3,497.33**

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

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

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

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

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

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

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

Given on: **May 8, 2017**

BY: /S/ Signature on File  
Constance E Martin

BY: /S/ signature on file  
Board President

Address on File  
Address

Phone on File  
Phone

BY: /S/ signature on file  
Board Secretary

College: <b>UA, Fayetteville</b>	Total Years of Experience: <b>26</b>
Certification Based on: <b>Masters</b>	Years of Experience This District: <b>15</b>
Social Security Number: <b>XXX-XX-XXXX</b>	Schedule Title: <b>91H-191 CERT 2017-18</b> Range: <b>04</b> Step: <b>27</b>
	Check Location: <b>6</b>

# TEACHER'S CONTRACT

YEAR: **2017-2018**

STATE OF ARKANSAS COUNTY OF **Franklin**

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

**EMPLOYEMENT:** The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on **April 24, 2017** agrees to employ **Michele Milam** Party of the Second Part, as provided herein:

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

Additional Duty: **Sr. Cheerleader 3,135.00**

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

**TIME:** The period of time covered by this contract is **191** days, from **08/01/2017** through **05/25/2018** .

**COMPENSATION:** Total compensation under this contract is **\$60,420.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$5,035.00**

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

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

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

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

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

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

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

Given on: **May 8, 2017**

BY: /S/ Signature on File  
Michele Milam

BY: /S/ signature on file  
Board President

Address on File  
Address

Phone on File  
Phone

BY: /S/ signature on file  
Board Secretary

College: <b>AR Tech U Russellville</b>	Total Years of Experience: <b>12</b>
Certification Based on: <b>Masters</b>	Years of Experience This District: <b>2</b>
Social Security Number: <b>XXX-XX-XXXX</b>	Schedule Title: <b>91H-191 CERT 2017-18</b> Range: <b>04</b> Step: <b>13</b>
	Check Location: <b>6</b>

# TEACHER'S CONTRACT

YEAR: **2017-2018**

STATE OF ARKANSAS COUNTY OF **Franklin**

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

**EMPLOYEMENT:** The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on **April 24, 2017** agrees to employ **Sherry D Milligan** Party of the Second Part, as provided herein:

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

Additional Duty:

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

**TIME:** The period of time covered by this contract is **191** days, from **08/01/2017** through **05/25/2018** .

**COMPENSATION:** Total compensation under this contract is **\$48,350.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$4,029.17**

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

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

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

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

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

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

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

Given on: **May 8, 2017**

BY: /S/ Signature on File  
Sherry D Milligan

BY: /S/ signature on file  
Board President

Address on File  
Address

Phone on File  
Phone

BY: /S/ signature on file  
Board Secretary

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

Total Years of Experience: **20**  
 Years of Experience This District: **1**  
 Schedule Title: **91H-191 CERT 2017-18** Range: **01** Step: **21**  
 Check Location: **7**

# TEACHER'S CONTRACT

YEAR: **2017-2018**

STATE OF ARKANSAS COUNTY OF **Franklin**

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

**EMPLOYEMENT:** The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on **April 24, 2017** agrees to employ **Sarah Jane Milton** Party of the Second Part, as provided herein:

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

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

**TIME:** The period of time covered by this contract is **191** days, from **08/01/2017** through **05/25/2018** .

**COMPENSATION:** Total compensation under this contract is **\$50,264.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$4,188.67**

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

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

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

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

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

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

Given on: **May 8, 2017**

BY: /S/ Signature on File  
 Sarah Jane Milton

BY: /S/ signature on file  
 Board President

Address on File  
 Address

Phone on File  
 Phone

BY: /S/ signature on file  
 Board Secretary

College: <b>UA, Fayetteville</b>	Total Years of Experience: <b>22.5</b>
Certification Based on: <b>Bachelor + 12</b>	Years of Experience This District: <b>12</b>
Social Security Number: <b>XXX-XX-XXXX</b>	Schedule Title: <b>91H-191 CERT 2017-18</b> Range: <b>02</b> Step: <b>24</b>
	Check Location: <b>6</b>

