

College: ASU, State University	Total Years of Experience: 43
Certification Based on: Bachelor + 24	Years of Experience This District: 32
Social Security Number: XXX-XX-XXXX	Schedule Title:Range:Step:
	Check Location: 6

TEACHER'S CONTRACT

YEAR: 2018-2019

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 23, 2018 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 07/31/2018 through 5/24/2019 .

COMPENSATION: Total compensation under this contract is \$57,147.00 to be paid in 12 installments. Rate of compensation will be as follows: \$4,762.25

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

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

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

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

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

OTHER CONDITIONS: Any subsequent contracts shall superseded the provisions of this contract.

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

Given on: May 8, 2018

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

Total Years of Experience: 36
Years of Experience This District: 32
Schedule Title:Range:Step:
Check Location: 6

TEACHER'S CONTRACT

YEAR: 2018-2019

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 23, 2018 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 07/31/2018 through 5/24/2019 .

COMPENSATION: Total compensation under this contract is \$61,061.00 to be paid in 12 installments. Rate of compensation will be as follows: \$5,088.42

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, 2018

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

Total Years of Experience: 9
Years of Experience This District: 1
Schedule Title:Range:Step:
Check Location: 6

TEACHER'S CONTRACT

YEAR: 2018-2019

STATE OF ARKANSAS COUNTY OF **Franklin**

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

EMPLOYEMENT: The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on April 23, 2018 agrees to employ Lynne Marie Akers Party of the Second Part, as provided herein:

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

Additional Duty:

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

TIME: The period of time covered by this contract is 191 days, from 07/31/2018 through 5/24/2019 .

COMPENSATION: Total compensation under this contract is \$46,935.00 to be paid in 12 installments. Rate of compensation will be as follows: \$3,911.25

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

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

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

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

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

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

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

Given on: May 8, 2018

BY: /S/ Signature on File
Lynne Marie Akers

BY: /S/ signature on file
Board President

Address on File
Address

Phone on File
Phone

BY: /S/ signature on file
Board Secretary

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

Total Years of Experience: 5
 Years of Experience This District: 5
 Schedule Title:Range:Step:
 Check Location: 6

TEACHER'S CONTRACT

YEAR: 2018-2019

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 23, 2018 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 07/31/2018 through 5/24/2019 .

COMPENSATION: Total compensation under this contract is \$44,382.00 to be paid in 12 installments. Rate of compensation will be as follows: \$3,698.50

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

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

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

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

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

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

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

Given on: May 8, 2018

BY: /S/ Signature on File
 Bridgett A Asbury

BY: /S/ signature on file
 Board President

Address on File
 Address

Phone on File
 Phone

BY: /S/ signature on file
 Board Secretary

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

Total Years of Experience: 6
Years of Experience This District: 6
Schedule Title:Range:Step:
Check Location: 6

TEACHER'S CONTRACT

YEAR: 2018-2019

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 23, 2018 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 07/31/2018 through 5/24/2019 .

COMPENSATION: Total compensation under this contract is \$43,106.00 to be paid in 12 installments. Rate of compensation will be as follows: \$3,592.17

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, 2018

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: 1
Years of Experience This District: 1
Schedule Title:Range:Step:
Check Location: 7

TEACHER'S CONTRACT

YEAR: 2018-2019

STATE OF ARKANSAS COUNTY OF **Franklin**

PARTIES: The Charleston School District, Party of the First Part, and Brooks H 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 23, 2018 agrees to employ Brooks H 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 07/31/2018 through 5/24/2019 .

COMPENSATION: Total compensation under this contract is \$39,915.00 to be paid in 12 installments. Rate of compensation will be as follows: \$3,326.25

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

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

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

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

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

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

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

Given on: May 8, 2018

BY: /S/ Signature on File
Brooks H Blanton

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: Masters
Social Security Number: XXX-XX-XXXX

Total Years of Experience: 24
Years of Experience This District: 8
Schedule Title:Range:Step:
Check Location: 6

TEACHER'S CONTRACT

YEAR: 2018-2019

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 23, 2018 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 07/19/2018 through 6/5/2019 .

COMPENSATION: Total compensation under this contract is \$64,945.50 to be paid in 12 installments. Rate of compensation will be as follows: \$5,078.82

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

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

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

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

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

OTHER CONDITIONS: Any subsequent contracts shall superseded the provisions of this contract.
Other duties as assigned by the administration. Pursuant to Arkansas law, you have 30 calendar days from the date of this contract to sign and return your contract of employment 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, 2018

BY: /S/ Signature on File
Tahnee K Bowen

BY: /S/ signature on file
Board President

Address on File
Address

Phone on File
Phone

BY: /S/ signature on file
Board Secretary

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

Total Years of Experience: 34
 Years of Experience This District: 31
 Schedule Title:Range:Step:
 Check Location: 6

TEACHER'S CONTRACT

YEAR: 2018-2019

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 23, 2018 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 07/31/2018 through 5/24/2019 .

COMPENSATION: Total compensation under this contract is \$55,870.00 to be paid in 12 installments. Rate of compensation will be as follows: \$4,655.83

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, 2018

BY: /S/ Signature on File
 Belinda Brown

BY: /S/ signature on file
 Board President

Address on File
 Address

Phone on File
 Phone

BY: /S/ signature on file
 Board Secretary

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

Total Years of Experience: 32
 Years of Experience This District: 31
 Schedule Title:Range:Step:
 Check Location: 7

TEACHER'S CONTRACT

YEAR: 2018-2019

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 23, 2018 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 \$514.00

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 07/31/2018 through 5/24/2019 .

