

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

Total Years of Experience: 11  
Years of Experience This District: 3  
Schedule Title: 91L-CERTIFIED Range: 04 Step: 12  
Check Location: 6

# TEACHER'S CONTRACT

YEAR: **2020-2021**

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:

**EMPLOYMENT:** The Party of the First Part by a majority vote of the Board of Education at a legally held meeting on 04/27/2020 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 07/29/2020 through 05/25/2021.

**COMPENSATION:** Total compensation under this contract is **\$48,712.00** to be paid in 12 installments. Rate of compensation will be as follows: **\$4,059.33**

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: 05/01/2020

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: 1  
Years of Experience This District: 1  
Schedule Title: 40L-240 CERT 2019-20 Range: 04 Step: 26  
Check Location: 6

# TEACHER'S CONTRACT

YEAR: 2020-2021

STATE OF ARKANSAS COUNTY OF **Franklin**

**PARTIES:** The Charleston School District, Party of the First Part, and **Alan D 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 04/27/2020 agrees to employ **Alan D Anderson** Party of the Second Part, as provided herein:

**SERVICE:** Party of the Second Part agrees to perform services as follows: ES Principal  
Additional Duty: ES 240 PRIN \$26,669.00  
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 07/01/2020 through 06/30/2021.

**COMPENSATION:** Total compensation under this contract is **\$84,316.00** to be paid in 12 installments. Rate of compensation will be as follows: **\$7,026.33**

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: 05/01/2020

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: 7  
Years of Experience This District: 7  
Schedule Title: 91L-CERTIFIED Range: 04 Step: 8  
Check Location: 6

# TEACHER'S CONTRACT

YEAR: **2020-2021**

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 04/27/2020 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 07/29/2020 through 05/25/2021.

**COMPENSATION:** Total compensation under this contract is **\$46,159.00** to be paid in 12 installments. Rate of compensation will be as follows: **\$3,846.58**

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: 05/01/2020

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: 8  
Years of Experience This District: 8  
Schedule Title: 91L-CERTIFIED Range: 03 Step: 9  
Check Location: 6

# TEACHER'S CONTRACT

YEAR: **2020-2021**

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 04/27/2020 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 07/29/2020 through 05/25/2021.

**COMPENSATION:** Total compensation under this contract is **\$44,882.00** to be paid in 12 installments. Rate of compensation will be as follows: **\$3,740.17**

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: 05/01/2020

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: 26  
Years of Experience This District: 10  
Schedule Title: 91L-CERTIFIED Range: 04 Step: 27  
Check Location: 6

# TEACHER'S CONTRACT

YEAR: **2020-2021**

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 04/27/2020 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 07/24/2020 through 06/11/2021.

**COMPENSATION:** Total compensation under this contract is **\$66,862.36** to be paid in 12 installments. Rate of compensation will be as follows: **\$5,571.86**

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: 05/01/2020

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: 36  
Years of Experience This District: 33  
Schedule Title: 91L-CERTIFIED Range: 01 Step: 29  
Check Location: 6

# TEACHER'S CONTRACT

YEAR: 2020-2021

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 04/27/2020 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 07/29/2020 through 05/25/2021.

**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: 05/01/2020

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: 34  
Years of Experience This District: 33  
Schedule Title: 91L-CERTIFIED Range: 01 Step: 29  
Check Location: 7

# TEACHER'S CONTRACT

YEAR: **2020-2021**

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 04/27/2020 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:

These services will be rendered in accordance with the policies set forth by the Party of the First Part. Compensation has been included in the total contract amount for all of the above services. Any change in services may 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 07/29/2020 through 05/25/2021.

**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: 05/01/2020

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: 34  
Years of Experience This District: 27  
Schedule Title: 20L-220 CERT 2019-20 Range: 05 Step: 29  
Check Location: 0

# TEACHER'S CONTRACT

YEAR: **2020-2021**

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 04/27/2020 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 07/13/2020 through 06/18/2021.

**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, 2022.

Given on: 05/01/2020

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: 24  
Years of Experience This District: 1  
Schedule Title: 91L-CERTIFIED Range: 03 Step: 25  
Check Location: 7

# TEACHER'S CONTRACT

YEAR: **2020-2021**

STATE OF ARKANSAS COUNTY OF **Franklin**

**PARTIES:** The Charleston School District, Party of the First Part, and **Judith Lynn Burcham** 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 04/27/2020 agrees to employ **Judith Lynn Burcham** 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 07/29/2020 through 05/25/2021.