# TEACHER'S CONTRACT

YEAR: **2017-2018**

STATE OF ARKANSAS COUNTY OF **Franklin**

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

**EMPLOYEMENT:** The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on **April 24, 2017** agrees to employ **Stacy Ann Mitchum** Party of the Second Part, as provided herein:

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

Additional Duty: **Archery 1,521.00**

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

**TIME:** The period of time covered by this contract is **191** days, from **08/01/2017** through **05/25/2018** .

**COMPENSATION:** Total compensation under this contract is **\$54,338.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$4,528.17**

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

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

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

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

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

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

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

Given on: **May 8, 2017**

BY: /S/ Signature on File  
Stacy Ann Mitchum

BY: /S/ signature on file  
Board President

Address on File  
Address

Phone on File  
Phone

BY: /S/ signature on file  
Board Secretary

College:	Total Years of Experience: <b>2</b>
Certification Based on: <b>Bachelor of Arts</b>	Years of Experience This District: <b>1</b>
Social Security Number: <b>XXX-XX-XXXX</b>	Schedule Title:Range:Step:
	Check Location:

# TEACHER'S CONTRACT

YEAR: **2017-2018**

STATE OF ARKANSAS COUNTY OF **Franklin**

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

**EMPLOYEMENT:** The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on **April 24, 2017** agrees to employ **Kelsey Noble** Party of the Second Part, as provided herein:

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

Additional Duty:

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

**TIME:** The period of time covered by this contract is **191** days, from **08/01/2017** through **05/25/2018** .

**COMPENSATION:** Total compensation under this contract is **\$38,776.00** to be paid in **12** installments. Rate of compensation will be as follows: \$

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

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

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

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

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

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

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

Given on: **May 8, 2017**

BY: /S/ Signature on File  
Kelsey Noble

BY: /S/ signature on file  
Board President

Address on File  
Address

Phone on File  
Phone

BY: /S/ signature on file  
Board Secretary

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

Total Years of Experience: **16**  
 Years of Experience This District: **7**  
 Schedule Title: **91H-191 CERT 2017-18** Range: **01** Step: **17**  
 Check Location: **7**

## TEACHER'S CONTRACT

YEAR: **2017-2018**

STATE OF ARKANSAS COUNTY OF **Franklin**

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

**EMPLOYEMENT:** The Party of the First Part by a majority vote of the Board of Education at a legally held meeting on **April 24, 2017** agrees to employ **Julie A Rachuy** Party of the Second Part, as provided herein:

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

Additional Duty: **Beta Club 739.00**

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

**TIME:** The period of time covered by this contract is **191** days, from **08/01/2017** through **05/25/2018** .

**COMPENSATION:** Total compensation under this contract is **\$48,451.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$4,037.58**

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

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

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

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

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

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

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

Given on: **May 8, 2017**

BY: /S/ Signature on File  
 Julie A Rachuy

BY: /S/ signature on file  
 Board President

Address on File  
 Address

Phone on File  
 Phone

BY: /S/ signature on file  
 Board Secretary

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

Total Years of Experience: **27**  
 Years of Experience This District: **26**  
 Schedule Title: **91H-191 CERT 2017-18** Range: **01** Step: **28**  
 Check Location: **6**

## TEACHER'S CONTRACT

YEAR: **2017-2018**

STATE OF ARKANSAS COUNTY OF **Franklin**

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

**EMPLOYEMENT:** The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on **April 24, 2017** agrees to employ **Dana Rainwater** Party of the Second Part, as provided herein:

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

Additional Duty:

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

**TIME:** The period of time covered by this contract is **191** days, from **08/01/2017** through **05/25/2018** .

**COMPENSATION:** Total compensation under this contract is **\$54,732.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$4,561.00**