COMPENSATION: Total compensation under this contract is \$56,384.00 to be paid in 12 installments. Rate of compensation will be as follows: \$4,655.83

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, 2018

BY: /S/ Signature on File
 Sammie Brown

BY: /S/ signature on file
 Board President

Address on File
 Address

Phone on File
 Phone

BY: /S/ signature on file
 Board Secretary

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

Total Years of Experience: 32
Years of Experience This District: 25
Schedule Title:Range:Step:
Check Location: 0

TEACHER'S CONTRACT

YEAR: 2018-2019

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 26, 2018 agrees to employ Susan Brown Party of the Second Part, as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows: Curr Supv/Fed Prog

Additional Duty: Fed Coord/Curr 20,159.00 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 07/12/2018 through 6/18/2019 .

COMPENSATION: Total compensation under this contract is \$80,359.00 to be paid in 12 installments. Rate of compensation will be as follows: \$6,654.92

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. This contract is for two years through June 30, 2020.

Given on: May 8, 2018

BY: /S/ Signature on File
Susan Brown

BY: /S/ signature on file
Board President

Address on File
Address

Phone on File
Phone

BY: /S/ signature on file
Board Secretary

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

Total Years of Experience: 5
 Years of Experience This District: 1
 Schedule Title:Range:Step:
 Check Location: 7

TEACHER'S CONTRACT

YEAR: **2018-2019**

STATE OF ARKANSAS COUNTY OF **Franklin**

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

EMPLOYEMENT: The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on April 23, 2018 agrees to employ Robert Michael Carmack Party of the Second Part, as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows: Voc Trade & Industrial Teacher
 Additional Duty: Voc Van 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 07/19/2018 through 6/5/2019 .

COMPENSATION: Total compensation under this contract is \$44,925.90 to be paid in 12 installments. Rate of compensation will be as follows: \$3,743.83

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, 2018

BY: /S/ Signature on File
 Robert Michael Carmack

BY: /S/ signature on file
 Board President

Address on File
 Address

Phone on File
 Phone

BY: /S/ signature on file
 Board Secretary

College: AR Tech U Russellville
Certification Based on: Masters + 30
Social Security Number: XXX-XX-XXXX

Total Years of Experience: 13
Years of Experience This District: 13
Schedule Title:Range:Step:
Check Location: 6

TEACHER'S CONTRACT

YEAR: 2018-2019

STATE OF ARKANSAS COUNTY OF **Franklin**

PARTIES: The Charleston School District, Party of the First Part, and Ashley M Couthren 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 23, 2018 agrees to employ Ashley M Couthren 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 07/31/2018 through 5/24/2019 .

COMPENSATION: Total compensation under this contract is \$52,764.00 to be paid in 12 installments. Rate of compensation will be as follows: \$4,230.33

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, 2018

BY: /S/ Signature on File
Ashley M Couthren

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 + 24
Social Security Number: XXX-XX-XXXX

Total Years of Experience: 26
Years of Experience This District: 24
Schedule Title:Range:Step:
Check Location: 6

TEACHER'S CONTRACT

YEAR: 2018-2019

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 23, 2018 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 6,722.00

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 07/31/2018 through 5/24/2019 .

COMPENSATION: Total compensation under this contract is \$62,592.00 to be paid in 12 installments. Rate of compensation will be as follows: \$5,216.00

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, 2018

BY: /S/ Signature on File
Jay Crowley

BY: /S/ signature on file
Board President

Address on File
Address

Phone on File
Phone

BY: /S/ signature on file
Board Secretary

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

Total Years of Experience: 16
Years of Experience This District: 14
Schedule Title:Range:Step:
Check Location: 6

TEACHER'S CONTRACT

YEAR: 2018-2019

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 23, 2018 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 07/31/2018/ through 5/24/2019 .

COMPENSATION: Total compensation under this contract is \$53,403.00 to be paid in 12 installments. Rate of compensation will be as follows: \$4,283.58

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, 2018

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: 36
Years of Experience This District: 36
Schedule Title:Range:Step:
Check Location: 6

TEACHER'S CONTRACT

YEAR: 2018-2019

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 23, 2018 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 07/31/2018 through 5/24/2019 .

COMPENSATION: Total compensation under this contract is \$55,870.00 to be paid in 12 installments. Rate of compensation will be as follows: \$4,655.83

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, 2018

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

Total Years of Experience: 36
 Years of Experience This District: 36
 Schedule Title:Range:Step:
 Check Location: 6

TEACHER'S CONTRACT

YEAR: 2018-2019

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 23, 2018 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 07/19/2018 through 6/5/2019 .

COMPENSATION: Total compensation under this contract is \$63,699.30 to be paid in 12 installments. Rate of compensation will be as follows: \$5,308.28

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

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

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

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

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

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

Other duties as assigned by the administration. Pursuant to Arkansas law, you have 30 calendar days from the date of this contract to sign and return your contract of employment 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, 2018

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

Total Years of Experience: 12
Years of Experience This District: 4
Schedule Title:Range:Step:
Check Location: 6

TEACHER'S CONTRACT

YEAR: 2018-2019

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 23, 2018 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 07/31/2018 through 5/24/2019 .

