

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

Total Years of Experience: 10
Years of Experience This District: 2
Schedule Title: 91L-191 CERT 2018-19 Range: 04 Step: 11
Check Location: 6

TEACHER'S CONTRACT

YEAR: 2019-2020

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 22, 2019 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 07/29/2019 through 05/21/2020 .

COMPENSATION: Total compensation under this contract is \$48,073.00 to be paid in 12 installments. Rate of compensation will be as follows: \$4,006.08

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

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

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

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

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

OTHER CONDITIONS: Any subsequent contracts shall superseded the provisions of this contract.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

Given on: May 10, 2019

BY: /S/ Signature on File

BY: /S/ signature on file
Board President

Address on File
Address

Phone on File
Phone

BY: /S/ signature on file
Board Secretary

College: UCA, Conway
Certification Based on: Masters
Social Security Number: XXX-XX-XXXX

Total Years of Experience: 24
Years of Experience This District: 0
Schedule Title: Range: Step:
Check Location:

TEACHER'S CONTRACT

YEAR: 2019-2020

STATE OF ARKANSAS COUNTY OF **Franklin**

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

EMPLOYEMENT: The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on May 14, 2019 agrees to employ Alan Anderson Party of the Second Part, as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows: M. 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 240 days, from 07/01/2019 through 06/30/2020 .

COMPENSATION: Total compensation under this contract is \$83,677.00 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 14, 2019

BY: /S/ Signature on File

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: 6
Years of Experience This District: 6
Schedule Title: 91L-191 CERT 2018-19 Range: 04 Step: 7
Check Location: 6

TEACHER'S CONTRACT

YEAR: **2019-2020**

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 22, 2019 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 07/29/2019 through 05/21/2020 .

COMPENSATION: Total compensation under this contract is \$45,520.00 to be paid in 12 installments. Rate of compensation will be as follows: \$3,793.33

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 10, 2019

BY: /S/ Signature on File

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: 7
Years of Experience This District: 7
Schedule Title: 91L-191 CERT 2018-19 Range: 03 Step: 8
Check Location: 6

TEACHER'S CONTRACT

YEAR: **2019-2020**

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 22, 2019 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 07/29/2019 through 05/21/2020 .

COMPENSATION: Total compensation under this contract is \$44,244.00 to be paid in 12 installments. Rate of compensation will be as follows: \$3,687.00

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 10, 2019

BY: /S/ Signature on File

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: 25
Years of Experience This District: 9
Schedule Title: 91L-191 CERT 2018-19 Range: 04 Step: 26
Check Location: 6

TEACHER'S CONTRACT

YEAR: **2019-2020**

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 22, 2019 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 07/22/2019 through 06/05/2020 .

COMPENSATION: Total compensation under this contract is \$66,174.25 to be paid in 12 installments. Rate of compensation will be as follows: \$5,514.52

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

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

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

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

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

OTHER CONDITIONS: Any subsequent contracts shall superseded the provisions of this contract. Other duties as assigned by the administration. Pursuant to Arkansas law, you have 30 calendar days from the date of this contract to sign and return your contract of employment 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 10, 2019

BY: /S/ Signature on File

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: 35
Years of Experience This District: 32
Schedule Title: 91L-191 CERT 2018-19 Range: 01 Step: 29
Check Location: 6

TEACHER'S CONTRACT

YEAR: 2019-2020

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 22, 2019 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 07/29/2019 through 05/21/2020 .

COMPENSATION: Total compensation under this contract is \$56,370.00 to be paid in 12 installments. Rate of compensation will be as follows: \$4,697.50

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 10, 2019

BY: /S/ Signature on File

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: 33
Years of Experience This District: 32
Schedule Title: 91L-191 CERT 2018-19 Range: 01 Step: 29
Check Location: 7

TEACHER'S CONTRACT

YEAR: 2019-2020

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 22, 2019 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 \$521.00
These services will be rendered in accordance with the policies set forth by the Party of the First Part. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to total compensation under this contract.

TIME: The period of time covered by this contract is 191 days, from 07/29/2019 through 05/21/2020 .

COMPENSATION: Total compensation under this contract is \$56,891.00 to be paid in 12 installments. Rate of compensation will be as follows: \$4,740.92

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 10, 2019

BY: /S/ Signature on File

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: 33
Years of Experience This District: 26
Schedule Title: 20L-220 CERT 2018-19 Range: 05 Step: 29
Check Location: 0

TEACHER'S CONTRACT

YEAR: **2019-2020**

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 25, 2019 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 20,424.00 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 07/16/2019 through 06/19/2020 .

COMPENSATION: Total compensation under this contract is \$81,124.00 to be paid in 12 installments. Rate of compensation will be as follows: \$6,760.33

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, 2021.

Given on: May 10, 2019

BY: /S/ Signature on File

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: 23
Years of Experience This District: 0
Schedule Title: Range: Step:
Check Location:

TEACHER'S CONTRACT

YEAR: **2019-2020**

STATE OF ARKANSAS COUNTY OF **Franklin**

PARTIES: The Charleston School District, Party of the First Part, and Judith Burcham 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 14, 2019 agrees to employ Judith Burcham Party of the Second Part, as provided herein:

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

Additional Duty:

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

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

COMPENSATION: Total compensation under this contract is \$54,456.00 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 14, 2019

BY: /S/ Signature on File

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: 6
Years of Experience This District: 2
Schedule Title: 91L-191 CERT 2018-19 Range: 01 Step: 7
Check Location: 7

TEACHER'S CONTRACT

YEAR: **2019-2020**

STATE OF ARKANSAS COUNTY OF **Franklin**

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

EMPLOYMENT: The Party of the First Part by a majority vote of the Board of Education at a legally held meeting on April 22, 2019 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 461.00

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 07/22/2019 through 06/05/2020 .

