

College: **TENNESSEE**Certification Based on: **MASTERS +30**Social Security Number: **XXX-XX-6935**Total Years of Experience: **55**Years of Experience This District: **7**Schedule Title: **192-TEACHERS SALARY** Range: **04** Step: **21**Check Location: **0**

TEACHER'S CONTRACT

YEAR: **2017-2018**STATE OF ARKANSAS COUNTY OF **Crittenden**

PARTIES: The Earle School District, Party of the First Part, and **DOLORES JEAN BODRY** Party of the Second Part, agree as follows:

EMPLOYMENT: The Party of the First Part by a majority vote of the School Board present at a legally held meeting on **04/22/17** agrees to employ **DOLORES JEAN BODRY** Party of the Second Part, as provided herein:

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

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 the total compensation under this contract.

TIME: The period of time covered by this contract is **190** days, from **08/07/2017** through **05/30/2018**.

COMPENSATION: Total compensation under this contract is **\$50,690.00** to be paid in **26** installments. Rate of compensation will be as follows: **\$1,949.62**

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

BOARD POLICIES: The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The parties shall follow the **Earle** 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 supersede the provisions of this contract.

This contract provides five days for spring vacation, if these days are not used for inclement weather, payments will be made every two weeks over a one year period.

Given on **05/22/17**BY: Dolores J. Bodry
DOLORES JEAN BODRY249 OAK STREET
TYRONZA AR 72386

Address

870-487-2187

Phone

BY: Tim Coy
Board PresidentBY: Arthur Bodry
Board Secretary

College: ASU, STATE UNIVER	Total Years of Experience: 15
Certification Based on: MASTERS	Years of Experience This District: 15
Social Security Number: XXX-XX-0675	Schedule Title: 192-TEACHERS SALARY Range: 03 Step: 16
	Check Location: 0

TEACHER'S CONTRACT

YEAR: **2017-2018**

STATE OF ARKANSAS COUNTY OF **Crittenden**

PARTIES: The Earle School District, Party of the First Part, and **JUANITA R. AIKENS BOHANON** Party of the Second Part, agree as follows:

EMPLOYMENT: The Party of the First Part by a majority vote of the School Board present at a legally held meeting on **04/22/2017** agrees to employ **JUANITA R. AIKENS BOHANON** Party of the Second Part, as provided herein:

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

HS PRINCIPAL \$23,109.00

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 the total compensation under this contract.

TIME: The period of time covered by this contract is **240** days, from **07/01/2017** through **06/30/2018**.

COMPENSATION: Total compensation under this contract is **\$82,365.00** to be paid in **26** installments. Rate of compensation will be as follows: **\$3,167.88**

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 **Earle** 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 supersede the provisions of this contract.

Given on **05/22/2017**

BY: _____
JUANITA R. AIKENS BOHANON

BY: _____
Board President

P. O. BOX 822
EARLE AR 72331

Address

Phone

BY: _____
Board Secretary

College: ASU, STATE UNIVER	Total Years of Experience: 16
Certification Based on: BACHELOR	Years of Experience This District: 1
Social Security Number: XXX-XX-1613	Schedule Title: 192-TEACHERS SALARY Range: 02 Step: 17
	Check Location: 7

TEACHER'S CONTRACT

YEAR: **2017-2018**

STATE OF ARKANSAS COUNTY OF **Crittenden**

PARTIES: The Earle School District, Party of the First Part, and **TONYA N. BRASFIELD** Party of the Second Part, agree as follows:

EMPLOYMENT: The Party of the First Part by a majority vote of the School Board present at a legally held meeting on **04/22/2017** agrees to employ **TONYA N. BRASFIELD** Party of the Second Part, as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows: **RESOURCE ROOM TEACHER**

Additional Duty:

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

TIME: The period of time covered by this contract is **190** days, from **08/07/2017** through **05/30/2018**.

COMPENSATION: Total compensation under this contract is **\$41,340.00** to be paid in **26** installments. Rate of compensation will be as follows: **\$1,590.00**

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

BOARD POLICIES: The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The parties shall follow the **Earle** 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 supersede the provisions of this contract.