**COMPENSATION:** Total compensation under this contract is **\$55,094.00** to be paid in 12 installments. Rate of compensation will be as follows: **\$4,591.17**

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: 05/01/2020

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: 7  
Years of Experience This District: 3  
Schedule Title: 91L-CERTIFIED Range: 01 Step: 8  
Check Location: 7

# TEACHER'S CONTRACT

YEAR: **2020-2021**

STATE OF ARKANSAS COUNTY OF **Franklin**

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

**EMPLOYMENT:** The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on 04/27/2020 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 411.00

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 07/24/2020 through 06/11/2021.

**COMPENSATION:** Total compensation under this contract is **\$46,753.45** to be paid in 12 installments. Rate of compensation will be as follows: **\$3,896.12**

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

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

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

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

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

**OTHER CONDITIONS:** Any subsequent contracts shall superseded the provisions of this contract. Other duties as assigned by the administration. Pursuant to Arkansas law, you have 30 calendar days from the date of this contract to sign and return your contract of employment 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: 05/01/2020

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: 28  
Years of Experience This District: 26  
Schedule Title: 91L-CERTIFIED Range: 03 Step: 29  
Check Location: 6

# TEACHER'S CONTRACT

YEAR: **2020-2021**

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 04/27/2020 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 07/29/2020 through 05/25/2021.

**COMPENSATION:** Total compensation under this contract is **\$60,107.00** to be paid in 12 installments. Rate of compensation will be as follows: **\$5,008.92**

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: 05/01/2020

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: 16  
Schedule Title: 91L-CERTIFIED Range: 04 Step: 19  
Check Location: 6

# TEACHER'S CONTRACT

YEAR: **2020-2021**

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 04/27/2020 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 07/29/2020 through 05/25/2021.

**COMPENSATION:** Total compensation under this contract is **\$55,179.00** to be paid in 12 installments. Rate of compensation will be as follows: **\$4,598.25**

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: 05/01/2020

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: 38  
Years of Experience This District: 38  
Schedule Title: 91L-CERTIFIED Range: 04 Step: 29  
Check Location: 6

# TEACHER'S CONTRACT

YEAR: **2020-2021**

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 04/27/2020 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 07/24/2020 through 06/11/2021.

**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: 05/01/2020

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: 14  
Years of Experience This District: 6  
Schedule Title: 91L-CERTIFIED Range: 01 Step: 15  
Check Location: 6

# TEACHER'S CONTRACT

YEAR: **2020-2021**

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 04/27/2020 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 07/29/2020 through 05/25/2021.

**COMPENSATION:** Total compensation under this contract is **\$47,435.00** to be paid in 12 installments. Rate of compensation will be as follows: **\$3,952.92**

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: 05/01/2020

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: 12  
Years of Experience This District: 8  
Schedule Title: 91L-CERTIFIED Range: 01 Step: 13  
Check Location: 6

# TEACHER'S CONTRACT

YEAR: **2020-2021**

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 04/27/2020 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 07/29/2020 through 05/25/2021.

**COMPENSATION:** Total compensation under this contract is **\$46,159.00** to be paid in 12 installments. Rate of compensation will be as follows: **\$3,846.58**

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: 05/01/2020

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: 12  
Years of Experience This District: 6  
Schedule Title: 91L-CERTIFIED Range: 04 Step: 13  
Check Location: 6

# TEACHER'S CONTRACT

YEAR: **2020-2021**

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 04/27/2020 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 07/29/2020 through 05/25/2021.

**COMPENSATION:** Total compensation under this contract is **\$51,350.00** to be paid in 12 installments. Rate of compensation will be as follows: **\$4,279.17**

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: 05/01/2020

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: 20  
Years of Experience This District: 12  
Schedule Title: 91L-CERTIFIED Range: 04 Step: 21  
Check Location: 7

# TEACHER'S CONTRACT

YEAR: **2020-2021**

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 04/27/2020 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 07/29/2020 through 05/25/2021.

**COMPENSATION:** Total compensation under this contract is **\$54,456.00** to be paid in 12 installments. Rate of compensation will be as follows: **\$4,538.00**

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: 05/01/2020

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: 23  
Years of Experience This District: 4  
Schedule Title: 91L-CERTIFIED Range: 1 Step: 24  
Check Location: 7

# TEACHER'S CONTRACT

YEAR: **2020-2021**

STATE OF ARKANSAS COUNTY OF **Franklin**

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

**EMPLOYMENT:** The Party of the First Part by a majority vote of the Board of Education at a legally held meeting on 04/27/2020 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 7/29/2020 through 5/25/2021.