COMPENSATION: Total compensation under this contract is \$44,659.00 to be paid in 12 installments. Rate of compensation will be as follows: \$3,804.92

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, 2018

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

Total Years of Experience: 40
Years of Experience This District: 40
Schedule Title:Range:Step:
Check Location: 7

TEACHER'S CONTRACT

YEAR: 2018-2019

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 23, 2018 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 07/19/2018 through 6/5/2019 .

COMPENSATION: Total compensation under this contract is \$61,634.98 to be paid in 12 installments. Rate of compensation will be as follows: \$5,136.25

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

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

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

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

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

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

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

Given on: May 8, 2018

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

Total Years of Experience: 10
 Years of Experience This District: 6
 Schedule Title:Range:Step:
 Check Location: 6

TEACHER'S CONTRACT

YEAR: 2018-2019

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 23, 2018 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 07/31/2018 through 5/24/2019 .

COMPENSATION: Total compensation under this contract is \$44,382.00 to be paid in 12 installments. Rate of compensation will be as follows: \$3,698.50

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

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

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

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

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

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

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

Given on: May 8, 2018

BY: /S/ Signature on File
 Michele Flynn

BY: /S/ signature on file
 Board President

Address on File
 Address

Phone on File
 Phone

BY: /S/ signature on file
 Board Secretary

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

Total Years of Experience: 10
Years of Experience This District: 4
Schedule Title:Range:Step:
Check Location: 6

TEACHER'S CONTRACT

YEAR: 2018-2019

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 23, 2018 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: 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 07/31/2018 through 5/24/2019 .

COMPENSATION: Total compensation under this contract is \$49,573.00 to be paid in 12 installments. Rate of compensation will be as follows: \$3,964.42

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, 2018

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

Total Years of Experience: 18
Years of Experience This District: 10
Schedule Title:Range:Step:
Check Location: 7

TEACHER'S CONTRACT

YEAR: 2018-2019

STATE OF ARKANSAS COUNTY OF **Franklin**

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

EMPLOYEMENT: The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on April 23, 2018 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 07/31/2018 through 5/24/2019 .

COMPENSATION: Total compensation under this contract is \$52,679.00 to be paid in 12 installments. Rate of compensation will be as follows: \$4,389.92

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, 2018

BY: /S/ Signature on File
Angela L Haney

BY: /S/ signature on file
Board President

Address on File
Address

Phone on File
Phone

BY: /S/ signature on file
Board Secretary

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

Total Years of Experience: 21
 Years of Experience This District: 2
 Schedule Title:Range:Step:
 Check Location: 7

TEACHER'S CONTRACT

YEAR: 2018-2019

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 23, 2018 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 07/31/2018 through 5/24/2019 .

COMPENSATION: Total compensation under this contract is \$51,403.00 to be paid in 12 installments. Rate of compensation will be as follows: \$4,283.58

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, 2018

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

Total Years of Experience: 5
Years of Experience This District: 3
Schedule Title:Range:Step:
Check Location: 6

TEACHER'S CONTRACT

YEAR: 2018-2019

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 23, 2018 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: Quiz Bowl 749.00

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 07/31/2018 through 5/24/2019 .

COMPENSATION: Total compensation under this contract is \$41,940.00 to be paid in 12 installments. Rate of compensation will be as follows: \$3,432.58

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, 2018

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

Total Years of Experience: 23
Years of Experience This District: 2
Schedule Title:Range:Step:
Check Location: 6

TEACHER'S CONTRACT

YEAR: 2018-2019

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 23, 2018 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 07/31/2018 through 5/24/2019 .

COMPENSATION: Total compensation under this contract is \$52,679.00 to be paid in 12 installments. Rate of compensation will be as follows: \$4,389.92

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, 2018

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

Total Years of Experience: 19
 Years of Experience This District: 15
 Schedule Title:Range:Step:
 Check Location: 6

TEACHER'S CONTRACT

YEAR: 2018-2019

STATE OF ARKANSAS COUNTY OF **Franklin**

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

EMPLOYMENT: The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on April 23, 2018 agrees to employ Susan D Inman Hayes Party of the Second Part, as provided herein:

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

Additional Duty: Nat Board Cert 2,000.00

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

TIME: The period of time covered by this contract is 191 days, from 04/31/2018 through 5/24/2019 .

COMPENSATION: Total compensation under this contract is \$52,126.00 to be paid in 12 installments. Rate of compensation will be as follows: \$4,177.17

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, 2018

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

BY: /S/ signature on file
 Board President

Address on File
 Address

Phone on File
 Phone

BY: /S/ signature on file
 Board Secretary

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

Total Years of Experience: 20
Years of Experience This District: 20
Schedule Title:Range:Step:
Check Location: 7

TEACHER'S CONTRACT

YEAR: 2018-2019

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 23, 2018 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 6,471.00

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 07/10/2018 through 6/14/2019 .