Given on **05/22/2017**

BY: _____
TONYA N. BRASFIELD

BY: _____
Board President

200 WEST BARTON
WEST MEMPHIS AR 72301

Address

Phone

BY: _____
Board Secretary

College: **UA, MONTICELLO**
 Certification Based on: **BACHELOR**
 Social Security Number: **XXX-XX-6977**

Total Years of Experience: **0**
 Years of Experience This District: **0**
 Schedule Title: **192-TEACHERS SALARY** Range: **01** Step: **1**
 Check Location: **7**

TEACHER'S CONTRACT

YEAR: **2017-2018**

STATE OF ARKANSAS COUNTY OF **Crittenden**

PARTIES: The Earle School District, Party of the First Part, and **ODELL BROWN** Party of the Second Part, agree as follows:

EMPLOYMENT: The Party of the First Part by a majority vote of the School Board present at a legally held meeting on **04/20/2017** agrees to employ **ODELL BROWN** Party of the Second Part, as provided herein:

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

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

TIME: The period of time covered by this contract is **190** days, from **08/07/2017** through **05/30/2018**.

COMPENSATION: Total compensation under this contract is **\$33,000.00** to be paid in **26** installments. Rate of compensation will be as follows: **\$1,269.23**

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 **Earle** 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 supersede the provisions of this contract.

Given on **07/17/2017**

BY: 
 ODELL BROWN

BY: 
 Board President

55 OLIVER LN
 CRAWFORDSVILLE AR 72327

Address

901-490-3301

Phone

BY: _____
 Board Secretary

College: **UCA, CONWAY**
Certification Based on: **MASTERS**
Social Security Number: **XXX-XX-0308**

Total Years of Experience: **9**
Years of Experience This District: **9**
Schedule Title: **192-TEACHERS SALARY** Range: **03** Step: **10**
Check Location: **0**

TEACHER'S CONTRACT

YEAR: **2017-2018**

STATE OF ARKANSAS COUNTY OF **Crittenden**

PARTIES: The Earle School District, Party of the First Part, and **PAULA L. BUNTON** Party of the Second Part, agree as follows:

EMPLOYMENT: The Party of the First Part by a majority vote of the School Board present at a legally held meeting on **04/22/2017** agrees to employ **PAULA L. BUNTON** Party of the Second Part, as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows: **DIRECTOR OF ABC**

Additional Duty:

ABC DIRECTOR \$3,000.00

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

TIME: The period of time covered by this contract is **210** days, from **07/25/2017** through **06/14/2018**.

COMPENSATION: Total compensation under this contract is **\$48,757.89** to be paid in **26** installments. Rate of compensation will be as follows: **\$1,875.30**

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 **Earle** 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 supersede the provisions of this contract.

Given on **05/22/2017**

BY: _____
PAULA L. BUNTON

P. O. BOX 232
CRAWFORDSVILLE AR 72327

Address

870-823-5978

Phone

BY: _____
Board President

BY: _____
Board Secretary

College: **ASU, STATE UNIVER**
Certification Based on: **BACHELOR**
Social Security Number: **XXX-XX-7786**

Total Years of Experience: **29**
Years of Experience This District: **12**
Schedule Title: **192-TEACHERS SALARY** Range: **01** Step: **21**
Check Location: **0**

TEACHER'S CONTRACT

YEAR: **2017-2018**

STATE OF ARKANSAS COUNTY OF **Crittenden**

PARTIES: The Earle School District, Party of the First Part, and **MICHAEL WAYNE CAMPBELL** Party of the Second Part, agree as follows:

EMPLOYMENT: The Party of the First Part by a majority vote of the School Board present at a legally held meeting on **04/22/201** agrees to employ **MICHAEL WAYNE CAMPBELL** Party of the Second Part, as provided herein:

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

MA.DIRECT COORD \$7,500.00

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

TIME: The period of time covered by this contract is **210** days, from **07/25/2017** through **06/14/2018**.

COMPENSATION: Total compensation under this contract is **\$54,593.05** to be paid in **26** installments. Rate of compensation will be as follows: **\$2,099.73**

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 **Earle** 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 supersede the provisions of this contract.

Given on **05/22/2017**

BY: _____
MICHAEL WAYNE CAMPBELL

99 RITA ROAD
MARION AR 72364

Address _____

Phone _____

BY: _____
Board President

BY: _____
Board Secretary

College: **ASU, STATE UNIVER**Certification Based on: **BACHELOR**Social Security Number: **XXX-XX-1690**Total Years of Experience: **37**Years of Experience This District: **3**Schedule Title: **192-TEACHERS SALARY** Range: **01** Step: **21**Check Location: **0**

TEACHER'S CONTRACT

YEAR: **2017-2018**STATE OF ARKANSAS COUNTY OF **Crittenden****PARTIES:** The Earle School District, Party of the First Part, and **SHARON K. CLARK** Party of the Second Part, agree as follows:**EMPLOYMENT:** The Party of the First Part by a majority vote of the School Board present at a legally held meeting on **04/22/17** agrees to employ **SHARON K. CLARK** Party of the Second Part, as provided herein:**SERVICE:** Party of the Second Part agrees to perform services as follows: **ELEMENTARY TEACHER**

Additional Duty:

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

TIME: The period of time covered by this contract is **190** days, from **08/07/2017** through **05/30/2018**.**COMPENSATION:** Total compensation under this contract is **\$42,608.00** to be paid in **26** installments. Rate of compensation will be as follows: **\$1,638.77**

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 **Earle** 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 supersede the provisions of this contract.