COMPENSATION: Total compensation under this contract is \$46,114.27 to be paid in 12 installments. Rate of compensation will be as follows: \$3,842.86

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

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

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

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

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

OTHER CONDITIONS: Any subsequent contracts shall superseded the provisions of this contract. Other duties as assigned by the administration. Pursuant to Arkansas law, you have 30 calendar days from the date of this contract to sign and return your contract of employment 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 10, 2019

BY: /S/ Signature on File

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: 27
Years of Experience This District: 25
Schedule Title: 91L-191 CERT 2018-19 Range: 03 Step: 28
Check Location: 6

TEACHER'S CONTRACT

YEAR: **2019-2020**

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 22, 2019 agrees to employ Jay Crowley Party of the Second Part, as provided herein:

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

Additional Duty: Golf \$2,460.00

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 07/29/2019 through 05/21/2020 .

COMPENSATION: Total compensation under this contract is \$59,468.00 to be paid in 12 installments. Rate of compensation will be as follows: \$4,955.67

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 10, 2019

BY: /S/ Signature on File

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: 15
Schedule Title: 91L-191 CERT 2018-19 Range: 04 Step: 18
Check Location: 6

TEACHER'S CONTRACT

YEAR: 2019-2020

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 22, 2019 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 07/29/2019 through 05/21/2020 .

COMPENSATION: Total compensation under this contract is \$54,541.00 to be paid in 12 installments. Rate of compensation will be as follows: \$4,545.08

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

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

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

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

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

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

Given on: May 10, 2019

BY: /S/ Signature on File

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: 37
Years of Experience This District: 37
Schedule Title: 91L-191 CERT 2018-19 Range: 01 Step: 29
Check Location: 6

TEACHER'S CONTRACT

YEAR: 2019-2020

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 22, 2019 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 07/29/2019 through 05/21/2020 .

COMPENSATION: Total compensation under this contract is \$56,370.00 to be paid in 12 installments. Rate of compensation will be as follows: \$4,697.50

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 10, 2019

BY: /S/ Signature on File

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: 37
Years of Experience This District: 37
Schedule Title: 91L-191 CERT 2018-19 Range: 04 Step: 29
Check Location: 6

TEACHER'S CONTRACT

YEAR: 2019-2020

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 22, 2019 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 07/22/2019 through 06/05/2020 .

COMPENSATION: Total compensation under this contract is \$64,238.57 to be paid in 12 installments. Rate of compensation will be as follows: \$5,353.21

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

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

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

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

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

OTHER CONDITIONS: Any subsequent contracts shall superseded the provisions of this contract. Other duties as assigned by the administration. Pursuant to Arkansas law, you have 30 calendar days from the date of this contract to sign and return your contract of employment 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 10, 2019

BY: /S/ Signature on File

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: 13
Years of Experience This District: 5
Schedule Title: 91L-191 CERT 2018-19 Range: 01 Step: 14
Check Location: 6

TEACHER'S CONTRACT

YEAR: **2019-2020**

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 22, 2019 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 07/29/2019 through 05/21/2020 .

COMPENSATION: Total compensation under this contract is \$46,797.00 to be paid in 12 installments. Rate of compensation will be as follows: \$3,899.75

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

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

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

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

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

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

Given on: May 10, 2019

BY: /S/ Signature on File

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: 41
Years of Experience This District: 41
Schedule Title: 91L-191 CERT 2018-19 Range: 03 Step: 29
Check Location: 7

TEACHER'S CONTRACT

YEAR: **2019-2020**

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 22, 2019 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 07/22/2019 through 06/05/2020 .

COMPENSATION: Total compensation under this contract is \$62,174.25 to be paid in 12 installments. Rate of compensation will be as follows: \$5,181.19

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

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

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

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

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

OTHER CONDITIONS: Any subsequent contracts shall superseded the provisions of this contract. Other duties as assigned by the administration. Pursuant to Arkansas law, you have 30 calendar days from the date of this contract to sign and return your contract of employment 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 10, 2019

BY: /S/ Signature on File

BY: /S/ signature on file
Board President

Address on File
Address

Phone on File
Phone

BY: /S/ signature on file
Board Secretary

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

Total Years of Experience: 11
Years of Experience This District: 7
Schedule Title: 91L-191 CERT 2018-19 Range: 01 Step: 12
Check Location: 6

TEACHER'S CONTRACT

YEAR: 2019-2020

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 22, 2019 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 07/29/2019 through 05/21/2020 .

COMPENSATION: Total compensation under this contract is \$45,520.00 to be paid in 12 installments. Rate of compensation will be as follows: \$3,793.33

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 10, 2019

BY: /S/ Signature on File

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: 11
Years of Experience This District: 5
Schedule Title: 91L-191 CERT 2018-19 Range: 04 Step: 12
Check Location: 6

TEACHER'S CONTRACT

YEAR: 2019-2020

STATE OF ARKANSAS COUNTY OF **Franklin**

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

EMPLOYEMENT: The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on April 22, 2019 agrees to employ Megan K Fox Party of the Second Part, as provided herein:

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

TIME: The period of time covered by this contract is 191 days, from 07/29/2019 through 05/21/2020 .