**COMPENSATION:** Total compensation under this contract is **\$53,79.00** to be paid in 12 installments. Rate of compensation will be as follows: **\$4,431.58**

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: 05/01/2020

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: 25  
Years of Experience This District: 4  
Schedule Title: 91L-CERTIFIED Range: 01 Step: 26  
Check Location: 6

# TEACHER'S CONTRACT

YEAR: **2020-2021**

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:

**EMPLOYMENT:** The Party of the First Part by a majority vote of the Board of Education at a legally held meeting on 04/27/2020 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 07/29/2020 through 05/25/2021.

**COMPENSATION:** Total compensation under this contract is **\$54,456.00** to be paid in 12 installments. Rate of compensation will be as follows: **\$4,538.00**

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: 05/01/2020

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: 21  
Years of Experience This District: 17  
Schedule Title: 91L-CERTIFIED Range: 01 Step: 22  
Check Location: 6

# TEACHER'S CONTRACT

YEAR: **2020-2021**

STATE OF ARKANSAS COUNTY OF **Franklin**

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

**EMPLOYMENT:** The Party of the First Part by a majority vote of the Board of Education at a legally held meeting on 04/27/2020 agrees to employ **Susan D Inman Hayes** Party of the Second Part, as provided herein:

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

**TIME:** The period of time covered by this contract is 191 days, from 07/29/2020 through 05/25/2021.

**COMPENSATION:** Total compensation under this contract is **\$53,903.00** to be paid in 12 installments. Rate of compensation will be as follows: **\$4,491.92**

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: 05/01/2020

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: 22  
Schedule Title: 91L-CERTIFIED Range: 01 Step: 23  
Check Location: 7

# TEACHER'S CONTRACT

YEAR: **2020-2021**

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 Party by a majority vote of the Board of Education at a legally held meeting on 04/27/2020 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 \$8,240.00  
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 07/08/2020 through 06/17/2021.

**COMPENSATION:** Total compensation under this contract is **\$64,907.26** to be paid in 12 installments. Rate of compensation will be as follows: **\$5,408.94**

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

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

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

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

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

**OTHER CONDITIONS:** Any subsequent contracts shall superseded the provisions of this contract.  
Other duties as assigned by the administration. Pursuant to Arkansas law, you have 30 calendar days from the date of this contract to sign and return your contract of employment 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: 05/01/2020

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: 20  
Years of Experience This District: 18  
Schedule Title: 91L-CERTIFIED Range: 04 Step: 21  
Check Location: 7

# TEACHER'S CONTRACT

YEAR: **2020-2021**

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 04/27/2020 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 07/29/2020 through 05/25/2021.

**COMPENSATION:** Total compensation under this contract is **\$56,456.00** to be paid in 12 installments. Rate of compensation will be as follows: **\$4,704.67**

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: 05/01/2020

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: 25  
Years of Experience This District: 25  
Schedule Title: 91L-CERTIFIED Range: 02 Step: 26  
Check Location: 7

# TEACHER'S CONTRACT

YEAR: **2020-2021**

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 04/27/2020 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 7,337.00 Yearbook \$1,513.00 Senior Class \$400.00  
These services will be rendered in accordance with the policies set forth by the Party of the First Part. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to total compensation under this contract.

**TIME:** The period of time covered by this contract is 206 days, from 07/24/2020 through 06/11/2021.

**COMPENSATION:** Total compensation under this contract is **\$68,670.75** to be paid in 12 installments. Rate of compensation will be as follows: **\$5,722.56**

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

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

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

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

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

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

Given on: 05/01/2020

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: HSU - Arkadelphia  
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: 91L-CERTIFIED Range: 01 Step: 9  
Check Location: 6

# TEACHER'S CONTRACT

YEAR: **2020-2021**

STATE OF ARKANSAS COUNTY OF **Franklin**

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

**EMPLOYEMENT:** The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on 04/27/2020 agrees to employ **Allison E Holland** Party of the Second Part, as provided herein:

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

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

**TIME:** The period of time covered by this contract is 191 days, from 07/29/2020 through 05/25/2021.

**COMPENSATION:** Total compensation under this contract is **\$43,606.00** to be paid in 12 installments. Rate of compensation will be as follows: **\$3,633.86**

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: 05/01/2020

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: 11  
Years of Experience This District: 11  
Schedule Title: 20L-220 CERT 2019-20 Range: 02 Step: 12  
Check Location: 7

# TEACHER'S CONTRACT

YEAR: **2020-2021**

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 04/27/2020 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 16,459.00  
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 7/13/2020 through 6/18/2021.