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

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

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

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

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

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

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

Given on: **May 8, 2017**

BY: /S/ Signature on File  
 Dana Rainwater

BY: /S/ signature on file  
 Board President

Address on File  
 Address

Phone on File  
 Phone

BY: /S/ signature on file  
 Board Secretary



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

Total Years of Experience: **17**  
 Years of Experience This District: **12**  
 Schedule Title: **91H-191 CERT 2017-18** Range: **01** Step: **18**  
 Check Location: **7**

## TEACHER'S CONTRACT

YEAR: **2017-2018**

STATE OF ARKANSAS COUNTY OF **Franklin**

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

**EMPLOYEMENT:** The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on **April 24, 2017** agrees to employ **Marsha Ross** Party of the Second Part, as provided herein:

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

Additional Duty: **Student Council 739.00 Dance 2,396.00 1/7 Prep 6,439.00**

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

**TIME:** The period of time covered by this contract is **191** days, from **08/01/2017** through **05/25/2018** .

**COMPENSATION:** Total compensation under this contract is **\$57,924.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$4,827.00**

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

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

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

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

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

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

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

Given on: **May 8, 2017**

BY: /S/ Signature on File  
 Marsha Ross

BY: /S/ signature on file  
 Board President

Address on File  
 Address

Phone on File  
 Phone

BY: /S/ signature on file  
 Board Secretary

College: <b>UA, Fayetteville</b>	Total Years of Experience: <b>10</b>
Certification Based on: <b>Bachelor of Science</b>	Years of Experience This District:
Social Security Number: <b>XXX-XX-XXXX</b>	Schedule Title:Range:Step:
	Check Location:

## TEACHER'S CONTRACT

YEAR: **2017-2018**

STATE OF ARKANSAS COUNTY OF **Franklin**

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

**EMPLOYEMENT:** The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on **May 26, 2017** agrees to employ **Deborah Seay** Party of the Second Part, as provided herein:

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

Additional Duty:

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

**TIME:** The period of time covered by this contract is **191** days, from **08/01/2017** through **05/25/2018** .

**COMPENSATION:** Total compensation under this contract is **\$43,822.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$3,651.83**

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

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

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

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

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

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

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

Given on: **May 26, 2017**

BY: /S/ Signature on File  
Deborah Seay

BY: /S/ signature on file  
Board President

Address on File  
Address

Phone on File  
Phone

BY: /S/ signature on file  
Board Secretary

College: <b>AR Tech U Russellville</b>	Total Years of Experience: <b>12</b>
Certification Based on: <b>Masters + 30</b>	Years of Experience This District: <b>12</b>
Social Security Number: <b>XXX-XX-XXXX</b>	Schedule Title: <b>91H-191 CERT 2017-18</b> Range: <b>06</b> Step: <b>13</b>
	Check Location: <b>6</b>

# TEACHER'S CONTRACT

YEAR: **2017-2018**

STATE OF ARKANSAS COUNTY OF **Franklin**

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

**EMPLOYEMENT:** The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on **April 24, 2017** agrees to employ **Ashley M Sewell** Party of the Second Part, as provided herein:

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

Additional Duty: **Nat Board Cert 2,000.00**

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

**TIME:** The period of time covered by this contract is **191** days, from **08/01/2017** through **05/25/2018** .

**COMPENSATION:** Total compensation under this contract is **\$51,626.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$4,302.17**

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

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

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

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

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

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

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

Given on: **May 8, 2017**

BY: /S/ Signature on File  
Ashley M Sewell

BY: /S/ signature on file  
Board President

Address on File  
Address

Phone on File  
Phone

BY: /S/ signature on file  
Board Secretary

College: <b>UA, Fayetteville</b>	Total Years of Experience: <b>37</b>
Certification Based on: <b>Bachelor + 12</b>	Years of Experience This District: <b>37</b>
Social Security Number: <b>XXX-XX-XXXX</b>	Schedule Title: <b>91H-191 CERT 2017-18</b> Range: <b>02</b> Step: <b>29</b>
	Check Location: <b>6</b>