COMPENSATION: Total compensation under this contract is \$50,712.00 to be paid in 12 installments. Rate of compensation will be as follows: \$4,226.00

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 10, 2019

BY: /S/ Signature on File

BY: /S/ signature on file
Board President

Address on File
Address

Phone on File
Phone

BY: /S/ signature on file
Board Secretary

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

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

TEACHER'S CONTRACT

YEAR: **2019-2020**

STATE OF ARKANSAS COUNTY OF **Franklin**

PARTIES: The Charleston School District, Party of the First Part, and Scott Gann 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 22, 2019 agrees to employ Scott Gann Party of the Second Part, as provided herein:

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

Additional Duty:

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

TIME: The period of time covered by this contract is 191 days, from 07/29/2019 through 05/21/2020 .

COMPENSATION: Total compensation under this contract is \$41,691.00 to be paid in 12 installments. Rate of compensation will be as follows: \$

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

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

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

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

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

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

Given on: April 22, 2019

BY: /S/ Signature on File

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: 19
Years of Experience This District: 11
Schedule Title: 91L-191 CERT 2018-19 Range: 04 Step: 20
Check Location: 7

TEACHER'S CONTRACT

YEAR: 2019-2020

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 22, 2019 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 07/29/2019 through 05/21/2020 .

COMPENSATION: Total compensation under this contract is \$53,817.00 to be paid in 12 installments. Rate of compensation will be as follows: \$4,484.75

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

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

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

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

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

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

Given on: May 10, 2019

BY: /S/ Signature on File

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: 22
Years of Experience This District: 3
Schedule Title: 91L-191 CERT 2018-19 Range: 01 Step: 23
Check Location: 7

TEACHER'S CONTRACT

YEAR: 2019-2020

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 22, 2019 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 07/29/2019 through 05/21/2020 .

COMPENSATION: Total compensation under this contract is \$52,541.00 to be paid in 12 installments. Rate of compensation will be as follows: \$4,378.42

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 10, 2019

BY: /S/ Signature on File

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: 24
Years of Experience This District: 3
Schedule Title: 91L-191 CERT 2018-19 Range: 01 Step: 25
Check Location: 6

TEACHER'S CONTRACT

YEAR: 2019-2020

STATE OF ARKANSAS COUNTY OF **Franklin**

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

EMPLOYEMENT: The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on April 22, 2019 agrees to employ Tricia Lynn Hassell Party of the Second Part, as provided herein:

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

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

TIME: The period of time covered by this contract is 191 days, from 07/29/2019 through 05/21/2020 .

COMPENSATION: Total compensation under this contract is \$53,817.00 to be paid in 12 installments. Rate of compensation will be as follows: \$4,484.75

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

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

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

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

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

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

Given on: May 10, 2019

BY: /S/ Signature on File

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: 20
Years of Experience This District: 16
Schedule Title: 91L-191 CERT 2018-19 Range: 01 Step: 21
Check Location: 6

TEACHER'S CONTRACT

YEAR: **2019-2020**

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 22, 2019 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:

These services will be rendered in accordance with the policies set forth by the Party of the First Part. Compensation has been included in the total contract amount for all of the above services. Any change in services may 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 07/29/2019 through 05/21/2020 .

COMPENSATION: Total compensation under this contract is \$51,264.00 to be paid in 12 installments. Rate of compensation will be as follows: \$4,272.00

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 10, 2019

BY: /S/ Signature on File

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: 21
Schedule Title: 91L-191 CERT 2018-19 Range: 01 Step: 22
Check Location: 7

TEACHER'S CONTRACT

YEAR: **2019-2020**

STATE OF ARKANSAS COUNTY OF **Franklin**

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

EMPLOYMENT: The Party of the First Part by a majority vote of the Board of Education at a legally held meeting on April 22, 2019 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 \$8,290.00

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 07/09/2019 through 06/18/2020 .

COMPENSATION: Total compensation under this contract is \$64,269.15 to be paid in 12 installments. Rate of compensation will be as follows: \$5,355.76

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

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

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

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

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

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

Other duties as assigned by the administration. Pursuant to Arkansas law, you have 30 calendar days from the date of this contract to sign and return your contract of employment 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 10, 2019

BY: /S/ Signature on File

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: 19
Years of Experience This District: 17
Schedule Title: 91L-191 CERT 2018-19 Range: 04 Step: 20
Check Location: 7

TEACHER'S CONTRACT

YEAR: **2019-2020**

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 22, 2019 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 07/29/2019 through 05/21/2020 .

COMPENSATION: Total compensation under this contract is \$55,817.00 to be paid in 12 installments. Rate of compensation will be as follows: \$4,651.42

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 10, 2019

BY: /S/ Signature on File

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: 24
Years of Experience This District: 24
Schedule Title: 91L-191 CERT 2018-19 Range: 02 Step: 25
Check Location: 7

TEACHER'S CONTRACT

YEAR: 2019-2020

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 22, 2019 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 Yearbook \$1,513.00 Junior Class \$500.00
These services will be rendered in accordance with the policies set forth by the Party of the First Part. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to total compensation under this contract.

TIME: The period of time covered by this contract is 206 days, from 07/22/2019 through 06/05/2020 .