**COMPENSATION:** Total compensation under this contract is **\$62,618.00** to be paid in 12 installments. Rate of compensation will be as follows: **\$5,218.17**

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: 05/01/2020

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: 5  
Years of Experience This District: 4  
Schedule Title: 91L-CERTIFIED Range: 04 Step: 6  
Check Location: 6

# TEACHER'S CONTRACT

YEAR: **2020-2021**

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 04/27/2020 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 07/29/2020 through 05/25/2021.

**COMPENSATION:** Total compensation under this contract is **\$44,882.00** to be paid in 12 installments. Rate of compensation will be as follows: **\$3,740.17**

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: 05/01/2020

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: 16  
Years of Experience This District: 1  
Schedule Title: 91L-CERTIFIED Range: 05 Step: 17  
Check Location: 6

# TEACHER'S CONTRACT

YEAR: **2020-2021**

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 04/27/2020 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: Classroom Teacher  
Additional Duty: Speech Path \$2,000.00  
These services will be rendered in accordance with the policies set forth by the Party of the First Part. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to total compensation under this contract.

**TIME:** The period of time covered by this contract is 191 days, from 07/29/2020 through 05/25/2021.

**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: 05/01/2020

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: 9  
Schedule Title: 91L-CERTIFIED Range: 01 Step: 10  
Check Location: 6

# TEACHER'S CONTRACT

YEAR: **2020-2021**

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 04/27/2020 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 07/29/2020 through 05/25/2021.

**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: 05/01/2020

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: Masters  
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: **2020-2021**

STATE OF ARKANSAS COUNTY OF **Franklin**

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

**EMPLOYEMENT:** The Party of the First Part by a majority vote of the Board of Education at a legally held meeting on 06/22/2020 agrees to employ **Tara Law** 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 07/29/2020 through 05/25/2021.

**COMPENSATION:** Total compensation under this contract is **\$46,159.00** 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: 06/22/2020

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: 10  
Years of Experience This District: 8  
Schedule Title: 91L-CERTIFIED Range: 01 Step: 11  
Check Location: 6

# TEACHER'S CONTRACT

YEAR: **2020-2021**

STATE OF ARKANSAS COUNTY OF **Franklin**

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

**EMPLOYMENT:** The Party of the First Part by a majority vote of the Board of Education at a legally held meeting on 04/27/2020 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 07/29/2020 through 05/25/2021.

**COMPENSATION:** Total compensation under this contract is **\$44,882.00** to be paid in 12 installments. Rate of compensation will be as follows: **\$3,740.17**

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: 05/01/2020

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: So Ark U, Magnolia  
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: 91L-CERTIFIED Range: 01 Step: 2  
Check Location: 6

# TEACHER'S CONTRACT

YEAR: **2020-2021**

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:

**EMPLOYMENT:** The Party of the First Part by a majority vote of the Board of Education at a legally held meeting on 04/27/2020 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 07/29/2020 through 05/25/2021.

**COMPENSATION:** Total compensation under this contract is **\$39,138.00** to be paid in 12 installments. Rate of compensation will be as follows: **\$3,261.50**

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

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

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

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

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

**OTHER CONDITIONS:** Any subsequent contracts shall superseded the provisions of this contract. Other duties as assigned by the administration. Pursuant to Arkansas law, you have 30 calendar days from the date of this contract to sign and return your contract of employment to the office of the superintendent. If applicable, rate of compensation includes Stipend, which may be paid as a lump sum rather than monthly. This contract is pending applicable certification by July 31, 2022

Given on: 05/01/2020

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: 24  
Years of Experience This District: 2  
Schedule Title: 20L-220 CERT 2019-20 Range: 01 Step: 25  
Check Location: 7

# TEACHER'S CONTRACT

YEAR: **2020-2021**

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 04/27/2020 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 220 days, from 7/13/2020 through 6/18/2021.

**COMPENSATION:** Total compensation under this contract is **\$72,736.00** to be paid in 12 installments. Rate of compensation will be as follows: **\$6,061.33**

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: 05/01/2020

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: 18  
Years of Experience This District: 15  
Schedule Title: 91L-CERTIFIED Range: 06 Step: 19  
Check Location: 7

# TEACHER'S CONTRACT

YEAR: **2020-2021**

STATE OF ARKANSAS COUNTY OF **Franklin**

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

**EMPLOYMENT:** The Party of the First Part by a majority vote of the Board of Education at a legally held meeting on 04/27/2020 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 07/24/2020 through 06/11/2021.

