

NAME: **Sarah Adair**

STEP 1  
RANGE 01

# SCHOOL EMPLOYEE CONTRACT

YEAR: **2018-2019**

EMPLOYEE CONTRACT NO: XXX-XX-XXXX

STATE OF ARKANSAS COUNTY OF Franklin

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

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

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

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

**TIME:** The period of time covered by this contract is **190** days, from **08/01/2018** through **5/24/2019**.

**COMPENSATION:** Total compensation under this contract is **\$18,613.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$1,551.08**

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

**BOARD POLICIES:** The Parties in this contract agree to comply with all policies established by the Board of Education.

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

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

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

**OTHER CONDITIONS:** Any subsequent contracts shall superseded the provisions of this contract.

Other Duties as assigned by the Administration

Given on: **May 8, 2018**

BY: /S/ Sarah Adair

BY: /S/ signature on file  
Board President

Address on File  
Address

Phone on File  
Phone

BY: /S/ signature on file  
Board Secretary

NAME: **Brenda Barnes**

STEP 1  
RANGE 01

# SCHOOL EMPLOYEE CONTRACT

YEAR: **2018-2019**

EMPLOYEE CONTRACT NO: XXX-XX-XXXX

STATE OF ARKANSAS COUNTY OF Franklin

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

**EMPLOYMENT:** The Party of the First Party by a majority vote of the Board of Education agrees to employ **Brenda Barnes** Party of the Second Part, as provide herein:

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

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

**TIME:** The period of time covered by this contract is **183** days, from **08/08/2018** through **5/24/2019**.

**COMPENSATION:** Total compensation under this contract is **\$15,081.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$1,256.75**

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

**BOARD POLICIES:** The Parties in this contract agree to comply with all policies established by the Board of Education.

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

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

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

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

Other Duties as assigned by the Administration

Given on: **May 8, 2018**

BY: /S/ **Brenda Barnes**

BY: /S/ signature on file  
Board President

Address on File  
Address

Phone on File  
Phone

BY: /S/ signature on file  
Board Secretary

NAME: **Leah Jean Berry**

# SCHOOL EMPLOYEE CONTRACT

YEAR: **2018-2019**

EMPLOYEE CONTRACT NO: XXX-XX-XXXX

STATE OF ARKANSAS COUNTY OF Franklin

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

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

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

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

**TIME:** The period of time covered by this contract is **180** days, from **08/13/2018** through **5/24/2019**.

**COMPENSATION:** Total compensation under this contract is **\$15,098.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$1,258.17**

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

**BOARD POLICIES:** The Parties in this contract agree to comply with all policies established by the Board of Education.

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

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

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

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

Other Duties as assigned by the Administration

Given on: **May 8, 2018**

BY: /S/ Leah Jean Berry

BY: /S/ signature on file  
Board President

Address on File  
Address

Phone on File  
Phone

BY: /S/ signature on file  
Board Secretary

NAME: **Victoria Bolin**

STEP  
RANGE

## SCHOOL EMPLOYEE CONTRACT

YEAR: **2018-2019**

EMPLOYEE CONTRACT NO: XXX-XX-XXXX

STATE OF ARKANSAS COUNTY OF Franklin

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

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

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

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

**TIME:** The period of time covered by this contract is **180** days, from **08/14/2018** through **5/24/2019**.

**COMPENSATION:** Total compensation under this contract is **\$15,098.00** to be paid in **12** installments. Rate of compensation will be as follows: \$

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

**BOARD POLICIES:** The Parties in this contract agree to comply with all policies established by the Board of Education.

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

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

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

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

Other Duties as assigned by the Administration

Given on: **August 13, 2018**

BY: /S/ **Victoria Bolin**

BY: /S/ signature on file  
Board President

Address on File  
Address

Phone on File  
Phone

BY: /S/ signature on file  
Board Secretary

NAME: **Sherry Bowers**

STEP  
RANGE

## SCHOOL EMPLOYEE CONTRACT

YEAR: **2018-2019**

EMPLOYEE CONTRACT NO: XXX-XX-XXXX

STATE OF ARKANSAS COUNTY OF Franklin

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

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

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

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

**TIME:** The period of time covered by this contract is **180** days, from **08/13/2018** through **5/24/2019**.

**COMPENSATION:** Total compensation under this contract is **\$17,380.00** to be paid in **12** installments. Rate of compensation will be as follows: \$

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

**BOARD POLICIES:** The Parties in this contract agree to comply with all policies established by the Board of Education.

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

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

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

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

Other Duties as assigned by the Administration

Given on: **May 8, 2018**

BY: /S/ **Sherry Bowers**

BY: /S/ signature on file  
Board President

Address on File  
Address

Phone on File  
Phone

BY: /S/ signature on file  
Board Secretary

NAME: **Sammie Brown**

STEP 1  
RANGE 06

## SCHOOL EMPLOYEE CONTRACT

YEAR: **2018-2019**

EMPLOYEE CONTRACT NO: XXX-XX-XXXX

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 agrees to employ **Sammie Brown** Party of the Second Part, as provide herein:

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

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

**TIME:** The period of time covered by this contract is **178** days, from **08/15/2018** through **5/24/2019**.

**COMPENSATION:** Total compensation under this contract is **\$10,835.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$902.92**

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

**BOARD POLICIES:** The Parties in this contract agree to comply with all policies established by the Board of Education.

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

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

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

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

Other Duties as assigned by the Administration

Given on: **May 8, 2018**

BY: /S/ **Sammie Brown**

BY: /S/ signature on file  
Board President

Address on File  
Address

Phone on File  
Phone

BY: /S/ signature on file  
Board Secretary

NAME: **Judy Burcham**

STEP  
RANGE

# SCHOOL EMPLOYEE CONTRACT

YEAR: **2018-2019**

EMPLOYEE CONTRACT NO: XXX-XX-XXXX

STATE OF ARKANSAS COUNTY OF Franklin

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

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

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

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

**TIME:** The period of time covered by this contract is **180** days, from **08/14/2018** through **5/24/2019**.

**COMPENSATION:** Total compensation under this contract is **\$17,002.00** to be paid in **12** installments. Rate of compensation will be as follows: \$

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

**BOARD POLICIES:** The Parties in this contract agree to comply with all policies established by the Board of Education.