COMPENSATION: Total compensation under this contract is \$67,997.65 to be paid in 12 installments. Rate of compensation will be as follows: \$5,666.47

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

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

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

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

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

OTHER CONDITIONS: Any subsequent contracts shall superseded the provisions of this contract. Other duties as assigned by the administration. Pursuant to Arkansas law, you have 30 calendar days from the date of this contract to sign and return your contract of employment 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 10, 2019

BY: /S/ Signature on File

BY: /S/ signature on file
Board President

Address on File
Address

Phone on File
Phone

BY: /S/ signature on file
Board Secretary

College: Henderson
Certification Based on: Bachelor of Science
Social Security Number: **XXX-XX-XXXX**

Total Years of Experience: 7
Years of Experience This District: 0
Schedule Title: Range: Step:
Check Location:

TEACHER'S CONTRACT

YEAR: **2019-2020**

STATE OF ARKANSAS COUNTY OF **Franklin**

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

EMPLOYEMENT: The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on April 2, 2019 agrees to employ Allison Holland Party of the Second Part, as provided herein:

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

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

TIME: The period of time covered by this contract is 191 days, from 07/29/2019 through 05/21/2020 .

COMPENSATION: Total compensation under this contract is \$42,968.00 to be paid in 12 installments. Rate of compensation will be as follows: \$

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

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

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

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

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

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

Given on: April 2, 2019

BY: /S/ Signature on File

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: 10
Years of Experience This District: 10
Schedule Title: 20L-220 CERT 2018-19 Range: 02 Step: 11
Check Location: 7

TEACHER'S CONTRACT

YEAR: 2019-2020

STATE OF ARKANSAS COUNTY OF **Franklin**

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

EMPLOYEMENT: The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on April 22, 2019 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 16,456.00
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 07/16/2019 through 06/19/2020 .

COMPENSATION: Total compensation under this contract is \$61,979.00 to be paid in 12 installments. Rate of compensation will be as follows: \$5,164.92

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 10, 2019

BY: /S/ Signature on File

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: 4
Years of Experience This District: 3
Schedule Title: 91L-191 CERT 2018-19 Range: 04 Step: 5
Check Location: 6

TEACHER'S CONTRACT

YEAR: 2019-2020

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 22, 2019 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 07/29/2019 through 05/21/2020 .

COMPENSATION: Total compensation under this contract is \$44,244.00 to be paid in 12 installments. Rate of compensation will be as follows: \$3,687.00

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 10, 2019

BY: /S/ Signature on File

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

TEACHER'S CONTRACT

YEAR: **2019-2020**

STATE OF ARKANSAS COUNTY OF **Franklin**

PARTIES: The Charleston School District, Party of the First Part, and Audrey Kengla 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 22, 2019 agrees to employ Audrey Kengla Party of the Second Part, as provided herein:

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

Additional Duty:

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

TIME: The period of time covered by this contract is 191 days, from 07/29/2019 through 05/21/2020 .

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

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

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

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

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

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

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

Given on: April 22, 2019

BY: /S/ Signature on File

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: 8
Schedule Title: 91L-191 CERT 2018-19 Range: 01 Step: 9
Check Location: 6

TEACHER'S CONTRACT

YEAR: 2019-2020

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 22, 2019 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 07/29/2019 through 05/21/2020 .

COMPENSATION: Total compensation under this contract is \$43,606.00 to be paid in 12 installments. Rate of compensation will be as follows: \$3,633.83

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 10, 2019

BY: /S/ Signature on File

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: 9
Years of Experience This District: 7
Schedule Title: 91L-191 CERT 2018-19 Range: 01 Step: 10
Check Location: 6

TEACHER'S CONTRACT

YEAR: 2019-2020

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 22, 2019 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 07/29/2019 through 05/21/2020 .

COMPENSATION: Total compensation under this contract is \$44,244.00 to be paid in 12 installments. Rate of compensation will be as follows: \$3,687.00

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 10, 2019

BY: /S/ Signature on File

BY: /S/ signature on file
Board President

Address on File
Address

Phone on File
Phone

BY: /S/ signature on file
Board Secretary

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

Total Years of Experience:
Years of Experience This District: 0
Schedule Title: Range: Step:
Check Location: 6

TEACHER'S CONTRACT

YEAR: **2019-2020**

STATE OF ARKANSAS COUNTY OF **Franklin**

PARTIES: The Charleston School District, Party of the First Part, and Kimberly M Matejek Party of the Second Part, agree as follows:

EMPLOYEMENT: The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on July 22, 2019 agrees to employ Kimberly M Matejek 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 07/29/2019 through 05/21/2020 .

COMPENSATION: Total compensation under this contract is \$38,500.00 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: July 22, 2019

BY: /S/ Signature on File

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: 1
Years of Experience This District: 1
Schedule Title: 40L-240 CERT 2018-19 Range: 01 Step: 24
Check Location: 7

TEACHER'S CONTRACT

YEAR: **2019-2020**

STATE OF ARKANSAS COUNTY OF **Franklin**

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

EMPLOYEMENT: The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on April 22, 2019 agrees to employ Ricky L May Party of the Second Part, as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows: Head Coach
Additional Duty: Head FB Coach \$16,459.00 JR Track \$2,460.00
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 07/01/2019 through 06/30/2020 .

COMPENSATION: Total compensation under this contract is \$72,098.00 to be paid in 12 installments. Rate of compensation will be as follows: \$6,008.17

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 10, 2019

BY: /S/ Signature on File

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: 17
Years of Experience This District: 14
Schedule Title: 91L-191 CERT 2018-19 Range: 01 Step: 18
Check Location: 7

TEACHER'S CONTRACT

YEAR: 2019-2020

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 22, 2019 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 07/22/2019 through 06/05/2020 .