This contract provides five days for spring vacation, if these days are not used for inclement weather, payments will be made every two weeks over a one year period.

Given on **05/22/17**BY: Sharon K. Clark
SHARON K. CLARK1472 EUREKA
TURREII AR 72384

Address

870-343-3053

Phone

BY: Tim Coy
Board PresidentBY: Arthur Boyer
Board Secretary

College: **UCA, CONWAY**
 Certification Based on: **MASTERS**
 Social Security Number: **XXX-XX-6692**

Total Years of Experience: **8**
 Years of Experience This District: **6**
 Schedule Title: **192-TEACHERS SALARY** Range: **03** Step: **9**
 Check Location: **0**

TEACHER'S CONTRACT

YEAR: **2017-2018**

STATE OF ARKANSAS COUNTY OF **Crittenden**

PARTIES: The Earle School District, Party of the First Part, and **NATASHA RENAE CLAY** Party of the Second Part, agree as follows:

EMPLOYMENT: The Party of the First Part by a majority vote of the School Board present at a legally held meeting on **04/22/17** agrees to employ **NATASHA RENAE CLAY** Party of the Second Part, as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows: **HIGH SCHOOL LIBRARIAN**

Additional Duty:

CIVIL RIGHTS CO \$5,000.00

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

TIME: The period of time covered by this contract is **220** days, from **07/20/2017** through **06/25/2018**.

COMPENSATION: Total compensation under this contract is **\$52,300.00** to be paid in **26** installments. Rate of compensation will be as follows: **\$2,011.54**

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 **Earle** 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 supersede the provisions of this contract. This contract provides five days for spring vacation, if these days are not used for inclement weather, payments will be made every two weeks over a one year period.

Given on **05/22/17**


BY: 
 NATASHA RENAE CLAY

219 AMY CIRCLE
 MARION AR 72364

Address

870-394-9416

Phone

BY: 
 Board President

BY: 
 Board Secretary

College: UCA, CONWAY	Total Years of Experience: 14
Certification Based on: MASTERS	Years of Experience This District: 7
Social Security Number: XXX-XX-7828	Schedule Title: 192-TEACHERS SALARY Range: 03 Step: 15
	Check Location: 7

TEACHER'S CONTRACT

YEAR: **2017-2018**

STATE OF ARKANSAS COUNTY OF **Crittenden**

PARTIES: The Earle School District, Party of the First Part, and **ALBERT ALLEN COLEMAN** Party of the Second Part, agree as follows:

EMPLOYMENT: The Party of the First Part by a majority vote of the School Board present at a legally held meeting on **04/22/2017** agrees to employ **ALBERT ALLEN COLEMAN** Party of the Second Part, as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows: **HIGH SCHOOL/ATHLETIC CONTRACT**
Additional Duty:

HEAD F.B.COACH	\$6,520.00
DEAN OF BOYS	\$2,500.00
TRACK COACH	\$3,000.00
JR HI FTBALL	\$2,500.00
SIP INSTRUCTOR	\$5,000.00

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

TIME: The period of time covered by this contract is **220** days, from **07/20/2017** through **06/25/2018**.

COMPENSATION: Total compensation under this contract is **\$72,252.84** to be paid in **26** installments. Rate of compensation will be as follows: **\$2,778.96**

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 **Earle** 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 supersede the provisions of this contract.

Given on **05/22/2017**

BY: _____
ALBERT ALLEN COLEMAN

BY: _____
Board President

P.O. BOX 94
TURRELL AR 72384

Address

870-343-9920

Phone

BY: _____
Board Secretary

College: **ASU, STATE UNIVER**
 Certification Based on: **BACHELOR +15**
 Social Security Number: **XXX-XX-8028**

Total Years of Experience: **15**
 Years of Experience This District: **15**
 Schedule Title: **192-TEACHERS SALARY** Range: **02** Step: **16**
 Check Location: **0**

TEACHER'S CONTRACT

YEAR: **2017-2018**

STATE OF ARKANSAS COUNTY OF **Crittenden**

PARTIES: The Earle School District, Party of the First Part, and **ANGELA L COLE** Party of the Second Part, agree as follows:

EMPLOYMENT: The Party of the First Part by a majority vote of the School Board present at a legally held meeting on **04/22/17** agrees to employ **ANGELA L COLE** Party of the Second Part, as provided herein:

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

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

TIME: The period of time covered by this contract is **190** days, from **08/07/2017** through **05/30/2018**.