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

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

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

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

Other Duties as assigned by the Administration

Given on: **August 13, 2018**

BY: /S/ **Judy Burcham**

BY: /S/ signature on file  
Board President

Address on File  
Address

Phone on File  
Phone

BY: /S/ signature on file  
Board Secretary

NAME: **Wilma M Byrd**

# SCHOOL EMPLOYEE CONTRACT

YEAR: **2018-2019**

EMPLOYEE CONTRACT NO: XXX-XX-XXXX

STATE OF ARKANSAS COUNTY OF Franklin

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

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

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

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

**TIME:** The period of time covered by this contract is **180** days, from **08/13/2018** through **5/24/2019**.

**COMPENSATION:** Total compensation under this contract is **\$15,161.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$1,263.42**

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

**BOARD POLICIES:** The Parties in this contract agree to comply with all policies established by the Board of Education.

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

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

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

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

Other Duties as assigned by the Administration

Given on: **May 8, 2018**

BY: /S/ **Wilma M Byrd**

BY: /S/ signature on file  
Board President

Address on File  
Address

Phone on File  
Phone

BY: /S/ signature on file  
Board Secretary



NAME: **Deborah L Cearley**

STEP 1  
RANGE 03

# SCHOOL EMPLOYEE CONTRACT

YEAR: **2018-2019**

EMPLOYEE CONTRACT NO: XXX-XX-XXXX

STATE OF ARKANSAS COUNTY OF Franklin

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

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

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

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

**TIME:** The period of time covered by this contract is **180** days, from **08/13/2018** through **5/24/2019**.

**COMPENSATION:** Total compensation under this contract is **\$15,161.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$1,263.42**

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

**BOARD POLICIES:** The Parties in this contract agree to comply with all policies established by the Board of Education.

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

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

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

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

Other Duties as assigned by the Administration

Given on: **May 8, 2018**

BY: /S/ Deborah L Cearley

BY: /S/ signature on file  
Board President

Address on File  
Address

Phone on File  
Phone

BY: /S/ signature on file  
Board Secretary

NAME: **Jennifer Chronister**

STEP 1  
RANGE 1

# SCHOOL EMPLOYEE CONTRACT

YEAR: **2018-2019**

EMPLOYEE CONTRACT NO: XXX-XX-XXXX

STATE OF ARKANSAS COUNTY OF Franklin

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

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

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

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

**TIME:** The period of time covered by this contract is **180** days, from **08/13/2018** through **5/24/2019**.

**COMPENSATION:** Total compensation under this contract is **\$13,748.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$1,145.67**

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

**BOARD POLICIES:** The Parties in this contract agree to comply with all policies established by the Board of Education.

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

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

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

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

Other Duties as assigned by the Administration

BY: /S/ Jennifer Chronister

BY: /S/ signature on file  
Board President

Address on File  
Address

Phone on File  
Phone

BY: /S/ signature on file  
Board Secretary

NAME: **Crabtree, Jim**

## SCHOOL EMPLOYEE CONTRACT

YEAR: **2018-2019**

EMPLOYEE CONTRACT NO: XXX-XX-XXXX

STATE OF ARKANSAS COUNTY OF Franklin

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

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

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

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

**TIME:** The period of time covered by this contract is **178** days, from **08/15/2018** through **5/24/2019**.

**COMPENSATION:** Total compensation under this contract is **\$10,647.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$887.25**

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

**BOARD POLICIES:** The Parties in this contract agree to comply with all policies established by the Board of Education.

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

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

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

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

Other Duties as assigned by the Administration

Given on: **May 8, 2018**

BY: /S/ Crabtree, Jim

BY: /S/ signature on file  
Board President

Address on File  
Address

Phone on File  
Phone

BY: /S/ signature on file  
Board Secretary

NAME: **Crabtree, Jim**

# SCHOOL EMPLOYEE CONTRACT

YEAR: **2018-2019**

EMPLOYEE CONTRACT NO: XXX-XX-XXXX

STATE OF ARKANSAS COUNTY OF Franklin

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

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

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

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

**TIME:** The period of time covered by this contract is **240** days, from **07/01/2018** through **6/30/2019**.

**COMPENSATION:** Total compensation under this contract is **\$30,911.11** to be paid in **12** installments. Rate of compensation will be as follows: **\$2,575.92**

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

**BOARD POLICIES:** The Parties in this contract agree to comply with all policies established by the Board of Education.

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

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

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

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

Other Duties as assigned by the Administration

Given on: **May 8, 2018**

BY: /S/ Crabtree, Jim

BY: /S/ signature on file  
Board President

Address on File  
Address

Phone on File  
Phone

BY: /S/ signature on file  
Board Secretary

NAME: **Patricia G Crosby**

# SCHOOL EMPLOYEE CONTRACT

YEAR: **2018-2019**

EMPLOYEE CONTRACT NO: XXX-XX-XXXX

STATE OF ARKANSAS COUNTY OF Franklin

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

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

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

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

**TIME:** The period of time covered by this contract is **178** days, from **08/15/2018** through **5/24/2019**.

**COMPENSATION:** Total compensation under this contract is **\$17,002.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$1,416.83**

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

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

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

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

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

Other Duties as assigned by the Administration

Given on: **May 8, 2018**

BY: /S/ Patricia G Crosby

BY: /S/ signature on file  
Board President

Address on File  
Address

Phone on File  
Phone

BY: /S/ signature on file  
Board Secretary

NAME: **Jay Crowley**

STEP 1  
RANGE 05

# SCHOOL EMPLOYEE CONTRACT

YEAR: **2018-2019**

EMPLOYEE CONTRACT NO: XXX-XX-XXXX

STATE OF ARKANSAS COUNTY OF Franklin

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

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

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

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

**TIME:** The period of time covered by this contract is **178** days, from **08/15/2018** through **5/24/2019**.

**COMPENSATION:** Total compensation under this contract is **\$5,323.50** to be paid in **12** installments. Rate of compensation will be as follows: **\$443.63**

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

**BOARD POLICIES:** The Parties in this contract agree to comply with all policies established by the Board of Education.