COMPENSATION: Total compensation under this contract is \$61,221.70 to be paid in 12 installments. Rate of compensation will be as follows: \$5,101.81

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

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

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

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

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

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

Other duties as assigned by the administration. Pursuant to Arkansas law, you have 30 calendar days from the date of this contract to sign and return your contract of employment 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, 2018

BY: /S/ Signature on File
Michael Chad Haynes

BY: /S/ signature on file
Board President

Address on File
Address

Phone on File
Phone

BY: /S/ signature on file
Board Secretary

College: Oklahoma	Total Years of Experience: 18
Certification Based on: Masters	Years of Experience This District: 16
Social Security Number: XXX-XX-XXXX	Schedule Title:Range:Step:
	Check Location: 7

TEACHER'S CONTRACT

YEAR: 2018-2019

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 23, 2018 agrees to employ Julia M Hearn Party of the Second Part, as provided herein:

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

Additional Duty: Nat Board Cert 2,000.00

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

TIME: The period of time covered by this contract is 191 days, from 07/31/2018 through 5/24/2019 .

COMPENSATION: Total compensation under this contract is \$54,679.00 to be paid in 12 installments. Rate of compensation will be as follows: \$4,389.92

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, 2018

BY: /S/ Signature on File
Julia M Hearn

BY: /S/ signature on file
Board President

Address on File
Address

Phone on File
Phone

BY: /S/ signature on file
Board Secretary

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

Total Years of Experience: 23
Years of Experience This District: 23
Schedule Title:Range:Step:
Check Location: 7

TEACHER'S CONTRACT

YEAR: 2018-2019

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 23, 2018 agrees to employ Judy V Hicks Party of the Second Part, as provided herein:

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

Additional Duty: 1/7 Prep Hicks 7,100.00 Annual 1493.00

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 07/19/2018 through 6/5/2019 .

COMPENSATION: Total compensation under this contract is \$66,097.20 to be paid in 12 installments. Rate of compensation will be as follows: \$5,383.68

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

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

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

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

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

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

Other duties as assigned by the administration. Pursuant to Arkansas law, you have 30 calendar days from the date of this contract to sign and return your contract of employment 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, 2018

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: ASU, State University
Certification Based on: Bachelor + 12
Social Security Number: XXX-XX-XXXX

Total Years of Experience: 9
Years of Experience This District: 9
Schedule Title:Range:Step:
Check Location: 7

TEACHER'S CONTRACT

YEAR: 2018-2019

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 February 26, 2018 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 16,245.00

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 07/12/2018 through 6/18/2019 .

COMPENSATION: Total compensation under this contract is \$60,627.00 to be paid in 12 installments. Rate of compensation will be as follows: \$5,052.25

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

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

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

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

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

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

Other duties as assigned by the administration. Pursuant to Arkansas law, you have 30 calendar days from the date of this contract to sign and return your contract of employment to the office of the superintendent. If applicable, rate of compensation includes Stipend, which may be paid as a lump sum rather than monthly. This contract is for 2 years through June 30, 2020.

Given on: May 8, 2018

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: OK Baptist University
 Certification Based on: Masters
 Social Security Number: XXX-XX-XXXX

Total Years of Experience: 3
 Years of Experience This District: 2
 Schedule Title:Range:Step:
 Check Location: 6

TEACHER'S CONTRACT

YEAR: 2018-2019

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 23, 2018 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 07/31/2018 through 5/24/2019 .

COMPENSATION: Total compensation under this contract is \$43,106.00 to be paid in 12 installments. Rate of compensation will be as follows: \$3,592.17

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, 2018

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: AR Tech U Russellville	Total Years of Experience: 15
Certification Based on: Masters + 15	Years of Experience This District: 11
Social Security Number: XXX-XX-XXXX	Schedule Title:Range:Step:
	Check Location: 7

TEACHER'S CONTRACT

YEAR: 2018-2019

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 26, 2018 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 16,245.00
 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 07/10/2018 through 6/20/2019 .

COMPENSATION: Total compensation under this contract is \$67,648.00 to be paid in 12 installments. Rate of compensation will be as follows: \$5,637.33

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. This contract is for two years through June 30, 2020.

Given on: May 8, 2018

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

Total Years of Experience: 7
 Years of Experience This District: 7
 Schedule Title:Range:Step:
 Check Location: 6

TEACHER'S CONTRACT

YEAR: 2018-2019

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 23, 2018 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 07/31/2018 through 5/24/2019 .

COMPENSATION: Total compensation under this contract is \$42,468.00 to be paid in 12 installments. Rate of compensation will be as follows: \$3,539.00

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, 2018

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

Total Years of Experience: 8
Years of Experience This District: 6
Schedule Title:Range:Step:
Check Location: 6

TEACHER'S CONTRACT

YEAR: 2018-2019

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 23, 2018 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 07/31/2018 through 5/24/2019 .

COMPENSATION: Total compensation under this contract is \$43,106.00 to be paid in 12 installments. Rate of compensation will be as follows: \$3,592.17

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, 2018

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

Total Years of Experience: 16
Years of Experience This District: 13
Schedule Title:Range:Step:
Check Location: 7

TEACHER'S CONTRACT

YEAR: 2018-2019

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 23, 2018 agrees to employ Jennifer McDonald Party of the Second Part, as provided herein:

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

Additional Duty: Nat Board Cert 2,000.00

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

TIME: The period of time covered by this contract is 206 days, from 07/19/2018 through 6/5/2019 .

