

It is important that the following information (which is not a part of the contract) be given.

Years of training: College UA Fayette  
Certificate based on MA + 30 Degree or  
Semester Hours  
Social Security Number 4176

Total years of experience 38  
Years of experience in this district 23  
Grade or subject to be taught Superintendent  
Member of Teacher Retirement yes

## TEACHER'S CONTRACT

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:

EMPLOYMENT: The Party of the First Part by a majority vote of the directors present at a legally held meeting on the 28 day of January, 2026, 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 49702

TIME: The time period covered by this contract is: 240 Months of school; 240 Days of school; 12 Calendar months; From July 1, 2026, to June 30, 2028

COMPENSATION FOR SERVICES: Annual compensation under this contract is \$ 113240 to be paid in 12 installments.

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)

CERTIFICATION: The Party of the Second Part certifies that at the date of this contract he or she is not under teaching contract with another school district except for part-time services shared by more than one school district which is listed herein:

REFUND OF UNEARNED SALARY: The Party of the Second Part agrees to refund to the school district any salary received for which no teaching services were rendered. (Ark. Stat. 80-1331)

TERMINATION:

OTHER CONDITIONS OF EMPLOYMENT: This contract is for three years through June 30, 2029

See Superintendent's Contract addendum which is attached

Given this, the 28 day of January, 2026

Melissa Moore  
Party of the Second Part (Teacher)

Address (Party of the Second Part)

Brian Vahab  
President of the School Board

Michelle Schmitz  
Secretary of the School Board

## Superintendent's Contract Addendum

Charleston School District

Franklin County, Arkansas

This Contract Addendum is made and entered into this 28 day of January, 2026 by and between the Board of Education and 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 28 day of January, 2026, the DISTRICT has granted a contract extension to the SUPERINTENDENT as follows:

1. The employment contract for the SUPERINTENDENT is extended to June 30, 2029.
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 conclusion, 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

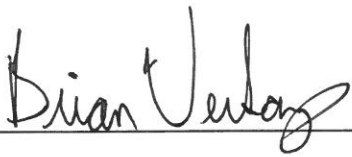
The performance goal for the public schools at the District will be to increase the number of students scoring a 3 or a 4 by 3% each year of the contract, in the areas of Language Arts, Mathematics, and Science, as reflected in the next cycle of state assessment reports.
  - B. District-Level Graduation 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 High School at the District level is to raise the School Letter Grade from a D to a C, as reflected in the next cycle of state assessment reports.

Signed this 28 day of January, 2026.

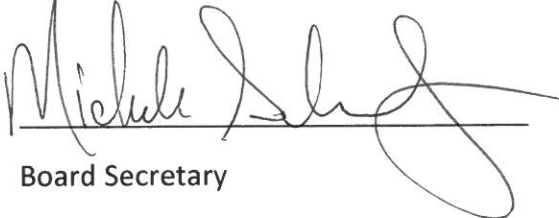


Board President



Superintendent

ATTEST:



Board Secretary