COMPENSATION: Total compensation under this contract is \$60,043.47 to be paid in 12 installments. Rate of compensation will be as follows: \$5,003.62

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

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

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

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

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

OTHER CONDITIONS: Any subsequent contracts shall superseded the provisions of this contract. Other duties as assigned by the administration. Pursuant to Arkansas law, you have 30 calendar days from the date of this contract to sign and return your contract of employment 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 10, 2019

BY: /S/ Signature on File

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: 9
Schedule Title: 91L-191 CERT 2018-19 Range: 04 Step: 14
Check Location: 7

TEACHER'S CONTRACT

YEAR: **2019-2020**

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 22, 2019 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 8,440.00

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 07/09/2019 through 06/18/2020 .

COMPENSATION: Total compensation under this contract is \$62,353.76 to be paid in 12 installments. Rate of compensation will be as follows: \$5,196.15

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

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

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

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

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

OTHER CONDITIONS: Any subsequent contracts shall superseded the provisions of this contract. Other duties as assigned by the administration. Pursuant to Arkansas law, you have 30 calendar days from the date of this contract to sign and return your contract of employment 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 10, 2019

BY: /S/ Signature on File

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: 28
Years of Experience This District: 17
Schedule Title: 91L-191 CERT 2018-19 Range: 04 Step: 29
Check Location: 6

TEACHER'S CONTRACT

YEAR: **2019-2020**

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 22, 2019 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:

These services will be rendered in accordance with the policies set forth by the Party of the First Part. Compensation has been included in the total contract amount for all of the above services. Any change in services may 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 07/29/2019 through 05/21/2020 .

COMPENSATION: Total compensation under this contract is \$59,561.00 to be paid in 12 installments. Rate of compensation will be as follows: \$4,963.42

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 10, 2019

BY: /S/ Signature on File

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: 14
Years of Experience This District: 4
Schedule Title: 91L-191 CERT 2018-19 Range: 04 Step: 15
Check Location: 6

TEACHER'S CONTRACT

YEAR: **2019-2020**

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 22, 2019 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 07/29/2019 through 05/21/2020 .

COMPENSATION: Total compensation under this contract is \$50,626.00 to be paid in 12 installments. Rate of compensation will be as follows: \$4,218.83

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 10, 2019

BY: /S/ Signature on File

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: 24.5
Years of Experience This District: 14
Schedule Title: 91L-191 CERT 2018-19 Range: 02 Step: 26
Check Location: 6

TEACHER'S CONTRACT

YEAR: **2019-2020**

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 22, 2019 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 1,561.00
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 07/29/2019 through 05/21/2020 .

COMPENSATION: Total compensation under this contract is \$56,655.00 to be paid in 12 installments. Rate of compensation will be as follows: \$4,721.25

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 10, 2019

BY: /S/ Signature on File

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: 31
Years of Experience This District: 17
Schedule Title: 40L-240 CERT 2018-19 Range: 06 Step: 29
Check Location: 7

TEACHER'S CONTRACT

YEAR: **2019-2020**

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 April 8, 2019 agrees to employ Melissa Moore Party of the Second Part, as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows: Superintendent
Additional Duty: Superintendent \$32,000.00 Superintendent \$16,814.00
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 07/01/2019 through 06/30/2020 .

COMPENSATION: Total compensation under this contract is \$109,652.00 to be paid in 12 installments. Rate of compensation will be as follows: \$9,137.67

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

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

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

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

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

OTHER CONDITIONS: Any subsequent contracts shall superseded the provisions of this contract. Other duties as assigned by the administration. Pursuant to Arkansas law, you have 30 calendar days from the date of this contract to sign and return your contract of employment to the office of the superintendent. If applicable, rate of compensation includes Stipend, which may be paid as a lump sum rather than monthly. This contract is for two years through June 30, 2021.

Given on: May 10, 2019

BY: /S/ Signature on File

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

TEACHER'S CONTRACT

YEAR: 2019-2020

STATE OF ARKANSAS COUNTY OF **Franklin**

PARTIES: The Charleston School District, Party of the First Part, and Rachel Newman 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 2, 2019 agrees to employ Rachel Newman 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 07/29/2019 through 05/21/2020 .

COMPENSATION: Total compensation under this contract is \$44,244.00 to be paid in 12 installments. Rate of compensation will be as follows: \$

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

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

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

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

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

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

Given on: April 2, 2019

BY: /S/ Signature on File

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: 4
Years of Experience This District: 3
Schedule Title: 91L-191 CERT 2018-19 Range: 01 Step: 5
Check Location: 6

TEACHER'S CONTRACT

YEAR: 2019-2020

STATE OF ARKANSAS COUNTY OF **Franklin**

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

EMPLOYEMENT: The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on April 22, 2019 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 07/29/2019 through 05/21/2020 .

COMPENSATION: Total compensation under this contract is \$41,053.00 to be paid in 12 installments. Rate of compensation will be as follows: \$3,421.08

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

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

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

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

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

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

Given on: May 10, 2019

BY: /S/ Signature on File

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: 25
Years of Experience This District: 13
Schedule Title: 91L-191 CERT 2018-19 Range: 04 Step: 26
Check Location: 6

TEACHER'S CONTRACT

YEAR: 2019-2020

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 April 22, 2019 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 07/29/2019 through 05/21/2020 .

