

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

Total Years of Experience: **3***
Years of Experience This District: **2&**
Schedule Title: **40Q-240 CERT 2023-24** Range: **06** Step: **30**
Check Location: **0**

TEACHER'S CONTRACT

YEAR: **2024-2025**

STATE OF ARKANSAS COUNTY OF **Franklin**

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

EMPLOYEMENT: The Party of the First Party by a majority vote of the Board of Education at a legally held meeting on January 22, **2024** agrees to employ **Melissa Moore** Party of the Second Part, as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows: **Superintendent**
Additional Duty: **Superintendent \$49,702.00**

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

TIME: The period of time covered by this contract is **240** days, from **7/1/2024** through **6/30/2025**.

COMPENSATION: Total compensation under this contract is **\$113,240.00** to be paid in **12** installments. Rate of compensation will be as follows: **\$9,436.67**

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

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

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

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

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

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

This contract is for three years through June 30, 2027.

Given on: January 22, 2024

BY: /S/ Signature on File
Melissa Moore

BY: /S/ signature on file
Board President

Address on File
Address

Phone on File
Phone

BY: /S/ signature on file
Board Secretary

Superintendent's Contract Addendum

Charleston School District

Franklin County, Arkansas

This Contract Addendum is made and entered into this 22nd day of January, 2024 by and between the Board of Education of the Charleston School District of Franklin County, Arkansas, hereinafter referred to as DISTRICT, and Melissa Moore, hereinafter referred to as SUPERINTENDENT.

By a majority vote of the DISTRICT board of directors present at a legally held meeting on the 22nd day of January, 2024, the DISTRICT has granted a contract extension to the SUPERINTENDENT as follows:

1. The employment contract for the SUPERINTENDENT is extended to June 30, 2027.
2. The board minutes will reflect the action of the board concerning the contract extension.
3. Performance Targets: The parties shall adopt performance targets based on the achievement of mutually agreed goals as set forth in Ark. Code. Ann. 6-17-123. Failure of the public schools to meet any performance target is not a material breach of the original contract or this contract addendum. The Board of Directors recognizes that achievement of the performance targets depends on many factors including factors that lie beyond the control of the superintendent and the schools. In conduction annual evaluations of the superintendent, the Board will not rely solely on performance numbers of school index ratings. Instead, the Board will review all efforts by the superintendent and schools to advance the performance targets, including any and all impediments to achieving the performance targets.
 - A. District-Level Student Achievement
The performance goal for the public schools at the district level will be to increase by 3% the number of District students who test at the Ready or Exceeding Grade Level designations for reading and/or math on state assessments as reflected in the next cycle of state assessment reports.
 - B. District-Level Graduation Rate
The performance goal for the public school at the district level will be to increase by 1% each year until 95% is reached, as reflected in the state assessment reports.

- C. School-Level Achievement for each "C", "D", or "F" School in the District
The performance goal for the Elementary School at the district level is to raise the School Index Rating by 5% as reflected in the next cycle of state assessment reports.

Signed this 22nd day of January, 2024.

Signature on file

Board President

Signature on file

Superintendent

ATTEST:

Signature on file

Board Secretary