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

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

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

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

Other Duties as assigned by the Administration

Given on: **May 8, 2018**

BY: /S/ Jay Crowley

BY: /S/ signature on file  
Board President

Address on File  
Address

Phone on File  
Phone

BY: /S/ signature on file  
Board Secretary

NAME: **Lance A Davis**

STEP 1  
RANGE 01

# SCHOOL EMPLOYEE CONTRACT

YEAR: **2018-2019**

EMPLOYEE CONTRACT NO: XXX-XX-XXXX

STATE OF ARKANSAS COUNTY OF Franklin

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

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

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

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

**TIME:** The period of time covered by this contract is **240** days, from **07/01/2018** through **6/30/2019**.

**COMPENSATION:** Total compensation under this contract is **\$51,758.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$4,313.17**

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

**BOARD POLICIES:** The Parties in this contract agree to comply with all policies established by the Board of Education.

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

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

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

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

Other Duties as assigned by the Administration

Given on: **May 8, 2018**

BY: /S/ Lance A Davis

BY: /S/ signature on file  
Board President

Address on File  
Address

Phone on File  
Phone

BY: /S/ signature on file  
Board Secretary

NAME: **Delia Maria Fonseca**

STEP  
RANGE

# SCHOOL EMPLOYEE CONTRACT

YEAR: **2018-2019**

EMPLOYEE CONTRACT NO: XXX-XX-XXXX

STATE OF ARKANSAS COUNTY OF Franklin

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

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

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

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

**TIME:** The period of time covered by this contract is **180** days, from **08/13/2018** through **5/24/2019**.

**COMPENSATION:** Total compensation under this contract is **\$17,468.00** to be paid in **12** installments. Rate of compensation will be as follows: \$

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

**BOARD POLICIES:** The Parties in this contract agree to comply with all policies established by the Board of Education.

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

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

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

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

Other Duties as assigned by the Administration

BY: /S/ **Delia Maria Fonseca**

BY: /S/ signature on file  
Board President

Address on File  
Address

Phone on File  
Phone

BY: /S/ signature on file  
Board Secretary



NAME: **Misty Gage**

STEP  
RANGE

## SCHOOL EMPLOYEE CONTRACT

YEAR: **2018-2019**

EMPLOYEE CONTRACT NO: XXX-XX-XXXX

STATE OF ARKANSAS COUNTY OF Franklin

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

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

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

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

**TIME:** The period of time covered by this contract is **180** days, fromthrough.

**COMPENSATION:** Total compensation under this contract is **\$20,000.00** to be paid in **12** installments. Rate of compensation will be as follows: \$

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

**BOARD POLICIES:** The Parties in this contract agree to comply with all policies established by the Board of Education.

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

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

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

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

Other Duties as Assigned by the Administration.

Given on: **May 31, 2018**

BY: /S/ **Misty Gage**

BY: /S/ signature on file  
Board President

Address on File  
Address

Phone on File  
Phone

BY: /S/ signature on file  
Board Secretary

NAME: **Rita Rose Gramlich**

# SCHOOL EMPLOYEE CONTRACT

YEAR: **2018-2019**

EMPLOYEE CONTRACT NO: XXX-XX-XXXX

STATE OF ARKANSAS COUNTY OF Franklin

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

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

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

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

**TIME:** The period of time covered by this contract is **240** days, from **07/01/2018** through **6/30/2019**.

**COMPENSATION:** Total compensation under this contract is **\$55,238.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$4,603.17**

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

**BOARD POLICIES:** The Parties in this contract agree to comply with all policies established by the Board of Education.

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

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

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

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

Other Duties as assigned by the Administration

BY: /S/ **Rita Rose Gramlich**

BY: /S/ signature on file  
Board President

Address on File  
Address

Phone on File  
Phone

BY: /S/ signature on file  
Board Secretary

NAME: **Alisha D Green**

# SCHOOL EMPLOYEE CONTRACT

YEAR: **2018-2019**

EMPLOYEE CONTRACT NO: XXX-XX-XXXX

STATE OF ARKANSAS COUNTY OF Franklin

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

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

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

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

**TIME:** The period of time covered by this contract is **180** days, from **08/13/2018** through **5/24/2019**.

**COMPENSATION:** Total compensation under this contract is **\$13,748.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$1,145.67**

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

**BOARD POLICIES:** The Parties in this contract agree to comply with all policies established by the Board of Education.

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

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

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

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

Other Duties as assigned by the Administration

Given on: **May 8, 2018**

BY: /S/ **Alisha D Green**

BY: /S/ signature on file  
Board President

Address on File  
Address

Phone on File  
Phone

BY: /S/ signature on file  
Board Secretary

NAME: **Rebecca Louise Groen**

# SCHOOL EMPLOYEE CONTRACT

YEAR: **2018-2019**

EMPLOYEE CONTRACT NO: XXX-XX-XXXX

STATE OF ARKANSAS COUNTY OF Franklin

**PARTIES:** The Charleston School District, Party of the First Part, and **Rebecca Louise Groen** Party of the Second Part, agree as follows:

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

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

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

**TIME:** The period of time covered by this contract is **178** days, from **08/15/2018** through **5/24/2019**.

**COMPENSATION:** Total compensation under this contract is **\$13,595.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$1,132.92**

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

**BOARD POLICIES:** The Parties in this contract agree to comply with all policies established by the Board of Education.

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

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

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

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

Other Duties as assigned by the Administration

BY: /S/ **Rebecca Louise Groen**

BY: /S/ signature on file  
Board President

Address on File  
Address

Phone on File  
Phone

BY: /S/ signature on file  
Board Secretary

NAME: **Lugenia R Hamby**

# SCHOOL EMPLOYEE CONTRACT

YEAR: **2018-2019**

EMPLOYEE CONTRACT NO: XXX-XX-XXXX

STATE OF ARKANSAS COUNTY OF Franklin

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

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

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

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

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

**COMPENSATION:** Total compensation under this contract is **\$21,019.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$1,751.33**

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

**BOARD POLICIES:** The Parties in this contract agree to comply with all policies established by the Board of Education.