COMPENSATION: Total compensation under this contract is \$57,647.00 to be paid in 12 installments. Rate of compensation will be as follows: \$4,803.92

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 10, 2019

BY: /S/ Signature on File

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: 18
Years of Experience This District: 9
Schedule Title: 91L-191 CERT 2018-19 Range: 03 Step: 19
Check Location: 7

TEACHER'S CONTRACT

YEAR: **2019-2020**

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 22, 2019 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 758.00

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

TIME: The period of time covered by this contract is 191 days, from 07/29/2019 through 05/21/2020 .

COMPENSATION: Total compensation under this contract is \$52,022.00 to be paid in 12 installments. Rate of compensation will be as follows: \$4,335.17

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 10, 2019

BY: /S/ Signature on File

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: 11
Years of Experience This District: 7
Schedule Title: 91L-191 CERT 2018-19 Range: 04 Step: 12
Check Location: 7

TEACHER'S CONTRACT

YEAR: 2019-2020

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 May 28, 2019 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 \$8,540.46

These services will be rendered in accordance with the policies set forth by the Party of the First Part. Compensation has been included in the total contract amount for all of the above services. Any change in services may 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 07/09/2019 through 06/18/2020 .

COMPENSATION: Total compensation under this contract is \$61,077.55 to be paid in 12 installments. Rate of compensation will be as follows: \$5,089.80

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

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

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

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

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

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

Given on: May 28, 2019

BY: /S/ Signature on File

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: 29
Years of Experience This District: 28
Schedule Title: 91L-191 CERT 2018-19 Range: 01 Step: 29
Check Location: 6

TEACHER'S CONTRACT

YEAR: **2019-2020**

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 22, 2019 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 07/29/2019 through 05/21/2020 .

COMPENSATION: Total compensation under this contract is \$56,370.00 to be paid in 12 installments. Rate of compensation will be as follows: \$4,697.50

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 10, 2019

BY: /S/ Signature on File

BY: /S/ signature on file
Board President

Address on File
Address

Phone on File
Phone

BY: /S/ signature on file
Board Secretary

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

Total Years of Experience: 4
Years of Experience This District: 3
Schedule Title: 91L-191 CERT 2018-19 Range: 01 Step: 5
Check Location: 7

TEACHER'S CONTRACT

YEAR: 2019-2020

STATE OF ARKANSAS COUNTY OF **Franklin**

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

EMPLOYEMENT: The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on April 22, 2019 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 \$9,142.00 New Raise Coach \$0.00
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 07/09/2019 through 06/18/2020 .

COMPENSATION: Total compensation under this contract is \$53,419.06 to be paid in 12 installments. Rate of compensation will be as follows: \$4,451.59

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

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

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

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

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

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

Given on: May 10, 2019

BY: /S/ Signature on File

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: 20
Years of Experience This District: 12
Schedule Title: 20L-220 CERT 2018-19 Range: 04 Step: 21
Check Location: 7

TEACHER'S CONTRACT

YEAR: **2019-2020**

STATE OF ARKANSAS COUNTY OF **Franklin**

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

EMPLOYEMENT: The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on April 22, 2019 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 16,459.00 Senior Class \$400.00
These services will be rendered in accordance with the policies set forth by the Party of the First Part. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to total compensation under this contract.

TIME: The period of time covered by this contract is 220 days, from 07/15/2019 through 06/19/2020 .

COMPENSATION: Total compensation under this contract is \$71,315.00 to be paid in 12 installments. Rate of compensation will be as follows: \$6,006.08

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

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

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

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

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

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

Given on: May 10, 2019

BY: /S/ Signature on File

BY: /S/ signature on file
Board President

Address on File
Address

Phone on File
Phone

BY: /S/ signature on file
Board Secretary

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

Total Years of Experience: 19
Years of Experience This District: 14
Schedule Title: 91L-191 CERT 2018-19 Range: 01 Step: 20
Check Location: 7

TEACHER'S CONTRACT

YEAR: **2019-2020**

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 22, 2019 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 758.00 Dance 2,460 Sr. Spon 400.00 1/7 Prep 6,742.00
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 07/29/2019 through 05/21/2020 .

COMPENSATION: Total compensation under this contract is \$60,986.00 to be paid in 12 installments. Rate of compensation will be as follows: \$5,082.17

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 10, 2019

BY: /S/ Signature on File

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: 18
Years of Experience This District: 14
Schedule Title: 20L-220 CERT 2018-19 Range: 04 Step: 19
Check Location: 7

TEACHER'S CONTRACT

YEAR: 2019-2020

STATE OF ARKANSAS COUNTY OF **Franklin**

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

EMPLOYEMENT: The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on April 22, 2019 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 16,459.00
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 07/15/2019 through 06/19/2020 .

COMPENSATION: Total compensation under this contract is \$69,638.00 to be paid in 12 installments. Rate of compensation will be as follows: \$5,803.17

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 10, 2019

BY: /S/ Signature on File

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: 16
Years of Experience This District: 16
Schedule Title: 91L-191 CERT 2018-19 Range: 01 Step: 17
Check Location: 7

TEACHER'S CONTRACT

YEAR: **2019-2020**

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 22, 2019 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 07/29/2019 through 05/21/2020 .