COMPENSATION: Total compensation under this contract is **\$40,879.00** to be paid in **26** installments. Rate of compensation will be as follows: **\$1,572.27**

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 **Earle 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 supersede the provisions of this contract. This contract provides five days for spring vacation, if these days are not used for inclement weather, payments will be made every two weeks over a one year period.

Given on **05/22/17**

BY: Angela L. Cole
 ANGELA L COLE

904 CHILDRESS DR
 WYNNE AR 72396

Address

870-238-3577

Phone

BY: David Cole
 Board President

BY: Arthur Bowry
 Board Secretary

College: **ASU, STATE UNIVER**
Certification Based on: **BACHELOR**
Social Security Number: **XXX-XX-8539**

DATA INCLUDED IN THIS BOX IS NOT A PART OF THE CONTRACT

Total Years of Experience: **1**
Years of Experience This District: **1**
Schedule Title: **192-TEACHERS SALARY** Range: **01** Step: **2**
Check Location: **0**

TEACHER'S CONTRACT

YEAR: **2017-2018**

STATE OF ARKANSAS COUNTY OF **Crittenden**

PARTIES: The Earle School District, Party of the First Part, and **MARY A. CRAFT** Party of the Second Part, agree as follows:

EMPLOYMENT: The Party of the First Part by a majority vote of the School Board present at a legally held meeting on **04/22/17** agrees to employ **MARY A. CRAFT** Party of the Second Part, as provided herein:

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

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

TIME: The period of time covered by this contract is **190** days, from **08/07/2017** through **05/30/2018**.

COMPENSATION: Total compensation under this contract is **\$33,461.00** to be paid in **26** installments. Rate of compensation will be as follows: **\$1,286.96**

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 **Earle** 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 supersede the provisions of this contract. This contract provides five days for spring vacation, if these days are not used for inclement weather, payments will be made every two weeks over a one year period.

Given on **05/22/17**

BY: Mary Craft
MARY A. CRAFT

24505 HWY 70 E.
HETH AR 72346
Address _____

(870) 270-9002
Phone _____

BY: Tim Coy
Board President

BY: Arthur Bowyer
Board Secretary

College: **ASU, STATE UNIVER**
 Certification Based on: **MASTERS**
 Social Security Number: **XXX-XX-5193**

Total Years of Experience: **12**
 Years of Experience This District: **0**
 Schedule Title: **192-TEACHERS SALARY** Range: **03** Step: **13**
 Check Location: **7**

TEACHER'S CONTRACT

YEAR: **2017-2018**

STATE OF ARKANSAS COUNTY OF **Crittenden**

PARTIES: The Earle School District, Party of the First Part, and **CONWAY CHRISTOPHER** Party of the Second Part, agree as follows:

EMPLOYMENT: The Party of the First Part by a majority vote of the School Board present at a legally held meeting on **07/19/2017** agrees to employ **CONWAY CHRISTOPHER** Party of the Second Part, as provided herein:

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

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

TIME: The period of time covered by this contract is **190** days, from **08/07/2017** through **05/30/2018**.

COMPENSATION: Total compensation under this contract is **\$43,550.00** to be paid in **26** installments. Rate of compensation will be as follows: **\$1,675.00**

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

BOARD POLICIES: The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The parties shall follow the **Earle** 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 supersede the provisions of this contract.

Given on **08/07/217**

BY: 

 CONWAY CHRISTOPHER

BY: _____
 Board President

4108 Aggie Rd, Jonesboro, AR
 Address _____ 72401

870-215-2914
 Phone _____

BY: _____
 Board Secretary

College: **ASU, STATE UNIVER**
 Certification Based on: **MASTERS +15**
 Social Security Number: **XXX-XX-0049**

Total Years of Experience: **22**
 Years of Experience This District: **1**
 Schedule Title: **192-TEACHERS SALARY** Range: **04** Step: **21**
 Check Location: **7**

TEACHER'S CONTRACT

YEAR: **2017-2018**

STATE OF ARKANSAS COUNTY OF **Crittenden**

PARTIES: The Earle School District, Party of the First Part, and **JERLENE DUNCAN** Party of the Second Part, agree as follows:

EMPLOYMENT: The Party of the First Part by a majority vote of the School Board present at a legally held meeting on **04/22/17** agrees to employ **JERLENE DUNCAN** Party of the Second Part, as provided herein:

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

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

TIME: The period of time covered by this contract is **190** days, from **08/07/2017** through **05/30/2018**.