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

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

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

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

Other Duties as assigned by the Administration

Given on: **May 8, 2018**

BY: /S/ **Lugenia R Hamby**

BY: /S/ signature on file  
Board President

Address on File  
Address

Phone on File  
Phone

BY: /S/ signature on file  
Board Secretary

NAME: **Danae Hudson**

STEP  
RANGE

## SCHOOL EMPLOYEE CONTRACT

YEAR: **2018-2019**

EMPLOYEE CONTRACT NO: XXX-XX-XXXX

STATE OF ARKANSAS COUNTY OF Franklin

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

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

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

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

**TIME:** The period of time covered by this contract is **183** days, from **08/08/2018** through **5/24/2019**.

**COMPENSATION:** Total compensation under this contract is **\$17,170.00** to be paid in installments. Rate of compensation will be as follows: \$

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

**BOARD POLICIES:** The Parties in this contract agree to comply with all policies established by the Board of Education.

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

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

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

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

Other Duties as assigned by the Administration

Given on: **May 31, 2018**

BY: /S/ Danae Hudson

BY: /S/ signature on file  
Board President

Address on File  
Address

Phone on File  
Phone

BY: /S/ signature on file  
Board Secretary

NAME: **Danny Hudson**

STEP  
RANGE

# SCHOOL EMPLOYEE CONTRACT

YEAR: **2018-2019**

EMPLOYEE CONTRACT NO: XXX-XX-XXXX

STATE OF ARKANSAS COUNTY OF Franklin

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

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

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

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

**TIME:** The period of time covered by this contract is **180** days, from **08/13/2018** through **5/24/2019**.

**COMPENSATION:** Total compensation under this contract is **\$18,014.00** to be paid ininstallments. Rate of compensation will be as follows: \$

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

**BOARD POLICIES:** The Parties in this contract agree to comply with all policies established by the Board of Education.

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

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

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

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

Other Duties as assigned by the Administration

Given on: **May 31, 2018**

BY: /S/ **Danny Hudson**

BY: /S/ signature on file  
Board President

Address on File  
Address

Phone on File  
Phone

BY: /S/ signature on file  
Board Secretary

NAME: **Josh Hudson**

STEP  
RANGE

# SCHOOL EMPLOYEE CONTRACT

YEAR: **2018-2019**

EMPLOYEE CONTRACT NO: XXX-XX-XXXX

STATE OF ARKANSAS COUNTY OF Franklin

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

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

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

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

**TIME:** The period of time covered by this contract is **220** days, from **08/13/2018** through **5/24/2019**.

**COMPENSATION:** Total compensation under this contract is **\$26,500.00** to be paid ininstallments. Rate of compensation will be as follows: \$

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

**BOARD POLICIES:** The Parties in this contract agree to comply with all policies established by the Board of Education.

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

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

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

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

Other Duties as assigned by the Administration

Given on: **May 8, 2018**

BY: /S/ **Josh Hudson**

BY: /S/ signature on file  
Board President

Address on File  
Address

Phone on File  
Phone

BY: /S/ signature on file  
Board Secretary



NAME: **Sherri Jackson**

STEP 1  
RANGE 04

# SCHOOL EMPLOYEE CONTRACT

YEAR: **2018-2019**

EMPLOYEE CONTRACT NO: XXX-XX-XXXX

STATE OF ARKANSAS COUNTY OF Franklin

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

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

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

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

**TIME:** The period of time covered by this contract is **220** days, from **07/12/2018** through **6/18/2019**.

**COMPENSATION:** Total compensation under this contract is **\$28,106.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$2,342.17**

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

**BOARD POLICIES:** The Parties in this contract agree to comply with all policies established by the Board of Education.

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

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

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

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

Other Duties as assigned by the Administration

Given on: **May 8, 2018**

BY: /S/ **Sherri Jackson**

BY: /S/ signature on file  
Board President

Address on File  
Address

Phone on File  
Phone

BY: /S/ signature on file  
Board Secretary

NAME: **Ronald Keeling**

STEP  
RANGE

## SCHOOL EMPLOYEE CONTRACT

YEAR: **2018-2019**

EMPLOYEE CONTRACT NO: XXX-XX-XXXX

STATE OF ARKANSAS COUNTY OF Franklin

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

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

**SERVICE:** Party of the Second Part agrees to perform services as follows: **1/2 Time Bus Driver**  
Additional Duty:

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

**TIME:** The period of time covered by this contract is **178** days, from **08/13/2018** through **5/24/2019**.

**COMPENSATION:** Total compensation under this contract is **\$5,323.50** to be paid ininstallments. Rate of compensation will be as follows: \$

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

**BOARD POLICIES:** The Parties in this contract agree to comply with all policies established by the Board of Education.

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

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

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

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

Other Duties as assigned by the Administration

Given on: **May 8, 2018**

BY: /S/ **Ronald Keeling**

BY: /S/ signature on file  
Board President

Address on File  
Address

Phone on File  
Phone

BY: /S/ signature on file  
Board Secretary

NAME: **Melissa G Wright**

STEP 1  
RANGE 01

# SCHOOL EMPLOYEE CONTRACT

YEAR: **2018-2019**

EMPLOYEE CONTRACT NO: XXX-XX-XXXX

STATE OF ARKANSAS COUNTY OF Franklin

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

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

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

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

**TIME:** The period of time covered by this contract is **190** days, from **08/01/2018** through **5/24/2019**.

**COMPENSATION:** Total compensation under this contract is **\$18,613.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$1,551.08**

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

**BOARD POLICIES:** The Parties in this contract agree to comply with all policies established by the Board of Education.

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

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

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

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

Other Duties as assigned by the Administration

Given on: **May 8, 2018**

BY: /S/ **Melissa G Wright**

BY: /S/ signature on file  
Board President

Address on File  
Address

Phone on File  
Phone

BY: /S/ signature on file  
Board Secretary

NAME: **Michele A Young**

STEP  
RANGE

# SCHOOL EMPLOYEE CONTRACT

YEAR: **2018-2019**

EMPLOYEE CONTRACT NO: XXX-XX-XXXX

STATE OF ARKANSAS COUNTY OF Franklin

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

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

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

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

**TIME:** The period of time covered by this contract is **220** days, fromthrough.

**COMPENSATION:** Total compensation under this contract is **\$26,136.00** to be paid ininstallments. Rate of compensation will be as follows: \$

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

**BOARD POLICIES:** The Parties in this contract agree to comply with all policies established by the Board of Education.