**COMPENSATION:** Total compensation under this contract is **\$60,732.65** to be paid in 12 installments. Rate of compensation will be as follows: **\$5,061.05**

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

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

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

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

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

**OTHER CONDITIONS:** Any subsequent contracts shall superseded the provisions of this contract. Other duties as assigned by the administration. Pursuant to Arkansas law, you have 30 calendar days from the date of this contract to sign and return your contract of employment 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: 05/01/2020

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: 10  
Schedule Title: 91L-CERTIFIED Range: 04 Step: 15  
Check Location: 7

# TEACHER'S CONTRACT

YEAR: **2020-2021**

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 04/27/2020 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 \$8,390.00 Asst/Head Spring \$12,366.00  
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 07/08/2020 through 06/17/2021.

**COMPENSATION:** Total compensation under this contract is **\$62,992.00** to be paid in 12 installments. Rate of compensation will be as follows: **\$5,249.32**

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

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

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

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

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

**OTHER CONDITIONS:** Any subsequent contracts shall superseded the provisions of this contract. Other duties as assigned by the administration. Pursuant to Arkansas law, you have 30 calendar days from the date of this contract to sign and return your contract of employment 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: 05/01/2020

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: 25.5  
Years of Experience This District: 15  
Schedule Title: 91L-CERTIFIED Range: 02 Step: 27  
Check Location: 6

# TEACHER'S CONTRACT

YEAR: **2020-2021**

STATE OF ARKANSAS COUNTY OF **Franklin**

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

**EMPLOYMENT:** The Party of the First Part by a majority vote of the Board of Education at a legally held meeting on 04/27/2020 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 07/29/2020 through 05/25/2021.

**COMPENSATION:** Total compensation under this contract is **\$57,293.00** to be paid in 12 installments. Rate of compensation will be as follows: **\$4,774.42**

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: 05/01/2020

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: 32  
Years of Experience This District: 18  
Schedule Title: 40L-240 CERT 2019-20 Range: 06 Step: 29  
Check Location: 0

# TEACHER'S CONTRACT

YEAR: **2020-2021**

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 04/27/2020 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 7/1/2020 through 6/30/2021.

**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, 2022.

Given on: 05/01/2020

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

# TEACHER'S CONTRACT

YEAR: **2020-2021**

STATE OF ARKANSAS COUNTY OF **Franklin**

**PARTIES:** The Charleston School District, Party of the First Part, and **Amanda Moreton** 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 06/22/2020 agrees to employ **Amanda Moreton** Party of the Second Part, as provided herein:

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

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

**TIME:** The period of time covered by this contract is 191 days, from 07/29/2020 through 05/25/2021.

**COMPENSATION:** Total compensation under this contract is **\$39,138.00** 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: 06/22/2020

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: 5  
Years of Experience This District: 4  
Schedule Title: 91L-CERTIFIED Range: 01 Step: 6  
Check Location: 6

# TEACHER'S CONTRACT

YEAR: **2020-2021**

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 04/27/2020 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 07/29/2020 through 05/25/2021.

**COMPENSATION:** Total compensation under this contract is **\$44,882.00** to be paid in 12 installments. Rate of compensation will be as follows: **\$3,740.17**

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: 05/01/2020

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: 26  
Years of Experience This District: 14  
Schedule Title: 91L-CERTIFIED Range: 04 Step: 27  
Check Location: 6

# TEACHER'S CONTRACT

YEAR: **2020-2021**

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 04/27/2020 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 07/29/2020 through 05/25/2021.

**COMPENSATION:** Total compensation under this contract is **\$58,285.00** to be paid in 12 installments. Rate of compensation will be as follows: **\$4,857.08**

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: 05/01/2020

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

Total Years of Experience: 19  
Years of Experience This District: 10  
Schedule Title: Range: Step:  
Check Location: 7

# TEACHER'S CONTRACT

YEAR: **2020-2021**

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 06/22/2020 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: Counselor  
Additional Duty: Beta Club 758.00 Community Service Coord. \$2,000.00  
These services will be rendered in accordance with the policies set forth by the Party of the First Part. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to total compensation under this contract.