## TEACHER'S CONTRACT

YEAR: **2017-2018**

STATE OF ARKANSAS COUNTY OF **Franklin**

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

**EMPLOYEMENT:** The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on **April 24, 2017** agrees to employ **Sharon Sharpe** Party of the Second Part, as provided herein:

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

Additional Duty:

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

**TIME:** The period of time covered by this contract is **191** days, from **08/01/2017** through **05/25/2018** .

**COMPENSATION:** Total compensation under this contract is **\$56,008.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$4,667.33**

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

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

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

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

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

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

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

Given on: **May 8, 2017**

BY: /S/ Signature on File  
Sharon Sharpe

BY: /S/ signature on file  
Board President

Address on File  
Address

Phone on File  
Phone

BY: /S/ signature on file  
Board Secretary

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

Total Years of Experience: **36**  
 Years of Experience This District: **36**  
 Schedule Title: **91H-191 CERT 2017-18** Range: **01** Step: **29**  
 Check Location: **6**

## TEACHER'S CONTRACT

YEAR: **2017-2018**

STATE OF ARKANSAS COUNTY OF **Franklin**

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

**EMPLOYEMENT:** The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on **April 24, 2017** agrees to employ **Marcella Shelby** Party of the Second Part, as provided herein:

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

Additional Duty:

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

**TIME:** The period of time covered by this contract is **191** days, from **08/01/2017** through **05/25/2018** .

**COMPENSATION:** Total compensation under this contract is **\$55,370.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$4,614.17**

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

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

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

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

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

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

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

Given on: **May 8, 2017**

BY: /S/ Signature on File  
 Marcella Shelby

BY: /S/ signature on file  
 Board President

Address on File  
 Address

Phone on File  
 Phone

BY: /S/ signature on file  
 Board Secretary

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

Total Years of Experience: **14**  
 Years of Experience This District: **14**  
 Schedule Title: **91H-191 CERT 2017-18** Range: **01** Step: **15**  
 Check Location: **7**

## TEACHER'S CONTRACT

YEAR: **2017-2018**

STATE OF ARKANSAS COUNTY OF **Franklin**

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

**EMPLOYEMENT:** The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on **April 24, 2017** agrees to employ **Jamie Smith** Party of the Second Part, as provided herein:

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

Additional Duty:

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 **08/01/2017** through **05/25/2018** .

**COMPENSATION:** Total compensation under this contract is **\$46,435.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$3,869.58**

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

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

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

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

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

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

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

Given on: **May 8, 2017**

BY: /S/ Signature on File  
 Jamie Smith

BY: /S/ signature on file  
 Board President

Address on File  
 Address

Phone on File  
 Phone

BY: /S/ signature on file  
 Board Secretary

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

Total Years of Experience: **19**  
 Years of Experience This District: **19**  
 Schedule Title: **91H-191 CERT 2017-18** Range: **01** Step: **20**  
 Check Location: **6**

## TEACHER'S CONTRACT

YEAR: **2017-2018**

STATE OF ARKANSAS COUNTY OF **Franklin**

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

**EMPLOYEMENT:** The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on **April 24, 2017** agrees to employ **Jared W Smith** Party of the Second Part, as provided herein:

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

Additional Duty: **Archery/Part \$507.00**

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

**TIME:** The period of time covered by this contract is **191** days, from **08/01/2017** through **05/25/2018**.

**COMPENSATION:** Total compensation under this contract is **\$50,133.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$4,177.75**