COMPENSATION: Total compensation under this contract is **\$50,690.00** to be paid in **26** installments. Rate of compensation will be as follows: **\$1,949.62**

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

BOARD POLICIES: The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The parties shall follow the **Earle** 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 supersede the provisions of this contract. This contract provides five days for spring vacation, if these days are not used for inclement weather, payments will be made every two weeks over a one year period.

Given on **05/22/17**

BY: 
 JERLENE DUNCAN

720 MOCKINGBIRD LANE
 WYNNE AR 72396

Address

870-558-7992

Phone

BY: 
 Board President

BY: 
 Board Secretary

College: **ASU, STATE UNIVER**
 Certification Based on: **BACHELOR +15**
 Social Security Number: **XXX-XX-6481**

Total Years of Experience: **38.5**
 Years of Experience This District: **38.5**
 Schedule Title: **192-TEACHERS SALARY** Range: **02 Step: 21**
 Check Location: **0**

TEACHER'S CONTRACT

YEAR: **2017-2018**

STATE OF ARKANSAS COUNTY OF **Crittenden**

PARTIES: The Earle School District, Party of the First Part, and **CLAUDIE M. FORREST** Party of the Second Part, agree as follows:

EMPLOYMENT: The Party of the First Part by a majority vote of the School Board present at a legally held meeting on **04/22/17** agrees to employ **CLAUDIE M. FORREST** Party of the Second Part, as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows: **PARENT CENTER COORD.**

Additional Duty:

PARENT COOR. **\$5,000.00**
ALTERNATIVE ED **\$2,000.00**
DEAN OF GIRLS **\$2,500.00**

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

TIME: The period of time covered by this contract is **240** days, from **07/01/2017** through **06/30/2018**.

COMPENSATION: Total compensation under this contract is **\$64,173.26** to be paid in **26** installments. Rate of compensation will be as follows: **\$2,468.20**

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 **Earle 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 supersede the provisions of this contract. This contract provides five days for spring vacation, if these days are not used for inclement weather, payments will be made every two weeks over a one year period.

Given on **05/22/17**

BY: 


 CLAUDIE M. FORREST

915 ALABAMA ST
 EARLE AR 72331

Address

870-792-8140

Phone

BY: 

 Board President

BY: 

 Board Secretary

College: **ASU, STATE UNIVER**
Certification Based on: **BACHELOR**
Social Security Number: **XXX-XX-3048**

Total Years of Experience: **6**
Years of Experience This District: **6**
Schedule Title: **192-TEACHERS SALARY** Range: **01** Step: **7**
Check Location: **5**

TEACHER'S CONTRACT

YEAR: **2017-2018**

STATE OF ARKANSAS COUNTY OF **Crittenden**

PARTIES: The Earle School District, Party of the First Part, and **COREY GARRETT** Party of the Second Part, agree as follows:

EMPLOYMENT: The Party of the First Part by a majority vote of the School Board present at a legally held meeting on **04/22/2017** agrees to employ **COREY GARRETT** Party of the Second Part, as provided herein:

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

Additional Duty:

ASST. FOOTBALL **\$2,500.00**
JR/SR GIRLS BB **\$6,050.00**

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 the total compensation under this contract.

TIME: The period of time covered by this contract is **190** days, from **08/07/2017** through **05/30/2018**.

COMPENSATION: Total compensation under this contract is **\$44,315.00** to be paid in **26** installments. Rate of compensation will be as follows: **\$1,704.42**

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

BOARD POLICIES: The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The parties shall follow the **Earle** 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 supersede the provisions of this contract.

Given on **05/22/2017**

BY: _____
COREY GARRETT

30 WINDSOR
MARION AR 72364

Address

870-254-1554

Phone

BY: _____
Board President

BY: _____
Board Secretary

College: **ASU, STATE UNIVER**
Certification Based on: **BACHELOR**
Social Security Number: **XXX-XX-3048**

Total Years of Experience: **6**
Years of Experience This District: **6**
Schedule Title: **190 TEACHERS SALARY** Range: **01** Step: **6**
Check Location: **0**

TEACHER'S CONTRACT

YEAR: **2016-2017**

STATE OF ARKANSAS COUNTY OF **Crittenden**

PARTIES: The Earle School District, Party of the First Part, and **COREY GARRETT** Party of the Second Part, agree as follows:

EMPLOYMENT: The Party of the First Part by a majority vote of the School Board present at a legally held meeting on **04/30/16** agrees to employ **COREY GARRETT** Party of the Second Part, as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows: **HIGH SCHOOL TEACHER**

Additional Duty:

ASST. FOOTBALL **\$2,500.00**

GIRLS BSKT.BA **\$4,200.00**

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 the total compensation under this contract.