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

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

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

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

Other Duties as assigned by the Administration

Given on: **May 8, 2018**

BY: /S/ **Michele A Young**

BY: /S/ signature on file  
Board President

Address on File  
Address

Phone on File  
Phone

BY: /S/ signature on file  
Board Secretary

NAME: **Raven L Martinez**

STEP 1  
RANGE 01

# SCHOOL EMPLOYEE CONTRACT

YEAR: **2018-2019**

EMPLOYEE CONTRACT NO: XXX-XX-XXXX

STATE OF ARKANSAS COUNTY OF Franklin

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

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

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

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

**TIME:** The period of time covered by this contract is **180** days, from **08/13/2018** through **5/24/2019**.

**COMPENSATION:** Total compensation under this contract is **\$13,748.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$1,145.67**

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

**BOARD POLICIES:** The Parties in this contract agree to comply with all policies established by the Board of Education.

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

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

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

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

Other Duties as assigned by the Administration

Given on: **May 8, 2018**

BY: /S/ **Raven L Marti-**  
**nez**

BY: /S/ signature on file  
Board President

Address on File  
Address

Phone on File  
Phone

BY: /S/ signature on file  
Board Secretary

NAME: **Kim Matejek**

STEP  
RANGE

## SCHOOL EMPLOYEE CONTRACT

YEAR: **2018-2019**

EMPLOYEE CONTRACT NO: XXX-XX-XXXX

STATE OF ARKANSAS COUNTY OF Franklin

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

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

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

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

**TIME:** The period of time covered by this contract is **180** days, from **08/13/2018** through **5/24/2019**.

**COMPENSATION:** Total compensation under this contract is **\$13,748.00** to be paid ininstallments. Rate of compensation will be as follows: \$

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

**BOARD POLICIES:** The Parties in this contract agree to comply with all policies established by the Board of Education.

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

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

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

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

Other Duties as assigned by the Administration

Given on: **May 31, 2018**

BY: /S/ Kim Matejek

BY: /S/ signature on file  
Board President

Address on File  
Address

Phone on File  
Phone

BY: /S/ signature on file  
Board Secretary

NAME: **Alvena Ann McCoy**

STEP 1  
RANGE 01

# SCHOOL EMPLOYEE CONTRACT

YEAR: **2018-2019**

EMPLOYEE CONTRACT NO: XXX-XX-XXXX

STATE OF ARKANSAS COUNTY OF Franklin

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

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

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

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

**TIME:** The period of time covered by this contract is **180** days, from **08/13/2018** through **5/24/2019**.

**COMPENSATION:** Total compensation under this contract is **\$13,748.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$1,145.67**

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

**BOARD POLICIES:** The Parties in this contract agree to comply with all policies established by the Board of Education.

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

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

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

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

Other Duties as assigned by the Administration

Given on: **May 8, 2018**

BY: /S/ **Alvena Ann McCoy**

BY: /S/ signature on file  
Board President

Address on File  
Address

Phone on File  
Phone

BY: /S/ signature on file  
Board Secretary

NAME: **Damon M McKenzie**

STEP 1  
RANGE 04

# SCHOOL EMPLOYEE CONTRACT

YEAR: **2018-2019**

EMPLOYEE CONTRACT NO: XXX-XX-XXXX

STATE OF ARKANSAS COUNTY OF Franklin

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

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

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

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

**TIME:** The period of time covered by this contract is **178** days, from **08/15/2018** through **5/24/2019**.

**COMPENSATION:** Total compensation under this contract is **\$5,323.50** to be paid in **12** installments. Rate of compensation will be as follows: **\$443.63**

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

**BOARD POLICIES:** The Parties in this contract agree to comply with all policies established by the Board of Education.

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

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

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

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

Other Duties as assigned by the Administration

BY: /S/ **Damon M McKenzie**

BY: /S/ signature on file  
Board President

Address on File  
Address

Phone on File  
Phone

BY: /S/ signature on file  
Board Secretary



NAME: **Misty Dawn McKenzie**

# SCHOOL EMPLOYEE CONTRACT

YEAR: **2018-2019**

EMPLOYEE CONTRACT NO: XXX-XX-XXXX

STATE OF ARKANSAS COUNTY OF Franklin

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

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

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

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

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

**COMPENSATION:** Total compensation under this contract is **\$28,029.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$2,335.75**

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

**BOARD POLICIES:** The Parties in this contract agree to comply with all policies established by the Board of Education.

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

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

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

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

Other Duties as assigned by the Administration

BY: /S/ **Misty Dawn McKenzie**

BY: /S/ signature on file  
Board President

Address on File  
Address

Phone on File  
Phone

BY: /S/ signature on file  
Board Secretary

NAME: **Rena J Miesner**

STEP 1  
RANGE 01

# SCHOOL EMPLOYEE CONTRACT

YEAR: **2018-2019**

EMPLOYEE CONTRACT NO: XXX-XX-XXXX

STATE OF ARKANSAS COUNTY OF Franklin

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

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

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

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

**TIME:** The period of time covered by this contract is **178** days, from **08/15/2018** through **5/24/2019**.

**COMPENSATION:** Total compensation under this contract is **\$13,595.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$1,132.92**

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

**BOARD POLICIES:** The Parties in this contract agree to comply with all policies established by the Board of Education.

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

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

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

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

Other Duties as assigned by the Administration

Given on: **May 8, 2018**

BY: /S/ **Rena J Miesner**

BY: /S/ signature on file  
Board President

Address on File  
Address

Phone on File  
Phone

BY: /S/ signature on file  
Board Secretary

NAME: **Marilyn Moore**

# SCHOOL EMPLOYEE CONTRACT

YEAR: **2018-2019**

EMPLOYEE CONTRACT NO: XXX-XX-XXXX

STATE OF ARKANSAS COUNTY OF Franklin

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

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

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

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

**TIME:** The period of time covered by this contract is **220** days, from **07/12/2018** through **6/18/2019**.

**COMPENSATION:** Total compensation under this contract is **\$36,797.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$2,966.42**

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

**BOARD POLICIES:** The Parties in this contract agree to comply with all policies established by the Board of Education.