**TIME:** The period of time covered by this contract is 216 days, from 07/13/2020 through 06/14/2021.

**COMPENSATION:** Total compensation under this contract is **\$61,454.60** 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: 06/22/2020

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: 12  
Years of Experience This District: 8  
Schedule Title: 91L-CERTIFIED Range: 04 Step: 13  
Check Location: 7

# TEACHER'S CONTRACT

YEAR: 2020-2021

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 04/27/2020 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 \$8,490.00 \$12,366.00  
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 07/08/2020 through 06/17/2021.

**COMPENSATION:** Total compensation under this contract is **\$61,713.00** to be paid in 12 installments. Rate of compensation will be as follows: **\$5,142.97**

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

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

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

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

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

**OTHER CONDITIONS:** Any subsequent contracts shall superseded the provisions of this contract. Other duties as assigned by the administration. Pursuant to Arkansas law, you have 30 calendar days from the date of this contract to sign and return your contract of employment 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: 05/01/2020

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: 30  
Years of Experience This District: 29  
Schedule Title: 91L-CERTIFIED Range: 01 Step: 29  
Check Location: 6

# TEACHER'S CONTRACT

YEAR: **2020-2021**

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 04/27/2020 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 07/29/2020 through 05/25/2021.

**COMPENSATION:** Total compensation under this contract is **\$53,370.00** 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: 05/01/2020

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: 5  
Years of Experience This District: 4  
Schedule Title: 91L-CERTIFIED Range: 01 Step: 6  
Check Location: 7

# TEACHER'S CONTRACT

YEAR: **2020-2021**

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 04/27/2020 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 \$9,092.00 Asst/Head Spring \$12,366.00  
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 07/08/2020 through 06/17/2021.

**COMPENSATION:** Total compensation under this contract is **\$54,057.00** to be paid in 12 installments. Rate of compensation will be as follows: **\$4,504.76**

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: 05/01/2020

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: 21  
Years of Experience This District: 13  
Schedule Title: 20L-220 CERT 2019-20 Range: 04 Step: 22  
Check Location: 7

# TEACHER'S CONTRACT

YEAR: **2020-2021**

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 04/27/2020 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  
These services will be rendered in accordance with the policies set forth by the Party of the First Part. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to total compensation under this contract.

**TIME:** The period of time covered by this contract is 220 days, from 7/13/2020 through 6/18/2021.

**COMPENSATION:** Total compensation under this contract is **\$71,553.00** to be paid in 12 installments. Rate of compensation will be as follows: **\$5,962.75**

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: 05/01/2020

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: 20  
Years of Experience This District: 15  
Schedule Title: 91L-CERTIFIED Range: 01 Step: 21  
Check Location: 7

# TEACHER'S CONTRACT

YEAR: **2020-2021**

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 04/27/2020 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 1/7 Prep \$6,87.00  
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 07/29/2020 through 05/25/2021.

**COMPENSATION:** Total compensation under this contract is **\$61,309.00** to be paid in 12 installments. Rate of compensation will be as follows: **\$5,109.08**

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: 05/01/2020

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: 19  
Years of Experience This District: 15  
Schedule Title: 20L-220 CERT 2019-20 Range: 04 Step: 20  
Check Location: 7

# TEACHER'S CONTRACT

YEAR: **2020-2021**

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 04/27/2020 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 7/13/2020 through 6/18/2021.

**COMPENSATION:** Total compensation under this contract is **\$70,276.00** to be paid in 12 installments. Rate of compensation will be as follows: **\$5,856.33**

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: 05/01/2020

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: 17  
Years of Experience This District: 17  
Schedule Title: 91L-CERTIFIED Range: 01 Step: 18  
Check Location: 7

# TEACHER'S CONTRACT

YEAR: **2020-2021**

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 04/27/2020 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 07/29/2020 through 05/25/2021.

**COMPENSATION:** Total compensation under this contract is **\$51,350.00** to be paid in 12 installments. Rate of compensation will be as follows: **\$4,279.17**

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: 05/01/2020

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

Total Years of Experience: 17  
Years of Experience This District: 1  
Schedule Title: 91L-CERTIFIED Range: 01 Step: 18  
Check Location: 6

# TEACHER'S CONTRACT

YEAR: **2020-2021**

STATE OF ARKANSAS COUNTY OF **Franklin**

**PARTIES:** The Charleston School District, Party of the First Part, and **Angela M Sneathern** 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 04/27/2020 agrees to employ **Angela M 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 07/29/2020 through 05/25/2021.