COMPENSATION: Total compensation under this contract is \$58,816.09 to be paid in 12 installments. Rate of compensation will be as follows: \$4,734.67

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, 2018

BY: /S/ Signature on File
Jennifer McDonald

BY: /S/ signature on file
Board President

Address on File
Address

Phone on File
Phone

BY: /S/ signature on file
Board Secretary

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

Total Years of Experience: 12
Years of Experience This District: 8
Schedule Title:Range:Step:
Check Location: 7

TEACHER'S CONTRACT

YEAR: 2018-2019

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 23, 2018 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 6,622.00 Asst. 3 Sports 1,121.00
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 07/10/2018 through 6/14/2019 .

COMPENSATION: Total compensation under this contract is \$60,429.39 to be paid in 12 installments. Rate of compensation will be as follows: \$5,035.78

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

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

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

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

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

OTHER CONDITIONS: Any subsequent contracts shall superseded the provisions of this contract. Other duties as assigned by the administration. Pursuant to Arkansas law, you have 30 calendar days from the date of this contract to sign and return your contract of employment 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, 2018

BY: /S/ Signature on File
Ryan P Meyers

BY: /S/ signature on file
Board President

Address on File
Address

Phone on File
Phone

BY: /S/ signature on file
Board Secretary

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

Total Years of Experience: 27
 Years of Experience This District: 16
 Schedule Title:Range:Step:
 Check Location: 6

TEACHER'S CONTRACT

YEAR: 2018-2019

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 23, 2018 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 3,177.00

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 07/31/2018 through 5/24/2019 .

COMPENSATION: Total compensation under this contract is \$61,600.00 to be paid in 12 installments. Rate of compensation will be as follows: \$4,868.58

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, 2018

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: AR Tech U Russellville
Certification Based on: Masters
Social Security Number: XXX-XX-XXXX

Total Years of Experience: 13
Years of Experience This District: 3
Schedule Title:Range:Step:
Check Location: 6

TEACHER'S CONTRACT

YEAR: 2018-2019

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 23, 2018 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 07/31/2018 through 5/24/2019 .

COMPENSATION: Total compensation under this contract is \$49,488.00 to be paid in 12 installments. Rate of compensation will be as follows: \$4,124.00

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, 2018

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

Total Years of Experience: 23.5
 Years of Experience This District: 13
 Schedule Title:Range:Step:
 Check Location: 6

TEACHER'S CONTRACT

YEAR: **2018-2019**

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 23, 2018 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 1,541.00

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

TIME: The period of time covered by this contract is 191 days, from 07/31/2018 through 5/24/2019 .

COMPENSATION: Total compensation under this contract is \$55,497.00 to be paid in 12 installments. Rate of compensation will be as follows: \$4,496.33

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, 2018

BY: /S/ Signature on File
 Stacy Ann Mitchum

BY: /S/ signature on file
 Board President

Address on File
 Address

Phone on File
 Phone

BY: /S/ signature on file
 Board Secretary

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

Total Years of Experience: 30
Years of Experience This District: 16
Schedule Title:Range:Step:
Check Location: 7

TEACHER'S CONTRACT

YEAR: 2018-2019

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 26, 2018 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 26,323.00

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 07/01/2018 through 6/30/2019 .

COMPENSATION: Total compensation under this contract is \$86,661.00 to be paid in 12 installments. Rate of compensation will be as follows: \$7,221.75

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, 2020.

Given on: May 8, 2018

BY: /S/ Signature on File
Melissa Moore

BY: /S/ signature on file
Board President

Address on File
Address

Phone on File
Phone

BY: /S/ signature on file
Board Secretary

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

Total Years of Experience: 3
 Years of Experience This District: 2
 Schedule Title:Range:Step:
 Check Location: 6

TEACHER'S CONTRACT

YEAR: 2018-2019

STATE OF ARKANSAS COUNTY OF **Franklin**

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

EMPLOYMENT: The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on April 23, 2018 agrees to employ Kelsey R Noble Party of the Second Part, as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows: 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 07/31/2018 through 5/24/2019 .

COMPENSATION: Total compensation under this contract is \$39,915.00 to be paid in 12 installments. Rate of compensation will be as follows: \$3,326.25

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

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

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

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

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

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

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

Given on: May 8, 2018

BY: /S/ Signature on File
 Kelsey R Noble

BY: /S/ signature on file
 Board President

Address on File
 Address

Phone on File
 Phone

BY: /S/ signature on file
 Board Secretary

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

Total Years of Experience: 24
 Years of Experience This District: 12
 Schedule Title:Range:Step:
 Check Location:

TEACHER'S CONTRACT

YEAR: **2018-2019**

STATE OF ARKANSAS COUNTY OF **Franklin**

PARTIES: The Charleston School District, Party of the First Part, and Marsha Pippin 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 31, 2018 agrees to employ Marsha Pippin 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 07/31/2018 through 5/24/2019 .

COMPENSATION: Total compensation under this contract is \$56,508.00 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 31, 2018

BY: /S/ Signature on File
 Marsha Pippin

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 + 24
 Social Security Number: XXX-XX-XXXX

Total Years of Experience: 17
 Years of Experience This District: 8
 Schedule Title:Range:Step:
 Check Location: 7

TEACHER'S CONTRACT

YEAR: 2018-2019

STATE OF ARKANSAS COUNTY OF **Franklin**

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

EMPLOYEMENT: The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on April 23, 2018 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 749.00

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 07/31/2018 through 5/24/2019 .