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

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

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

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

Other Duties as assigned by the Administration

Given on: **May 8, 2018**

BY: /S/ Marilyn Moore

BY: /S/ signature on file  
Board President

Address on File  
Address

Phone on File  
Phone

BY: /S/ signature on file  
Board Secretary

NAME: **Sunny Elizabeth Moore**

# SCHOOL EMPLOYEE CONTRACT

YEAR: **2018-2019**

EMPLOYEE CONTRACT NO: XXX-XX-XXXX

STATE OF ARKANSAS COUNTY OF Franklin

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

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

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

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

**TIME:** The period of time covered by this contract is **220** days, from **07/12/2018** through **6/18/2019**.

**COMPENSATION:** Total compensation under this contract is **\$28,106.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$2,342.17**

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

**BOARD POLICIES:** The Parties in this contract agree to comply with all policies established by the Board of Education.

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

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

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

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

Other Duties as assigned by the Administration

BY: /S/ Sunny Elizabeth Moore

BY: /S/ signature on file  
Board President

Address on File  
Address

Phone on File  
Phone

BY: /S/ signature on file  
Board Secretary

NAME: **Peggy Neal**

STEP  
RANGE

# SCHOOL EMPLOYEE CONTRACT

YEAR: **2018-2019**

EMPLOYEE CONTRACT NO: XXX-XX-XXXX

STATE OF ARKANSAS COUNTY OF Franklin

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

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

**SERVICE:** Party of the Second Part agrees to perform services as follows: **Jr. Cheer**  
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 days, from through.

**COMPENSATION:** Total compensation under this contract is **\$2,428.00** to be paid in installments. Rate of compensation will be as follows: \$

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

**BOARD POLICIES:** The Parties in this contract agree to comply with all policies established by the Board of Education.

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

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

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

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

Other Duties as assigned by the Administration

Given on: **May 8, 2018**

BY: /S/ **Peggy Neal**

BY: /S/ signature on file  
Board President

Address on File  
Address

Phone on File  
Phone

BY: /S/ signature on file  
Board Secretary

NAME: **Susan Potts**

STEP 1  
RANGE 01

## SCHOOL EMPLOYEE CONTRACT

YEAR: **2018-2019**

EMPLOYEE CONTRACT NO: XXX-XX-XXXX

STATE OF ARKANSAS COUNTY OF Franklin

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

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

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

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

**TIME:** The period of time covered by this contract is **180** days, from **08/13/2018** through **5/24/2019**.

**COMPENSATION:** Total compensation under this contract is **\$15,713.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$1,309.42**

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

**BOARD POLICIES:** The Parties in this contract agree to comply with all policies established by the Board of Education.

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

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

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

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

Other Duties as assigned by the Administration

Given on: **May 8, 2018**

BY: /S/ Susan Potts

BY: /S/ signature on file  
Board President

Address on File  
Address

Phone on File  
Phone

BY: /S/ signature on file  
Board Secretary

NAME: **Dawn M Rainwater**

STEP 1  
RANGE 02

# SCHOOL EMPLOYEE CONTRACT

YEAR: **2018-2019**

EMPLOYEE CONTRACT NO: XXX-XX-XXXX

STATE OF ARKANSAS COUNTY OF Franklin

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

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

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

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

**COMPENSATION:** Total compensation under this contract is **\$20,400.00** to be paid ininstallments. Rate of compensation will be as follows: **\$1,700.00**

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

**BOARD POLICIES:** The Parties in this contract agree to comply with all policies established by the Board of Education.

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

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

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

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

Other Duties as assigned by the Administration

BY: /S/ Dawn M Rainwater

BY: /S/ signature on file  
Board President

Address on File  
Address

Phone on File  
Phone

BY: /S/ signature on file  
Board Secretary

NAME: **Debra A Rainwater**

STEP 1  
RANGE 02

# SCHOOL EMPLOYEE CONTRACT

YEAR: **2018-2019**

EMPLOYEE CONTRACT NO: XXX-XX-XXXX

STATE OF ARKANSAS COUNTY OF Franklin

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

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

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

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

**TIME:** The period of time covered by this contract is **220** days, from **07/12/2018** through **6/18/2019**.

**COMPENSATION:** Total compensation under this contract is **\$28,106.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$2,342.17**

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

**BOARD POLICIES:** The Parties in this contract agree to comply with all policies established by the Board of Education.

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

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

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

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

Other Duties as assigned by the Administration

BY: /S/ **Debra A Rainwater**

BY: /S/ signature on file  
Board President

Address on File  
Address

Phone on File  
Phone

BY: /S/ signature on file  
Board Secretary



NAME: **Pamela D Rankin**

STEP 1  
RANGE 02

# SCHOOL EMPLOYEE CONTRACT

YEAR: **2018-2019**

EMPLOYEE CONTRACT NO: XXX-XX-XXXX

STATE OF ARKANSAS COUNTY OF Franklin

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

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

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

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

**TIME:** The period of time covered by this contract is **220** days, from **07/12/2018** through **6/18/2019**.

**COMPENSATION:** Total compensation under this contract is **\$30,534.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$2,342.17**

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

**BOARD POLICIES:** The Parties in this contract agree to comply with all policies established by the Board of Education.

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

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

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

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

Other Duties as assigned by the Administration

Given on: **May 8, 2018**

BY: /S/ **Pamela D Rankin**

BY: /S/ signature on file  
Board President

Address on File  
Address

Phone on File  
Phone

BY: /S/ signature on file  
Board Secretary

NAME: **Gene A Robertson**

STEP 1  
RANGE 05

## SCHOOL EMPLOYEE CONTRACT

YEAR: **2018-2019**

EMPLOYEE CONTRACT NO: XXX-XX-XXXX

STATE OF ARKANSAS COUNTY OF Franklin

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

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

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

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

**TIME:** The period of time covered by this contract is **178** days, from **08/15/2018** through **5/24/2019**.

**COMPENSATION:** Total compensation under this contract is **\$10,647.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$887.25**

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

**BOARD POLICIES:** The Parties in this contract agree to comply with all policies established by the Board of Education.