TIME: The period of time covered by this contract is **190** days, from **08/08/2016** through **05/31/2017**.

COMPENSATION: Total compensation under this contract is **\$42,004.00** to be paid in **26** installments. Rate of compensation will be as follows: **\$1,615.54**

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 «School» 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 supersede the provisions of this contract.

Given on **05/24/16**

BY: _____
COREY GARRETT

30 WINDSOR
MARION AR 72364

Address

870-254-1554

Phone

BY: _____
Board President

BY: _____
Board Secretary

College: **ASU, STATE UNIVER**
 Certification Based on: **MASTERS +30**
 Social Security Number: **XXX-XX-4719**

Total Years of Experience: **31**
 Years of Experience This District: **28**
 Schedule Title: **192-TEACHERS SALARY** Range: **04** Step: **21**
 Check Location: **0**

TEACHER'S CONTRACT

YEAR: **2017-2018**

STATE OF ARKANSAS COUNTY OF **Crittenden**

PARTIES: The Earle School District, Party of the First Part, and **CARLOSS GUESS** Party of the Second Part, agree as follows:

EMPLOYMENT: The Party of the First Part by a majority vote of the School Board present at a legally held meeting on **04/22/17** agrees to employ **CARLOSS GUESS** Party of the Second Part, as provided herein:

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

Additional Duty:

ELEM. PRIN \$24,064.32

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 the total compensation under this contract.

TIME: The period of time covered by this contract is **220** days, from **07/20/2017** through **06/25/2018**.

COMPENSATION: Total compensation under this contract is **\$82,758.00** to be paid in **26** installments. Rate of compensation will be as follows: **\$3,183.00**

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

BOARD POLICIES: The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The parties shall follow the **Earle** 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 supersede the provisions of this contract. This contract provides five days for spring vacation, if these days are not used for inclement weather, payments will be made every two weeks over a one year period.

Given on **05/22/17**

BY: Carloss Guess
 CARLOSS GUESS

89 EASTER ROAD
 EARLE, AR 72331

Address

870-792-8538

Phone

Tim Carl
 BY: _____
 Board President

Arthur Bowyer
 BY: _____
 Board Secretary

College: ASU, STATE UNIVER	Total Years of Experience: 31
Certification Based on: MASTERS +30	Years of Experience This District: 2
Social Security Number: XXX-XX-1130	Schedule Title: 192-TEACHERS SALARY Range: 04 Step: 21
	Check Location: 0

TEACHER'S CONTRACT

YEAR: **2017-2018**

STATE OF ARKANSAS COUNTY OF **Crittenden**

PARTIES: The Earle School District, Party of the First Part, and **JANA B. HATLEY** Party of the Second Part, agree as follows:

EMPLOYMENT: The Party of the First Part by a majority vote of the School Board present at a legally held meeting on **04/22/17** agrees to employ **JANA B. HATLEY** Party of the Second Part, as provided herein:

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

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

TIME: The period of time covered by this contract is **190** days, from **08/07/2017** through **05/30/2018**.

COMPENSATION: Total compensation under this contract is **\$50,690.00** to be paid in **26** installments. Rate of compensation will be as follows: **\$1,949.62**

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

BOARD POLICIES: The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The parties shall follow the **Earle** 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 supersede the provisions of this contract. This contract provides five days for spring vacation, if these days are not used for inclement weather, payments will be made every two weeks over a one year period.

Given on **05/22/17**

BY: Jana B. Hatley
JANA B. HATLEY

515 6TH STREET
MARKEDTREE AR 72365

Address

870-930-4530
Phone

BY: [Signature]
Board President

BY: [Signature]
Board Secretary

College: **ASU, STATE UNIVER**
Certification Based on: **BACHELOR**
Social Security Number: **XXX-XX-0328**

Total Years of Experience: **0**
Years of Experience This District: **0**
Schedule Title: **192-TEACHERS SALARY** Range: **01** Step: **1**
Check Location: **7**

TEACHER'S CONTRACT

YEAR: **2017-2018**

STATE OF ARKANSAS COUNTY OF **Crittenden**

PARTIES: The Earle School District, Party of the First Part, and **SARAH JANE HATTLE** Party of the Second Part, agree as follows:

EMPLOYMENT: The Party of the First Part by a majority vote of the School Board present at a legally held meeting on **05/20/2017** agrees to employ **SARAH JANE HATTLE** Party of the Second Part, as provided herein:

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

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

TIME: The period of time covered by this contract is **190** days, from **08/07/2017** through **05/30/2018**.