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

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

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

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

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

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

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

Given on: **May 8, 2017**

BY: /S/ Signature on File  
 Jared W Smith

BY: /S/ signature on file  
 Board President

Address on File  
 Address

Phone on File  
 Phone

BY: /S/ signature on file  
 Board Secretary

College: <b>AR Tech U Russellville</b>	Total Years of Experience: <b>27</b>
Certification Based on: <b>Bachelor + 12</b>	Years of Experience This District: <b>27</b>
Social Security Number: <b>XXX-XX-XXXX</b>	Schedule Title: <b>91H-191 CERT 2017-18</b> Range: <b>02</b> Step: <b>28</b>
	Check Location: <b>6</b>

# TEACHER'S CONTRACT

YEAR: **2017-2018**

STATE OF ARKANSAS COUNTY OF **Franklin**

**PARTIES:** The Charleston School District, Party of the First Part, and **Cynthia Dawnette Sparks** Party of the Second Part, agree as follows:

**EMPLOYEMENT:** The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on **April 24, 2017** agrees to employ **Cynthia Dawnette Sparks** Party of the Second Part, as provided herein:

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

**Additional Duty:**

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

**TIME:** The period of time covered by this contract is **191** days, from **08/01/2017** through **05/25/2018** .

**COMPENSATION:** Total compensation under this contract is **\$55,370.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$4,614.17**

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

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

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

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

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

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

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

Given on: **May 8, 2017**

BY: /S/ Signature on File  
Cynthia Dawnette Sparks

BY: /S/ signature on file  
Board President

Address on File  
Address

Phone on File  
Phone

BY: /S/ signature on file  
Board Secretary



College: **ASU, State University**  
 Certification Based on: **Masters**

Total Years of Experience: **6**  
 Years of Experience This District: **4**  
 Schedule Title: **91H-191 CERT 2017-18** Range: **04** Step: **7**  
 Check Location: **7**

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

## TEACHER'S CONTRACT

YEAR: **2017-2018**

STATE OF ARKANSAS COUNTY OF **Franklin**

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

**EMPLOYEMENT:** The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on **April 24, 2017** agrees to employ **Matthew C Stewart** Party of the Second Part, as provided herein:

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

Additional Duty: **Asst Coach 6,824.00 Junior Class 500.00**

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

**TIME:** The period of time covered by this contract is **206** days, from **07/11/2017** through **06/14/2018** .

**COMPENSATION:** Total compensation under this contract is **\$55,340.34** to be paid in **12** installments. Rate of compensation will be as follows: **\$4,611.70**

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

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

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

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

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

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

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

Given on: **May 8, 2017**

BY: /S/ Signature on File  
 Matthew C Stewart

BY: /S/ signature on file  
 Board President

Address on File  
 Address

Phone on File  
 Phone

BY: /S/ signature on file  
 Board Secretary

College: <b>UA Fort Smith</b>	Total Years of Experience: <b>7</b>
Certification Based on: <b>Bachelor of Arts</b>	Years of Experience This District: <b>5</b>
Social Security Number: <b>XXX-XX-XXXX</b>	Schedule Title: <b>91H-191 CERT 2017-18</b> Range: <b>01</b> Step: <b>8</b>
	Check Location: <b>6</b>

# TEACHER'S CONTRACT

YEAR: **2017-2018**

STATE OF ARKANSAS COUNTY OF **Franklin**

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

**EMPLOYEMENT:** The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on **April 24, 2017** agrees to employ **Rachel E Stewart** Party of the Second Part, as provided herein:

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

Additional Duty:

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

**TIME:** The period of time covered by this contract is **191** days, from **08/01/2017** through **05/25/2018** .

**COMPENSATION:** Total compensation under this contract is **\$41,968.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$3,497.33**

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

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

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

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

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

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

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

Given on: **May 8, 2017**

BY: /S/ Signature on File  
Rachel E Stewart

BY: /S/ signature on file  
Board President

Address on File  
Address

Phone on File  
Phone

BY: /S/ signature on file  
Board Secretary

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

Total Years of Experience: **27**  
 Years of Experience This District: **17**  
 Schedule Title: **91H-191 CERT 2017-18** Range: **01** Step: **27**  
 Check Location: **7**