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

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

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

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

Other Duties as assigned by the Administration

Given on: **May 8, 2018**

BY: /S/ Gene A Robert-  
son

BY: /S/ signature on file  
Board President

Address on File  
Address

Phone on File  
Phone

BY: /S/ signature on file  
Board Secretary

NAME: **Gene A Robertson**

STEP 1  
RANGE 01

# SCHOOL EMPLOYEE CONTRACT

YEAR: **2018-2019**

EMPLOYEE CONTRACT NO: XXX-XX-XXXX

STATE OF ARKANSAS COUNTY OF Franklin

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

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

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

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

**TIME:** The period of time covered by this contract is **240** days, from **07/01/2018** through **6/30/2019**.

**COMPENSATION:** Total compensation under this contract is **\$23,171.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$1,930.92**

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

**BOARD POLICIES:** The Parties in this contract agree to comply with all policies established by the Board of Education.

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

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

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

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

Other Duties as assigned by the Administration

Given on: **May 8, 2018**

BY: /S/ Gene A Robert-  
son

BY: /S/ signature on file  
Board President

Address on File  
Address

Phone on File  
Phone

BY: /S/ signature on file  
Board Secretary

NAME: **Katie Robertson**

STEP 1  
RANGE 05

# SCHOOL EMPLOYEE CONTRACT

YEAR: **2018-2019**

EMPLOYEE CONTRACT NO: XXX-XX-XXXX

STATE OF ARKANSAS COUNTY OF Franklin

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

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

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

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

**TIME:** The period of time covered by this contract is **183** days, from **08/08/2018** through **5/24/2019**.

**COMPENSATION:** Total compensation under this contract is **\$30,098.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$2,508.17**

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

**BOARD POLICIES:** The Parties in this contract agree to comply with all policies established by the Board of Education.

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

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

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

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

Other Duties as assigned by the Administration

Given on: **May 8, 2018**

BY: /S/ **Katie Robert-son**

BY: /S/ signature on file  
Board President

Address on File  
Address

Phone on File  
Phone

BY: /S/ signature on file  
Board Secretary

NAME: **Billy J Ross**

STEP 1  
RANGE 05

# SCHOOL EMPLOYEE CONTRACT

YEAR: **2018-2019**

EMPLOYEE CONTRACT NO: XXX-XX-XXXX

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 agrees to employ **Billy J Ross** Party of the Second Part, as provide herein:

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

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

**TIME:** The period of time covered by this contract is **178** days, from **08/15/2018** through **5/24/2019**.

**COMPENSATION:** Total compensation under this contract is **\$5,323.50** to be paid in **12** installments. Rate of compensation will be as follows: **\$443.63**

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

**BOARD POLICIES:** The Parties in this contract agree to comply with all policies established by the Board of Education.

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

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

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

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

Other Duties as assigned by the Administration

Given on: **May 8, 2018**

BY: /S/ **Billy J Ross**

BY: /S/ signature on file  
Board President

Address on File  
Address

Phone on File  
Phone

BY: /S/ signature on file  
Board Secretary

NAME: **Tamela Savage**

STEP 1  
RANGE 01

## SCHOOL EMPLOYEE CONTRACT

YEAR: **2018-2019**

EMPLOYEE CONTRACT NO: XXX-XX-XXXX

STATE OF ARKANSAS COUNTY OF Franklin

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

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

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

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

**TIME:** The period of time covered by this contract is **220** days, from **07/12/2018** through **6/18/2019**.

**COMPENSATION:** Total compensation under this contract is **\$18,523.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$1,543.58**

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

**BOARD POLICIES:** The Parties in this contract agree to comply with all policies established by the Board of Education.

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

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

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

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

Other Duties as assigned by the Administration

Given on: **May 8, 2018**

BY: /S/ **Tamela Sav-**  
**age**

BY: /S/ signature on file  
Board President

Address on File  
Address

Phone on File  
Phone

BY: /S/ signature on file  
Board Secretary

NAME: **Kimberly D Scott**

# SCHOOL EMPLOYEE CONTRACT

YEAR: **2018-2019**

EMPLOYEE CONTRACT NO: XXX-XX-XXXX

STATE OF ARKANSAS COUNTY OF Franklin

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

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

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

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

**TIME:** The period of time covered by this contract is **180** days, from **08/13/2018** through **5/24/2019**.

**COMPENSATION:** Total compensation under this contract is **\$15,161.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$1,263.42**

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

**BOARD POLICIES:** The Parties in this contract agree to comply with all policies established by the Board of Education.

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

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

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

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

Other Duties as assigned by the Administration

Given on: **May 8, 2018**

BY: /S/ Kimberly D Scott

BY: /S/ signature on file  
Board President

Address on File  
Address

Phone on File  
Phone

BY: /S/ signature on file  
Board Secretary

NAME: **Mark D Scott**

STEP 1  
RANGE 01

# SCHOOL EMPLOYEE CONTRACT

YEAR: **2018-2019**

EMPLOYEE CONTRACT NO: XXX-XX-XXXX

STATE OF ARKANSAS COUNTY OF Franklin

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

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

**SERVICE:** Party of the Second Part agrees to perform services as follows: **Maint 245 Days**  
Additional Duty:

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

**TIME:** The period of time covered by this contract is **240** days, from **07/01/2018** through **6/30/2019**.

**COMPENSATION:** Total compensation under this contract is **\$37,700.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$3,141.67**

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

**BOARD POLICIES:** The Parties in this contract agree to comply with all policies established by the Board of Education.

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

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

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

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

Other Duties as assigned by the Administration

Given on: **May 8, 2018**

BY: /S/ **Mark D Scott**

BY: /S/ signature on file  
Board President

Address on File  
Address

Phone on File  
Phone

BY: /S/ signature on file  
Board Secretary



NAME: **Janet Lea Sewell**

# SCHOOL EMPLOYEE CONTRACT

YEAR: **2018-2019**

EMPLOYEE CONTRACT NO: XXX-XX-XXXX

STATE OF ARKANSAS COUNTY OF Franklin

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

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

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

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

**TIME:** The period of time covered by this contract is **180** days, from **08/13/2018** through **5/24/2019**.

**COMPENSATION:** Total compensation under this contract is **\$15,098.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$1,258.17**

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

**BOARD POLICIES:** The Parties in this contract agree to comply with all policies established by the Board of Education.