COMPENSATION: Total compensation under this contract is \$50,875.00 to be paid in 12 installments. Rate of compensation will be as follows: \$4,177.17

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, 2018

BY: /S/ Signature on File
 Julie A Rachuy

BY: /S/ signature on file
 Board President

Address on File
 Address

Phone on File
 Phone

BY: /S/ signature on file
 Board Secretary

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

Total Years of Experience: 10
 Years of Experience This District: 6
 Schedule Title:Range:Step:
 Check Location: 7

TEACHER'S CONTRACT

YEAR: 2018-2019

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 23, 2018 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 6,722.00

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 07/10/2018 through 6/14/2019 .

COMPENSATION: Total compensation under this contract is \$58,031.10 to be paid in 12 installments. Rate of compensation will be as follows: \$4,835.93

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

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

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

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

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

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

Other duties as assigned by the administration. Pursuant to Arkansas law, you have 30 calendar days from the date of this contract to sign and return your contract of employment 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, 2018

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: 28
Years of Experience This District: 27
Schedule Title:Range:Step:
Check Location: 6

TEACHER'S CONTRACT

YEAR: 2018-2019

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 23, 2018 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 07/31/2018 through 5/24/2019 .

COMPENSATION: Total compensation under this contract is \$55,870.00 to be paid in 12 installments. Rate of compensation will be as follows: \$4,655.83

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, 2018

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: 3
 Years of Experience This District: 2
 Schedule Title:Range:Step:
 Check Location: 7

TEACHER'S CONTRACT

YEAR: **2018-2019**

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:

EMPLOYMENT: The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on April 23, 2018 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 8,071.00

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 07/10/2018 through 6/14/2019 .

COMPENSATION: Total compensation under this contract is \$51,120.69 to be paid in 12 installments. Rate of compensation will be as follows: \$4,260.06

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

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

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

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

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

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

Other duties as assigned by the administration. Pursuant to Arkansas law, you have 30 calendar days from the date of this contract to sign and return your contract of employment 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, 2018

BY: /S/ Signature on File
 Tyler J Reese

BY: /S/ signature on file
 Board President

Address on File
 Address

Phone on File
 Phone

BY: /S/ signature on file
 Board Secretary

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

Total Years of Experience: 19
Years of Experience This District: 11
Schedule Title:Range:Step:
Check Location: 7

TEACHER'S CONTRACT

YEAR: 2018-2019

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 26, 2018 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 16,245.00 Student Council 749.00 Jr. Sponsor 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 07/10/2018 through 6/20/2019 .

COMPENSATION: Total compensation under this contract is \$70,811.00 to be paid in 12 installments. Rate of compensation will be as follows: \$5,796.83

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, 2020.

Given on: May 8, 2018

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

Total Years of Experience: 18
Years of Experience This District: 13
Schedule Title:Range:Step:
Check Location: 7

TEACHER'S CONTRACT

YEAR: 2018-2019

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 23, 2018 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 749.00 Dance 2,428 Jr. Spon 500.00 1/7 Prep 6,591.00
These services will be rendered in accordance with the policies set forth by the Party of the First Part. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to total compensation under this contract.

TIME: The period of time covered by this contract is 191 days, from 07/31/2018 through 5/24/2019 .

COMPENSATION: Total compensation under this contract is \$59,756.00 to be paid in 12 installments. Rate of compensation will be as follows: \$4,673.25

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

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

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

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

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

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

Given on: May 8, 2018

BY: /S/ Signature on File
Marsha Ross

BY: /S/ signature on file
Board President

Address on File
Address

Phone on File
Phone

BY: /S/ signature on file
Board Secretary

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

Total Years of Experience: 17
Years of Experience This District: 13
Schedule Title:Range:Step:
Check Location: 7

TEACHER'S CONTRACT

YEAR: 2018-2019

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 26, 2018 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 16,245.00

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 07/10/2018 through 6/20/2019 .

COMPENSATION: Total compensation under this contract is \$68,286.00 to be paid in 12 installments. Rate of compensation will be as follows: \$5,690.50

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

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

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

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

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

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

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

Given on: May 8, 2018

BY: /S/ Signature on File
Jason Rucker

BY: /S/ signature on file
Board President

Address on File
Address

Phone on File
Phone

BY: /S/ signature on file
Board Secretary

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

Total Years of Experience: 1
Years of Experience This District: 1
Schedule Title:Range:Step:
Check Location: 6

TEACHER'S CONTRACT

YEAR: 2018-2019

STATE OF ARKANSAS COUNTY OF **Franklin**

PARTIES: The Charleston School District, Party of the First Part, and Deborah J 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 April 23, 2018 agrees to employ Deborah J 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 07/31/2018 through 5/24/2019 .

COMPENSATION: Total compensation under this contract is \$45,020.00 to be paid in 12 installments. Rate of compensation will be as follows: \$3,751.67

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, 2018

BY: /S/ Signature on File
Deborah J Seay

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: 37
Years of Experience This District: 37
Schedule Title:Range:Step:
Check Location: 6

TEACHER'S CONTRACT

YEAR: 2018-2019

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 23, 2018 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 07/31/2018 through 5/24/2019 .