## TEACHER'S CONTRACT

YEAR: **2017-2018**

STATE OF ARKANSAS COUNTY OF **Franklin**

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

**EMPLOYEMENT:** The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on **April 24, 2017** agrees to employ **Carol Missy Stubblefield** Party of the Second Part, as provided herein:

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

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

**TIME:** The period of time covered by this contract is **191** days, from **08/01/2017** through **05/25/2018** .

**COMPENSATION:** Total compensation under this contract is **\$54,094.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$4,507.83**

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

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

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

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

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

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

Given on: **May 8, 2017**

BY: /S/ Signature on File  
 Carol Missy Stubblefield

BY: /S/ signature on file  
 Board President

Address on File  
 Address

Phone on File  
 Phone

BY: /S/ signature on file  
 Board Secretary

College: <b>AR Tech U Russellville</b>	Total Years of Experience: <b>30</b>
Certification Based on: <b>Masters + 15</b>	Years of Experience This District: <b>30</b>
Social Security Number: <b>XXX-XX-XXXX</b>	Schedule Title: <b>91H-191 CERT 2017-18</b> Range: <b>05</b> Step: <b>29</b>
	Check Location: <b>7</b>

# TEACHER'S CONTRACT

YEAR: **2017-2018**

STATE OF ARKANSAS COUNTY OF **Franklin**

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

**EMPLOYEMENT:** The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on **April 24, 2017** agrees to employ **Carole Terry** Party of the Second Part, as provided herein:

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

Additional Duty:

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 **08/01/2017** through **05/25/2018** .

**COMPENSATION:** Total compensation under this contract is **\$59,200.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$4,933.33**

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

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

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

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

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

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

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

Given on: **May 8, 2017**

BY: /S/ Signature on File  
Carole Terry

BY: /S/ signature on file  
Board President

Address on File  
Address

Phone on File  
Phone

BY: /S/ signature on file  
Board Secretary

College: <b>UA, Monticello</b>	Total Years of Experience: <b>13</b>
Certification Based on: <b>Masters + 15</b>	Years of Experience This District: <b>12</b>
Social Security Number: <b>XXX-XX-XXXX</b>	Schedule Title: <b>91H-191 CERT 2017-18</b> Range: <b>05</b> Step: <b>14</b>
	Check Location: <b>7</b>

# TEACHER'S CONTRACT

YEAR: **2017-2018**

STATE OF ARKANSAS COUNTY OF **Franklin**

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

**EMPLOYEMENT:** The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on **April 24, 2017** agrees to employ **Joshua C Underwood** Party of the Second Part, as provided herein:

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

Additional Duty: **1/7 J Under 6,609.00 Junior Class 500.00**

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

**TIME:** The period of time covered by this contract is **191** days, from **08/01/2017** through **05/25/2018** .

**COMPENSATION:** Total compensation under this contract is **\$56,735.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$4,727.92**

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

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

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

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

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

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

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

Given on: **May 8, 2017**

BY: /S/ Signature on File  
Joshua C Underwood

BY: /S/ signature on file  
Board President

Address on File  
Address

Phone on File  
Phone

BY: /S/ signature on file  
Board Secretary

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

Total Years of Experience: **20**  
 Years of Experience This District: **18**  
 Schedule Title: **91H-191 CERT 2017-18** Range: **01** Step: **21**  
 Check Location: **7**

## TEACHER'S CONTRACT

YEAR: **2017-2018**

STATE OF ARKANSAS COUNTY OF **Franklin**

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

**EMPLOYEMENT:** The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on **April 24, 2017** agrees to employ **Kristy Vaughan** Party of the Second Part, as provided herein:

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

Additional Duty: **Senior Class 400.00**

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

**TIME:** The period of time covered by this contract is **191** days, from **08/01/2017** through **05/25/2018** .

**COMPENSATION:** Total compensation under this contract is **\$50,664.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$4,222.00**

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

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

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

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

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

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

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

Given on: **May 8, 2017**

BY: /S/ Signature on File  
 Kristy Vaughan

BY: /S/ signature on file  
 Board President

Address on File  
 Address

Phone on File  
 Phone

BY: /S/ signature on file  
 Board Secretary

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

Total Years of Experience: **26**  
 Years of Experience This District: **26**  
 Schedule Title: **91H-191 CERT 2017-18** Range: **01** Step: **27**  
 Check Location: **6**

## TEACHER'S CONTRACT

YEAR: **2017-2018**

STATE OF ARKANSAS COUNTY OF **Franklin**

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

**EMPLOYEMENT:** The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on **April 24, 2017** agrees to employ **Ashley West** Party of the Second Part, as provided herein:

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

Additional Duty:

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

**TIME:** The period of time covered by this contract is **191** days, from **08/01/2017** through **05/25/2018** .

**COMPENSATION:** Total compensation under this contract is **\$54,094.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$4,507.83**

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

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

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

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

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

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

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

Given on: **May 8, 2017**

BY: /S/ Signature on File  
 Ashley West

BY: /S/ signature on file  
 Board President

Address on File  
 Address

Phone on File  
 Phone

BY: /S/ signature on file  
 Board Secretary

College: <b>UA Fort Smith</b>	Total Years of Experience: <b>13</b>
Certification Based on: <b>Bachelor of Arts</b>	Years of Experience This District: <b>4</b>
Social Security Number: <b>XXX-XX-XXXX</b>	Schedule Title: <b>91H-191 CERT 2017-18</b> Range: <b>01</b> Step: <b>14</b>
	Check Location: <b>6</b>

# TEACHER'S CONTRACT

YEAR: **2017-2018**

STATE OF ARKANSAS COUNTY OF **Franklin**

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

**EMPLOYEMENT:** The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on **April 24, 2017** agrees to employ **Candice L Wibbing** Party of the Second Part, as provided herein:

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

**Additional Duty:**

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

**TIME:** The period of time covered by this contract is **191** days, from **08/01/2017** through **05/25/2018** .

**COMPENSATION:** Total compensation under this contract is **\$45,797.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$3,816.42**

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

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

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

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

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

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

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

Given on: **May 8, 2017**

BY: /S/ Signature on File  
Candice L Wibbing

BY: /S/ signature on file  
Board President

Address on File  
Address

Phone on File  
Phone

BY: /S/ signature on file  
Board Secretary



College: <b>ASU, State University</b>	Total Years of Experience: <b>15</b>
Certification Based on: <b>Masters + 30</b>	Years of Experience This District: <b>10</b>
Social Security Number: <b>XXX-XX-XXXX</b>	Schedule Title: <b>91H-191 CERT 2017-18</b> Range: <b>06</b> Step: <b>16</b>
	Check Location: <b>6</b>

# TEACHER'S CONTRACT

YEAR: **2017-2018**

STATE OF ARKANSAS COUNTY OF **Franklin**

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

**EMPLOYEMENT:** The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on **April 24, 2017** agrees to employ **Amy M Womack** Party of the Second Part, as provided herein:

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

Additional Duty:

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

**TIME:** The period of time covered by this contract is **191** days, from **08/01/2017** through **05/25/2018** .

**COMPENSATION:** Total compensation under this contract is **\$51,541.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$4,295.08**

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

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

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

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

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

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

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

Given on: **May 8, 2017**

BY: /S/ Signature on File  
Amy M Womack

BY: /S/ signature on file  
Board President

Address on File  
Address

Phone on File  
Phone

BY: /S/ signature on file  
Board Secretary

College: <b>UA, Fayetteville</b>	Total Years of Experience: <b>31</b>
Certification Based on: <b>Masters + 15</b>	Years of Experience This District: <b>24</b>
Social Security Number: <b>XXX-XX-XXXX</b>	Schedule Title: <b>20H-220 CERT 2017-18</b> Range: <b>05</b> Step: <b>29</b>
	Check Location: <b>0</b>