COMPENSATION: Total compensation under this contract is \$50,712.00 to be paid in 12 installments. Rate of compensation will be as follows: \$4,226.00

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 10, 2019

BY: /S/ Signature on File

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: 21
Schedule Title: 91L-191 CERT 2018-19 Range: 01 Step: 22
Check Location: 6

TEACHER'S CONTRACT

YEAR: **2019-2020**

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 22, 2019 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:

These services will be rendered in accordance with the policies set forth by the Party of the First Part. Compensation has been included in the total contract amount for all of the above services. Any change in services may 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 07/29/2019 through 05/21/2020 .

COMPENSATION: Total compensation under this contract is \$51,903.00 to be paid in 12 installments. Rate of compensation will be as follows: \$4,325.25

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 10, 2019

BY: /S/ Signature on File

BY: /S/ signature on file
Board President

Address on File
Address

Phone on File
Phone

BY: /S/ signature on file
Board Secretary

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

Total Years of Experience: 16
Years of Experience This District: 0
Schedule Title: Range: Step:
Check Location:

TEACHER'S CONTRACT

YEAR: **2019-2020**

STATE OF ARKANSAS COUNTY OF **Franklin**

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

EMPLOYEMENT: The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on June 25, 2019 agrees to employ Angela Sneathern 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 07/29/2019 through 05/21/2020 .

COMPENSATION: Total compensation under this contract is \$48,712.00 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: June 25, 2019

BY: /S/ Signature on File

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: 29
Years of Experience This District: 29
Schedule Title: 91L-191 CERT 2018-19 Range: 02 Step: 29
Check Location: 6

TEACHER'S CONTRACT

YEAR: **2019-2020**

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 22, 2019 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 07/29/2019 through 05/21/2020 .

COMPENSATION: Total compensation under this contract is \$57,008.00 to be paid in 12 installments. Rate of compensation will be as follows: \$4,750.67

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 10, 2019

BY: /S/ Signature on File

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: 8
Years of Experience This District: 6
Schedule Title: 91L-191 CERT 2018-19 Range: 04 Step: 9
Check Location: 7

TEACHER'S CONTRACT

YEAR: 2019-2020

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 22, 2019 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 8,691.00 New Raise Coach \$0.00
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 07/09/2019 through 06/18/2020 .

COMPENSATION: Total compensation under this contract is \$59,163.16 to be paid in 12 installments. Rate of compensation will be as follows: \$4,930.26

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

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

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

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

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

OTHER CONDITIONS: Any subsequent contracts shall superseded the provisions of this contract. Other duties as assigned by the administration. Pursuant to Arkansas law, you have 30 calendar days from the date of this contract to sign and return your contract of employment 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 10, 2019

BY: /S/ Signature on File

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: 9
Years of Experience This District: 7
Schedule Title: 91L-191 CERT 2018-19 Range: 01 Step: 10
Check Location: 6

TEACHER'S CONTRACT

YEAR: **2019-2020**

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 22, 2019 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 07/29/2019 through 05/21/2020 .

COMPENSATION: Total compensation under this contract is \$44,244.00 to be paid in 12 installments. Rate of compensation will be as follows: \$3,687.00

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 10, 2019

BY: /S/ Signature on File

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: 30
Years of Experience This District: 30
Schedule Title: 40L-240 CERT 2018-19 Range: 04 Step: 29
Check Location: 7

TEACHER'S CONTRACT

YEAR: **2019-2020**

STATE OF ARKANSAS COUNTY OF **Franklin**

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

EMPLOYEMENT: The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on April 22, 2019 agrees to employ Shane E Storey Party of the Second Part, as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows: H. S. Principal
Additional Duty: H. S. Principal \$26,113.40
These services will be rendered in accordance with the policies set forth by the Party of the First Part. Compensation has been included in the total contract amount for all of the above services. Any change in services may 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 07/03/2019 through 06/30/2020 .

COMPENSATION: Total compensation under this contract is \$84,433.15 to be paid in 12 installments. Rate of compensation will be as follows: \$7,036.10

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

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

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

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

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

OTHER CONDITIONS: Any subsequent contracts shall superseded the provisions of this contract. Other duties as assigned by the administration. Pursuant to Arkansas law, you have 30 calendar days from the date of this contract to sign and return your contract of employment 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 10, 2019

BY: /S/ Signature on File

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: 19
Schedule Title: 91L-191 CERT 2018-19 Range: 01 Step: 29
Check Location: 7

TEACHER'S CONTRACT

YEAR: **2019-2020**

STATE OF ARKANSAS COUNTY OF **Franklin**

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

EMPLOYMENT: The Party of the First Part by a majority vote of the Board of Education at a legally held meeting on April 22, 2019 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 07/29/2019 through 05/21/2020 .

COMPENSATION: Total compensation under this contract is \$56,370.00 to be paid in 12 installments. Rate of compensation will be as follows: \$4,697.50

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 10, 2019

BY: /S/ Signature on File

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: 32
Years of Experience This District: 32
Schedule Title: 91L-191 CERT 2018-19 Range: 05 Step: 29
Check Location: 7

TEACHER'S CONTRACT

YEAR: **2019-2020**

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 22, 2019 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 07/29/2019 through 05/21/2020 .

COMPENSATION: Total compensation under this contract is \$60,200.00 to be paid in 12 installments. Rate of compensation will be as follows: \$5,016.67

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 10, 2019

BY: /S/ Signature on File

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: 13
Years of Experience This District: 2
Schedule Title: 91L-191 CERT 2018-19 Range: 04 Step: 14
Check Location: 6

TEACHER'S CONTRACT

YEAR: **2019-2020**

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 22, 2019 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 8,440.00
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 07/22/2019 through 06/05/2020 .