COMPENSATION: Total compensation under this contract is \$55,870.00 to be paid in 12 installments. Rate of compensation will be as follows: \$4,655.83

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, 2018

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: 15
Years of Experience This District: 15
Schedule Title:Range:Step:
Check Location: 7

TEACHER'S CONTRACT

YEAR: 2018-2019

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 23, 2018 agrees to employ Jamie Smith Party of the Second Part, as provided herein:

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

Additional Duty: Nat Board Cert 2,000.00

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

TIME: The period of time covered by this contract is 191 days, from 07/31/2018 through 5/24/2019 .

COMPENSATION: Total compensation under this contract is \$49,573.00 to be paid in 12 installments. Rate of compensation will be as follows: \$3,964.42

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, 2018

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: 20
Years of Experience This District: 20
Schedule Title:Range:Step:
Check Location: 6

TEACHER'S CONTRACT

YEAR: 2018-2019

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 23, 2018 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: Asst. Archery 514.00

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 07/31/2018 through 5/24/2019 .

COMPENSATION: Total compensation under this contract is \$51,278.00 to be paid in 12 installments. Rate of compensation will be as follows: \$4,230.33

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, 2018

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

Total Years of Experience: 28
Years of Experience This District: 28
Schedule Title:Range:Step:
Check Location: 6

TEACHER'S CONTRACT

YEAR: 2018-2019

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:

EMPLOYMENT: The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on April 23, 2018 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 07/31/2018 through 5/24/2019 .

COMPENSATION: Total compensation under this contract is \$56,508.00 to be paid in 12 installments. Rate of compensation will be as follows: \$4,709.00

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, 2018

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
Social Security Number: XXX-XX-XXXX

Total Years of Experience: 7
Years of Experience This District: 5
Schedule Title:Range:Step:
Check Location: 7

TEACHER'S CONTRACT

YEAR: 2018-2019

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 23, 2018 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 6,872.00 Senior Class 400.00

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

TIME: The period of time covered by this contract is 206 days, from 07/10/2018 through 6/14/2019 .

COMPENSATION: Total compensation under this contract is \$56,516.79 to be paid in 12 installments. Rate of compensation will be as follows: \$4,676.40

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

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

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

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

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

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

Other duties as assigned by the administration. Pursuant to Arkansas law, you have 30 calendar days from the date of this contract to sign and return your contract of employment 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, 2018

BY: /S/ Signature on File
Matthew C Stewart

BY: /S/ signature on file
Board President

Address on File
Address

Phone on File
Phone

BY: /S/ signature on file
Board Secretary

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

Total Years of Experience: 8
Years of Experience This District: 6
Schedule Title:Range:Step:
Check Location: 6

TEACHER'S CONTRACT

YEAR: 2018-2019

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 23, 2018 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 07/31/2018 through 5/24/2019 .

COMPENSATION: Total compensation under this contract is \$43,106.00 to be paid in 12 installments. Rate of compensation will be as follows: \$3,592.17

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, 2018

BY: /S/ Signature on File
Rachel E Stewart

BY: /S/ signature on file
Board President

Address on File
Address

Phone on File
Phone

BY: /S/ signature on file
Board Secretary

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

Total Years of Experience: 29
Years of Experience This District: 29
Schedule Title:Range:Step:
Check Location: 7

TEACHER'S CONTRACT

YEAR: 2018-2019

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 26, 2018 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:

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

TIME: The period of time covered by this contract is 235 days, from 07/09/2018 through 6/30/2019 .

COMPENSATION: Total compensation under this contract is \$83,605.56 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. This contract is for two years through June 30, 2020.

Given on: February 26, 2018

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

Total Years of Experience: 37
Years of Experience This District: 34
Schedule Title:Range:Step:
Check Location: 0

TEACHER'S CONTRACT

YEAR: 2018-2019

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 February 26, 2018 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 16,180.00
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 07/01/2018 through 6/30/2019 .

COMPENSATION: Total compensation under this contract is \$108,518.00 to be paid in 12 installments. Rate of compensation will be as follows: \$9,043.17

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 three years through June 30, 2021.

Given on: May 8, 2018

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: 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: 18
 Schedule Title:Range:Step:
 Check Location: 7

TEACHER'S CONTRACT

YEAR: **2018-2019**

STATE OF ARKANSAS COUNTY OF **Franklin**

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

EMPLOYMENT: The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on April 23, 2018 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 07/31/2018 through 5/24/2019 .

COMPENSATION: Total compensation under this contract is \$55,232.00 to be paid in 12 installments. Rate of compensation will be as follows: \$4,602.67

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, 2018

BY: /S/ Signature on File
 Carol Missy Stubblefield

BY: /S/ signature on file
 Board President

Address on File
 Address

Phone on File
 Phone

BY: /S/ signature on file
 Board Secretary

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

Total Years of Experience: 31
Years of Experience This District: 31
Schedule Title:Range:Step:
Check Location: 7

TEACHER'S CONTRACT

YEAR: 2018-2019

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 23, 2018 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 07/31/2018 through 5/24/2019 .