**COMPENSATION:** Total compensation under this contract is **\$49,350.00** to be paid in 12 installments. Rate of compensation will be as follows: **\$4,112.50**

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: 05/01/2020

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: 9  
Years of Experience This District: 7  
Schedule Title: 91L-CERTIFIED Range: 04 Step: 10  
Check Location: 7

# TEACHER'S CONTRACT

YEAR: **2020-2021**

STATE OF ARKANSAS COUNTY OF **Franklin**

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

**EMPLOYMENT:** The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on 04/27/2020 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 8,641.00 Head Jr/Asst Spring \$12,366.00  
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 07/08/2020 through 06/17/2021.

**COMPENSATION:** Total compensation under this contract is **\$59,801.00** to be paid in 12 installments. Rate of compensation will be as follows: **\$4,983.44**

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

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

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

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

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

**OTHER CONDITIONS:** Any subsequent contracts shall superseded the provisions of this contract.  
Other duties as assigned by the administration. Pursuant to Arkansas law, you have 30 calendar days from the date of this contract to sign and return your contract of employment 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: 05/01/2020

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: 10  
Years of Experience This District: 8  
Schedule Title: 91L-CERTIFIED Range: 01 Step: 11  
Check Location: 6

# TEACHER'S CONTRACT

YEAR: **2020-2021**

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 04/27/2020 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 07/29/2020 through 05/25/2021.

**COMPENSATION:** Total compensation under this contract is **\$44,882.00** to be paid in 12 installments. Rate of compensation will be as follows: **\$3,740.17**

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: 05/01/2020

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: 31  
Years of Experience This District: 31  
Schedule Title: 40L-240 CERT 2019-20 Range: 04 Step: 29  
Check Location: 7

# TEACHER'S CONTRACT

YEAR: **2020-2021**

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 04/27/2020 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 \$26,113.38  
These services will be rendered in accordance with the policies set forth by the Party of the First Part. Compensation has been included in the total contract amount for all of the above services. Any change in services may result in a reduction of or an addition to total compensation under this contract.

**TIME:** The period of time covered by this contract is 235 days, from 7/1/2020 through 6/30/2021.

**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: 05/01/2020

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: 20  
Schedule Title: 91L-CERTIFIED Range: 01 Step: 29  
Check Location: 7

# TEACHER'S CONTRACT

YEAR: **2020-2021**

STATE OF ARKANSAS COUNTY OF **Franklin**

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

**EMPLOYMENT:** The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on 04/27/2020 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 07/29/2020 through 05/25/2021.

**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: 05/01/2020

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: 33  
Years of Experience This District: 33  
Schedule Title: 91L-CERTIFIED Range: 05 Step: 29  
Check Location: 7

# TEACHER'S CONTRACT

YEAR: **2020-2021**

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 04/27/2020 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 07/29/2020 through 05/25/2021.

**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: 05/01/2020

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

Total Years of Experience: 8  
Years of Experience This District: 0  
Schedule Title: Range: Step:  
Check Location:

# TEACHER'S CONTRACT

YEAR: **2020-2021**

STATE OF ARKANSAS COUNTY OF **Franklin**

**PARTIES:** The Charleston School District, Party of the First Part, and **Stefanie Trosper** 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 04/24/2020 agrees to employ **Stefanie Trosper** 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 7/29/2020 through 5/25/2021.

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

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

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

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

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

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

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

Given on: 04/27/2020

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: 15  
Years of Experience This District: 5  
Schedule Title: 91L-CERTIFIED Range: 04 Step: 16  
Check Location: 6

# TEACHER'S CONTRACT

YEAR: **2020-2021**

STATE OF ARKANSAS COUNTY OF **Franklin**

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

**EMPLOYEMENT:** The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on 04/27/2020 agrees to employ **Sherry D Turner** Party of the Second Part, as provided herein:

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

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

**TIME:** The period of time covered by this contract is 191 days, from 07/29/2020 through 05/25/2021.

**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: 05/01/2020

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: 14  
Years of Experience This District: 3  
Schedule Title: 91L-CERTIFIED Range: 04 Step: 15  
Check Location: 6

# TEACHER'S CONTRACT

YEAR: **2020-2021**

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 04/27/2020 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 8,390.00  
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 07/24/2020 through 06/11/2021.

**COMPENSATION:** Total compensation under this contract is **\$62,992.00** to be paid in 12 installments. Rate of compensation will be as follows: **\$5,249.32**

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

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

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

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

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

**OTHER CONDITIONS:** Any subsequent contracts shall superseded the provisions of this contract. Other duties as assigned by the administration. Pursuant to Arkansas law, you have 30 calendar days from the date of this contract to sign and return your contract of employment 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: 05/01/2020

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: 16  
Years of Experience This District: 15  
Schedule Title: 91L-CERTIFIED Range: 05 Step: 17  
Check Location: 7

# TEACHER'S CONTRACT

YEAR: **2020-2021**

STATE OF ARKANSAS COUNTY OF **Franklin**

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

**EMPLOYMENT:** The Party of the First Part by a majority vote of the Board of Education at a legally held meeting on 04/27/2020 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 6,997.00

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 07/29/2020 through 05/25/2021.