COMPENSATION: Total compensation under this contract is **\$33,000.00** to be paid in **26** installments. Rate of compensation will be as follows: **\$1,269.23**

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 **Earle** 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 supersede the provisions of this contract.

Given on **07/07/2017**

BY: Sarah Jane Hattle
SARAH JANE HATTLE

BY: Tim Coy
Board President

BY: Arthur Boyer
Board Secretary

PO Box 653
Address
Lepanto, AR 72354

(870)227-1981
Phone

College: **NORTHEAST UNIVERSITY**
Certification Based on: **BACHELOR**
Social Security Number: **XXX-XX-3898**

Total Years of Experience: **4**
Years of Experience This District: **4**
Schedule Title: **192-TEACHERS SALARY** Range: **01** Step: **5**
Check Location: **0**

TEACHER'S CONTRACT

YEAR: **2017-2018**

STATE OF ARKANSAS COUNTY OF **Cruttenden**

PARTIES: The Earle School District, Party of the First Part, and **CHELSEA HENDERSON** Party of the Second Part, agree as follows:

EMPLOYMENT: The Party of the First Part by a majority vote of the School Board present at a legally held meeting on **07/19/17** agrees to employ **CHELSEA HENDERSON** Party of the Second Part, as provided herein:

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

TENNIS COACH \$3,000.00

SR/JR BB COACH \$500.00

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

TIME: The period of time covered by this contract is **190** days, from **08/07/2017** through **05/30/2018**.

COMPENSATION: Total compensation under this contract is **\$38,343.00** to be paid in **26** installments. Rate of compensation will be as follows: **\$1,474.73**

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 **Earle** 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 supersede the provisions of this contract.

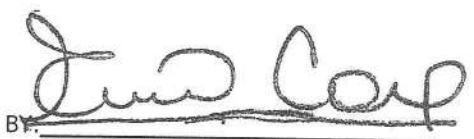
Given on **08/07/2017**

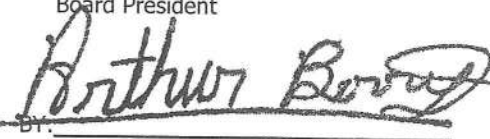
BY: 
CHELSEA HENDERSON

912 THIRD STREET
EARLE AR 72331

Address

Phone

BY: 
Board President

BY: 
Board Secretary

College: **FREED-HARDEMAN UN**
Certification Based on: **MASTERS**
Social Security Number: **XXX-XX-5692**

Total Years of Experience: **12**
Years of Experience This District: **0**
Schedule Title: **192-TEACHERS SALARY** Range: **04** Step: **13**
Check Location: **7**

TEACHER'S CONTRACT

YEAR: **2017-2018**

STATE OF ARKANSAS COUNTY OF **Crittenden**

PARTIES: The Earle School District, Party of the First Part, and **CAMILLA D. HILL** Party of the Second Part, agree as follows:

EMPLOYMENT: The Party of the First Part by a majority vote of the School Board present at a legally held meeting on **05/20/2017** agrees to employ **CAMILLA D. HILL** Party of the Second Part, as provided herein:

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

1-ADD'T CLASS \$2,000.00

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

TIME: The period of time covered by this contract is **215** days, from **08/01/2017** through **06/27/2018**.

COMPENSATION: Total compensation under this contract is **\$52,128.95** to be paid in **26** installments. Rate of compensation will be as follows: **\$2,004.96**

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 **Earle** 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 supersede the provisions of this contract.

Given on **07/07/18**

BY: *Camilla D. Hill*
CAMILLA D. HILL

Tim Coy
Board President

505 Sterling Ridge Dr
Address
Atoka, TN 38004

901-831-0357
Phone

BY: *Arthur Bowyer*
Board Secretary

College: **ASU, STATE UNIVER**
 Certification Based on: **MASTERS +15**
 Social Security Number: **XXX-XX-1532**

Total Years of Experience: **23**
 Years of Experience This District: **18**
 Schedule Title: **192-TEACHERS SALARY** Range: **04** Step: **21**
 Check Location: **0**

TEACHER'S CONTRACT

YEAR: **2017-2018**

STATE OF ARKANSAS COUNTY OF **Crittenden**

PARTIES: The Earle School District, Party of the First Part, and **LARRY D HOSMAN** Party of the Second Part, agree as follows:

EMPLOYMENT: The Party of the First Part by a majority vote of the School Board present at a legally held meeting on **04/22/201** agrees to employ **LARRY D HOSMAN** Party of the Second Part, as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows: **INSTRUCTIONAL FACILITATOR- HIGH SCHOOL**
 Additional Duty:

MATH COACH IND. \$4,000.00

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

TIME: The period of time covered by this contract is **240** days, from **07/01/2017** through **06/30/2018**.