COMPENSATION: Total compensation under this contract is \$59,700.00 to be paid in 12 installments. Rate of compensation will be as follows: \$4,975.00

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, 2018

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

Total Years of Experience: 12
 Years of Experience This District: 1
 Schedule Title:Range:Step:
 Check Location: 6

TEACHER'S CONTRACT

YEAR: **2018-2019**

STATE OF ARKANSAS COUNTY OF **Franklin**

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

EMPLOYEMENT: The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on April 23, 2018 agrees to employ Joshua B Uhrich Party of the Second Part, as provided herein:

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

Additional Duty: Asst Band/Music 3,635.00

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 07/19/2018 through 6/5/2019 .

COMPENSATION: Total compensation under this contract is \$56,321.39 to be paid in 12 installments. Rate of compensation will be as follows: \$4,693.45

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

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

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

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

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

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

Other duties as assigned by the administration. Pursuant to Arkansas law, you have 30 calendar days from the date of this contract to sign and return your contract of employment 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, 2018

BY: /S/ Signature on File
 Joshua B Uhrich

BY: /S/ signature on file
 Board President

Address on File
 Address

Phone on File
 Phone

BY: /S/ signature on file
 Board Secretary

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

Total Years of Experience: 14
 Years of Experience This District: 13
 Schedule Title:Range:Step:
 Check Location: 7

TEACHER'S CONTRACT

YEAR: 2018-2019

STATE OF ARKANSAS COUNTY OF **Franklin**

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

EMPLOYMENT: The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on April 23, 2018 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 6,760.00 Senior Class 400.00
 These services will be rendered in accordance with the policies set forth by the Party of the First Part. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to total compensation under this contract.

TIME: The period of time covered by this contract is 191 days, from 07/31/2018 through 5/24/2019 .

COMPENSATION: Total compensation under this contract is \$57,924.00 to be paid in 12 installments. Rate of compensation will be as follows: \$4,793.67

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, 2018

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: 21
Years of Experience This District: 19
Schedule Title:Range:Step:
Check Location: 7

TEACHER'S CONTRACT

YEAR: 2018-2019

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 23, 2018 agrees to employ Kristy Vaughan Party of the Second Part, as provided herein:

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

Additional Duty:

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

TIME: The period of time covered by this contract is 191 days, from 07/31/2018 through 5/24/2019 .

COMPENSATION: Total compensation under this contract is \$51,403.00 to be paid in 12 installments. Rate of compensation will be as follows: \$4,283.58

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, 2018

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: 27
Years of Experience This District: 27
Schedule Title:Range:Step:
Check Location: 6

TEACHER'S CONTRACT

YEAR: 2018-2019

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 23, 2018 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 07/31/2018 through 5/24/2019 .

COMPENSATION: Total compensation under this contract is \$55,232.00 to be paid in 12 installments. Rate of compensation will be as follows: \$4,602.67

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, 2018

BY: /S/ Signature on File
Ashley West

BY: /S/ signature on file
Board President

Address on File
Address

Phone on File
Phone

BY: /S/ signature on file
Board Secretary

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

Total Years of Experience: 14
Years of Experience This District: 5
Schedule Title:Range:Step:
Check Location: 6

TEACHER'S CONTRACT

YEAR: 2018-2019

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 23, 2018 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 07/31/2018 through 5/24/2019 .

COMPENSATION: Total compensation under this contract is \$46,935.00 to be paid in 12 installments. Rate of compensation will be as follows: \$3,911.25

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

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

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

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

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

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

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

Given on: May 8, 2018

BY: /S/ Signature on File
Candice L Wibbing

BY: /S/ signature on file
Board President

Address on File
Address

Phone on File
Phone

BY: /S/ signature on file
Board Secretary

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

Total Years of Experience: 26
Years of Experience This District: 26
Schedule Title: 91K-191 CERT 2017-18 Range: 05 Step: 27
Check Location: 7

TEACHER'S CONTRACT

YEAR: 2018-2019

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 23, 2018 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: Community Service Coord. 2,000.00
These services will be rendered in accordance with the policies set forth by the Party of the First Part. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to total compensation under this contract.

TIME: The period of time covered by this contract is 221 days, from 07/11/2018 through 6/18/2019 .

COMPENSATION: Total compensation under this contract is \$69,59.39 to be paid in 12 installments. Rate of compensation will be as follows: \$5,799.95

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

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

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

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

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

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

Given on: May 8, 2018

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

Total Years of Experience: 16
Years of Experience This District: 11
Schedule Title:Range:Step:
Check Location: 6

TEACHER'S CONTRACT

YEAR: 2018-2019

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 23, 2018 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 07/31/2018 through 5/24/2019 .

COMPENSATION: Total compensation under this contract is \$52,679.00 to be paid in 12 installments. Rate of compensation will be as follows: \$4,389.92

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, 2018

BY: /S/ Signature on File
Amy M Womack

BY: /S/ signature on file
Board President

Address on File
Address

Phone on File
Phone

BY: /S/ signature on file
Board Secretary

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

Total Years of Experience: 27
 Years of Experience This District: 6
 Schedule Title:Range:Step:
 Check Location: 6

TEACHER'S CONTRACT

YEAR: 2018-2019

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 26, 2018 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 21,466.00

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 07/12/2018 through 6/18/2019 .

COMPENSATION: Total compensation under this contract is \$79,889.00 to be paid in 12 installments. Rate of compensation will be as follows: \$6,657.42

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. This contract is for two years through June 30, 2020.

Given on: May 8, 2018

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