**COMPENSATION:** Total compensation under this contract is **\$59,538.00** to be paid in 12 installments. Rate of compensation will be as follows: **\$4,961.50**

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: 05/01/2020

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: 23  
Years of Experience This District: 21  
Schedule Title: 91L-CERTIFIED Range: 01 Step: 24  
Check Location: 7

# TEACHER'S CONTRACT

YEAR: **2020-2021**

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 04/27/2020 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 07/29/2020 through 05/25/2021.

**COMPENSATION:** Total compensation under this contract is **\$53,937.00** to be paid in 12 installments. Rate of compensation will be as follows: **\$4,494.75**

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: 05/01/2020

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: 29  
Years of Experience This District: 29  
Schedule Title: 91L-CERTIFIED Range: 01 Step: 29  
Check Location: 6

# TEACHER'S CONTRACT

YEAR: 2020-2021

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 04/27/2020 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 07/29/2020 through 05/25/2021.

**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: 05/01/2020

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: 16  
Years of Experience This District: 7  
Schedule Title: 91L-CERTIFIED Range: 01 Step: 17  
Check Location: 6

# TEACHER'S CONTRACT

YEAR: **2020-2021**

STATE OF ARKANSAS COUNTY OF **Franklin**

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

**EMPLOYMENT:** The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on 04/27/2020 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 07/29/2020 through 05/25/2021.

**COMPENSATION:** Total compensation under this contract is **\$48,712.00** to be paid in 12 installments. Rate of compensation will be as follows: **\$4,059.33**

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: 05/01/2020

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: 4  
Years of Experience This District: 1  
Schedule Title: 91L-CERTIFIED Range: 04 Step: 5  
Check Location: 7

# TEACHER'S CONTRACT

YEAR: **2020-2021**

STATE OF ARKANSAS COUNTY OF **Franklin**

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

**EMPLOYMENT:** The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on 04/27/2020 agrees to employ **Andrea J Williams** Party of the Second Part, as provided herein:

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

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

**TIME:** The period of time covered by this contract is 191 days, from 07/29/2020 through 05/25/2021.

**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: 05/01/2020

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: 28  
Years of Experience This District: 28  
Schedule Title: Range: Step:  
Check Location: 7

# TEACHER'S CONTRACT

YEAR: **2020-2021**

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 06/22/2020 agrees to employ **Milinda Wisdom** Party of the Second Part, as provided herein:

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

These services will be rendered in accordance with the policies set forth by the Party of the First Part. Compensation has been included in the total contract amount for all of the above services. Any change in services may 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 07/24/2020 through 06/11/2021.

**COMPENSATION:** Total compensation under this contract is **\$65,328.00** 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: 06/20/2020

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: 18  
Years of Experience This District: 13  
Schedule Title: 91L-CERTIFIED Range: 06 Step: 19  
Check Location: 6

# TEACHER'S CONTRACT

YEAR: **2020-2021**

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 04/27/2020 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 07/29/2020 through 05/25/2021.

**COMPENSATION:** Total compensation under this contract is **\$54,456.00** to be paid in 12 installments. Rate of compensation will be as follows: **\$4,538.00**

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: 05/01/2020

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: 29  
Years of Experience This District: 8  
Schedule Title: 20L-220 CERT 2019-20 Range: 04 Step: 29  
Check Location: 6

# TEACHER'S CONTRACT

YEAR: **2020-2021**

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 04/27/2020 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 07/13/2020 through 06/18/2021.

**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, 2022.

Given on: 05/01/2020

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 + 12  
Social Security Number: **XXX-XX-XXXX**

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

# TEACHER'S CONTRACT

YEAR: 2020-2021

STATE OF ARKANSAS COUNTY OF **Franklin**

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

**EMPLOYEMENT:** The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on 08/11/2020 agrees to employ **Jessica White** Party of the Second Part, as provided herein:

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

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

**TIME:** The period of time covered by this contract is 191 days, from 08/06/2020 through 05/27/2021.

**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. Employment contingent upon becoming GT Certified.

Given on: 08/11/2020

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