COMPENSATION: Total compensation under this contract is \$62,353.76 to be paid in 12 installments. Rate of compensation will be as follows: \$5,196.15

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

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

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

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

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

OTHER CONDITIONS: Any subsequent contracts shall superseded the provisions of this contract. Other duties as assigned by the administration. Pursuant to Arkansas law, you have 30 calendar days from the date of this contract to sign and return your contract of employment 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 10, 2019

BY: /S/ Signature on File

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: 15
Years of Experience This District: 14
Schedule Title: 91L-191 CERT 2018-19 Range: 05 Step: 16
Check Location: 7

TEACHER'S CONTRACT

YEAR: **2019-2020**

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 22, 2019 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 6,912.00

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 07/29/2019 through 05/21/2020 .

COMPENSATION: Total compensation under this contract is \$58,815.00 to be paid in 12 installments. Rate of compensation will be as follows: \$4,901.25

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 10, 2019

BY: /S/ Signature on File

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: 22
Years of Experience This District: 20
Schedule Title: 91L-191 CERT 2018-19 Range: 01 Step: 23
Check Location: 7

TEACHER'S CONTRACT

YEAR: **2019-2020**

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 22, 2019 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: H. S. Quiz Bowl \$758.00
These services will be rendered in accordance with the policies set forth by the Party of the First Part. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to total compensation under this contract.

TIME: The period of time covered by this contract is 191 days, from 07/29/2019 through 05/21/2020 .

COMPENSATION: Total compensation under this contract is \$53,299.00 to be paid in 12 installments. Rate of compensation will be as follows: \$4,441.58

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 10, 2019

BY: /S/ Signature on File

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: 28
Years of Experience This District: 28
Schedule Title: 91L-191 CERT 2018-19 Range: 01 Step: 29
Check Location: 6

TEACHER'S CONTRACT

YEAR: 2019-2020

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 22, 2019 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 07/29/2019 through 05/21/2020 .

COMPENSATION: Total compensation under this contract is \$56,370.00 to be paid in 12 installments. Rate of compensation will be as follows: \$4,697.50

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 10, 2019

BY: /S/ Signature on File

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: 15
Years of Experience This District: 6
Schedule Title: 91L-191 CERT 2018-19 Range: 01 Step: 16
Check Location: 6

TEACHER'S CONTRACT

YEAR: **2019-2020**

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 22, 2019 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 07/29/2019 through 05/21/2020 .

COMPENSATION: Total compensation under this contract is \$48,073.00 to be paid in 12 installments. Rate of compensation will be as follows: \$4,006.08

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

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

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

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

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

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

Given on: May 10, 2019

BY: /S/ Signature on File

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

TEACHER'S CONTRACT

YEAR: **2019-2020**

STATE OF ARKANSAS COUNTY OF **Franklin**

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

EMPLOYEMENT: The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on May 31, 2019 agrees to employ Andrea Williams Party of the Second Part, as provided herein:

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

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

TIME: The period of time covered by this contract is 191 days, from 07/29/2019 through 05/21/2020 .

COMPENSATION: Total compensation under this contract is \$43,606.00 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, 2019

BY: /S/ Signature on File

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: 27
Years of Experience This District: 27
Schedule Title: 91L-191 CERT 2018-19 Range: 05 Step: 28
Check Location: 7

TEACHER'S CONTRACT

YEAR: **2019-2020**

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 22, 2019 agrees to employ Miliinda 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 Junior Class \$500
These services will be rendered in accordance with the policies set forth by the Party of the First Part. Compensation has been included in the total contract amount for all of the above services. Any change in services may 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 07/15/2019 through 06/19/2020 .

COMPENSATION: Total compensation under this contract is \$71,413.13 to be paid in 12 installments. Rate of compensation will be as follows: \$5,743.01

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

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

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

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

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

OTHER CONDITIONS: Any subsequent contracts shall superseded the provisions of this contract. Other duties as assigned by the administration. Pursuant to Arkansas law, you have 30 calendar days from the date of this contract to sign and return your contract of employment 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 10, 2019

BY: /S/ Signature on File

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: 17
Years of Experience This District: 12
Schedule Title: 91L-191 CERT 2018-19 Range: 06 Step: 18
Check Location: 6

TEACHER'S CONTRACT

YEAR: **2019-2020**

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 22, 2019 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 07/29/2019 through 05/21/2020 .

COMPENSATION: Total compensation under this contract is \$53,817.00 to be paid in 12 installments. Rate of compensation will be as follows: \$4,484.75

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

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

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

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

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

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

Given on: May 10, 2019

BY: /S/ Signature on File

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: 28
Years of Experience This District: 7
Schedule Title: 20L-220 CERT 2018-19 Range: 04 Step: 29
Check Location: 6

TEACHER'S CONTRACT

YEAR: **2019-2020**

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 25, 2019 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 21,749.00
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 220 days, from 07/16/2019 through 06/19/2020 .

COMPENSATION: Total compensation under this contract is \$81,310.00 to be paid in 12 installments. Rate of compensation will be as follows: \$6,775.83

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, 2021.

Given on: May 10, 2019

BY: /S/ Signature on File

BY: /S/ signature on file
Board President

Address on File
Address

Phone on File
Phone

BY: /S/ signature on file
Board Secretary