# TEACHER'S CONTRACT

YEAR: **2017-2018**

STATE OF ARKANSAS COUNTY OF **Franklin**

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

**EMPLOYEMENT:** The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on **February 27, 2017** agrees to employ **Susan Brown** Party of the Second Part, as provided herein:

**SERVICE:** Party of the Second Part agrees to perform services as follows: **Curr Supv/Fed Prog**

Additional Duty: **Fed Coord/Curr 19,894.00 ES/HS Parent Fac 500.00**

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

**TIME:** The period of time covered by this contract is **220** days, from **07/11/2017** through **06/15/2018** .

**COMPENSATION:** Total compensation under this contract is **\$79,594.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$6,632.83**

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

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

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

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

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

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

Other duties as assigned by the administration. Pursuant to Arkansas law, you have 30 calendar days from the date of this contract to sign and return your contract of employment to the office of the superintendent. If applicable, rate of compensation includes Stipend, which may be paid as a lump sum rather than monthly. This contract is for two years through June 30, 2019.

Given on: **May 8, 2017**

BY: /S/ Signature on File  
Susan Brown

BY: /S/ signature on file  
Board President

Address on File  
Address

Phone on File  
Phone

BY: /S/ signature on file  
Board Secretary

College:	Total Years of Experience: <b>11</b>
Certification Based on: <b>Masters</b>	Years of Experience This District: <b>0</b>
Social Security Number: <b>XXX-XX-XXXX</b>	Schedule Title:Range:Step:
	Check Location:

## TEACHER'S CONTRACT

YEAR: **2017-2018**

STATE OF ARKANSAS COUNTY OF **Franklin**

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

**EMPLOYEMENT:** The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on **April 24, 2017** agrees to employ **Joshua Uhrich** Party of the Second Part, as provided herein:

**SERVICE:** Party of the Second Part agrees to perform services as follows: **Asst Band 7,373.00**

Additional Duty:

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

**TIME:** The period of time covered by this contract is **206** days, from **07/18/2017** through **06/04/2018** .

**COMPENSATION:** Total compensation under this contract is **\$55,085.00** to be paid in **12** installments. Rate of compensation will be as follows: \$

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

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

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

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

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

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

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

Given on: **March 27, 2017**

BY: /S/ Signature on File  
Joshua Uhrich

BY: /S/ signature on file  
Board President

Address on File  
Address

Phone on File  
Phone

BY: /S/ signature on file  
Board Secretary

College:	Total Years of Experience: <b>4</b>
Certification Based on: <b>Bachelor of Arts</b>	Years of Experience This District: <b>0</b>
Social Security Number: <b>XXX-XX-XXXX</b>	Schedule Title:Range:Step:
	Check Location:

# TEACHER'S CONTRACT

YEAR: **2017-2018**

STATE OF ARKANSAS COUNTY OF **Franklin**

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

**EMPLOYEMENT:** The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on **April 24, 2017** agrees to employ **Robert Mike Carmack** Party of the Second Part, as provided herein:

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

Additional Duty:

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

**TIME:** The period of time covered by this contract is **206** days, from \_\_\_\_\_ through \_\_\_\_\_ .

**COMPENSATION:** Total compensation under this contract is **\$43,739.00** to be paid in **12** installments. Rate of compensation will be as follows: \$

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

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

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

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

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

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

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

Given on: **April 24, 2017**

BY: /S/ Signature on File  
Robert Mike Carmack

BY: /S/ signature on file  
Board President

Address on File  
Address

Phone on File  
Phone

BY: /S/ signature on file  
Board Secretary