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

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

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

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

Other Duties as assigned by the Administration

Given on: **May 8, 2018**

BY: /S/ Janet Lea Sewell

BY: /S/ signature on file  
Board President

Address on File  
Address

Phone on File  
Phone

BY: /S/ signature on file  
Board Secretary

NAME: **Christy G Shaver**

STEP 1  
RANGE 02

# SCHOOL EMPLOYEE CONTRACT

YEAR: **2018-2019**

EMPLOYEE CONTRACT NO: XXX-XX-XXXX

STATE OF ARKANSAS COUNTY OF Franklin

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

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

**SERVICE:** Party of the Second Part agrees to perform services as follows: **Maint. Of Bldg.**  
Additional Duty:

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

**TIME:** The period of time covered by this contract is **183** days, from **08/08/2018** through **5/24/2019**.

**COMPENSATION:** Total compensation under this contract is **\$18,499.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$1,541.58**

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

**BOARD POLICIES:** The Parties in this contract agree to comply with all policies established by the Board of Education.

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

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

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

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

Other Duties as assigned by the Administration

Given on: **May 8, 2018**

BY: /S/ **Christy G Shaver**

BY: /S/ signature on file  
Board President

Address on File  
Address

Phone on File  
Phone

BY: /S/ signature on file  
Board Secretary

NAME: **Dusty Smith**

# SCHOOL EMPLOYEE CONTRACT

YEAR: **2018-2019**

EMPLOYEE CONTRACT NO: XXX-XX-XXXX

STATE OF ARKANSAS COUNTY OF Franklin

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

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

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

**TIME:** The period of time covered by this contract is **195** days, from **07/23/2018** through **5/24/2019**.

**COMPENSATION:** Total compensation under this contract is **\$34,305.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$2,858.75**

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

**BOARD POLICIES:** The Parties in this contract agree to comply with all policies established by the Board of Education.

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

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

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

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

Other Duties as assigned by the Administration

Given on: **May 8, 2018**

BY: /S/ **Dusty Smith**

BY: /S/ signature on file  
Board President

Address on File  
Address

Phone on File  
Phone

BY: /S/ signature on file  
Board Secretary

NAME: **Teletha LeeAnn Strickland**

STEP 1  
RANGE 01

# SCHOOL EMPLOYEE CONTRACT

YEAR: **2018-2019**

EMPLOYEE CONTRACT NO: XXX-XX-XXXX

STATE OF ARKANSAS COUNTY OF Franklin

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

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

**SERVICE:** Party of the Second Part agrees to perform services as follows: **P/T Nurse**  
Additional Duty:

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

**TIME:** The period of time covered by this contract is **181** days, from **08/10/2018** through **5/24/2019**.

**COMPENSATION:** Total compensation under this contract is **\$10,339.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$861.58**

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

**BOARD POLICIES:** The Parties in this contract agree to comply with all policies established by the Board of Education.

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

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

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

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

Other Duties as assigned by the Administration

BY: /S/ **Teletha LeeAnn Strickland**

BY: /S/ signature on file  
Board President

Address on File  
Address

Phone on File  
Phone

BY: /S/ signature on file  
Board Secretary

NAME: **Tasha L Thompson**

STEP 1  
RANGE 01

# SCHOOL EMPLOYEE CONTRACT

YEAR: **2018-2019**

EMPLOYEE CONTRACT NO: XXX-XX-XXXX

STATE OF ARKANSAS COUNTY OF Franklin

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

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

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

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

**TIME:** The period of time covered by this contract is **180** days, from **08/13/2018** through **5/24/2019**.

**COMPENSATION:** Total compensation under this contract is **\$13,748.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$1,145.67**

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

**BOARD POLICIES:** The Parties in this contract agree to comply with all policies established by the Board of Education.

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

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

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

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

Other Duties as assigned by the Administration

Given on: **May 8, 2018**

BY: /S/ **Tasha L Thompson**

BY: /S/ signature on file  
Board President

Address on File  
Address

Phone on File  
Phone

BY: /S/ signature on file  
Board Secretary

NAME: **Josh Underwood**

STEP 1  
RANGE 05

# SCHOOL EMPLOYEE CONTRACT

YEAR: **2018-2019**

EMPLOYEE CONTRACT NO: XXX-XX-XXXX

STATE OF ARKANSAS COUNTY OF Franklin

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

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

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

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

**TIME:** The period of time covered by this contract is **178** days, from **08/15/2018** through **5/24/2019**.

**COMPENSATION:** Total compensation under this contract is **\$5,323.50** to be paid in **12** installments. Rate of compensation will be as follows: **\$443.63**

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

**BOARD POLICIES:** The Parties in this contract agree to comply with all policies established by the Board of Education.

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

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

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

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

Other Duties as assigned by the Administration

Given on: **May 8, 2018**

BY: /S/ **Josh Underwood**

BY: /S/ signature on file  
Board President

Address on File  
Address

Phone on File  
Phone

BY: /S/ signature on file  
Board Secretary

NAME: **Nancy J Whittenburg**

# SCHOOL EMPLOYEE CONTRACT

YEAR: **2018-2019**

EMPLOYEE CONTRACT NO: XXX-XX-XXXX

STATE OF ARKANSAS COUNTY OF Franklin

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

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

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

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

**TIME:** The period of time covered by this contract is **180** days, from **08/13/2018** through **5/24/2019**.

**COMPENSATION:** Total compensation under this contract is **\$17,380.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$1,448.33**

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

**BOARD POLICIES:** The Parties in this contract agree to comply with all policies established by the Board of Education.

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

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

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

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

Other Duties as assigned by the Administration

BY: /S/ Nancy J Whittenburg

BY: /S/ signature on file  
Board President

Address on File  
Address

Phone on File  
Phone

BY: /S/ signature on file  
Board Secretary