COMPENSATION: Total compensation under this contract is **\$68,029.47** to be paid in **26** installments. Rate of compensation will be as follows: **\$2,616.52**

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

BOARD POLICIES: The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The parties shall follow the **Earle** 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 supersede the provisions of this contract.

Given on **05/22/2017**


BY: _____
 LARRY D HOSMAN

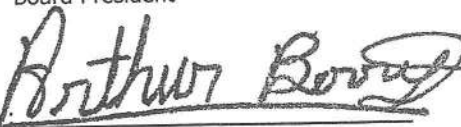
424 BYRN LANE
 TRUMAN AR 72472

Address

870-375-3003

Phone

BY: 
 Board President

BY: 
 Board Secretary

College: ASU, STATE UNIVER	Total Years of Experience: 41
Certification Based on: MASTERS +15	Years of Experience This District: 41
Social Security Number: XXX-XX-3238	Schedule Title: 192-TEACHERS SALARY Range: 04 Step: 21
	Check Location: 0

TEACHER'S CONTRACT

YEAR: **2017-2018**

STATE OF ARKANSAS COUNTY OF **Crittenden**

PARTIES: The Earle School District, Party of the First Part, and **JOYCE M. HUGGINS** Party of the Second Part, agree as follows:

EMPLOYMENT: The Party of the First Part by a majority vote of the School Board present at a legally held meeting on **04/22/17** agrees to employ **JOYCE M. HUGGINS** Party of the Second Part, as provided herein:

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

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

TIME: The period of time covered by this contract is **190** days, from **08/07/2017** through **05/30/2018**.

COMPENSATION: Total compensation under this contract is **\$50,690.00** to be paid in **26** installments. Rate of compensation will be as follows: **\$1,949.62**

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

BOARD POLICIES: The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The parties shall follow the **Earle** 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 supersede the provisions of this contract. This contract provides five days for spring vacation, if these days are not used for inclement weather, payments will be made every two weeks over a one year period.

Given on **05/22/17**

BY: 
JOYCE M. HUGGINS

204 OAK
EARLE AR 72331

Address

870-792-7569

Phone

BY: 
Board President

BY: 
Board Secretary

College: **ASU, STATE UNIVER**
 Certification Based on: **BACHELOR**
 Social Security Number: **XXX-XX-3369**

Total Years of Experience: **13**
 Years of Experience This District: **13**
 Schedule Title: **192-TEACHERS SALARY** Range: **02** Step: **14**
 Check Location: **0**

TEACHER'S CONTRACT

YEAR: **2017-2018**

STATE OF ARKANSAS COUNTY OF **Crittenden**

PARTIES: The Earle School District, Party of the First Part, and **SOPHIA L. SANDERS-HUGHES** Party of the Second Part, agree as follows:

EMPLOYMENT: The Party of the First Part by a majority vote of the School Board present at a legally held meeting on **04/22/17** agrees to employ **SOPHIA L. SANDERS-HUGHES** Party of the Second Part, as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows: **H.S.TEACHER--GIRLS B.B.ADVISOR**
 Additional Duty:

GIRLS BSKT.BA \$4,200.00

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 the total compensation under this contract.

TIME: The period of time covered by this contract is **210** days, from **07/25/2017** through **06/14/2018**.

COMPENSATION: Total compensation under this contract is **\$48,229.26** to be paid in **26** installments. Rate of compensation will be as follows: **\$1,854.97**

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

BOARD POLICIES: The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The parties shall follow the **Earle** 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 supersede the provisions of this contract. This contract provides five days for spring vacation, if these days are not used for inclement weather, payments will be made every two weeks over a one year period.

Given on **05/22/17**

BY:


 SOPHIA L. SANDERS-HUGHES

215 DRAPER STREET
 EARLE, AR 72331

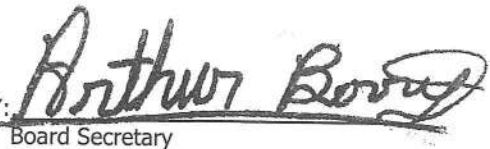
Address

Phone

BY:


 Board President

BY:


 Board Secretary

College: **ASU, STATE UNIVER**
 Certification Based on: **MASTERS**

Total Years of Experience: **12**
 Years of Experience This District: **12**
 Schedule Title: **192-TEACHERS SALARY** Range: **03** Step: **13**
 Check Location: **0**

Social Security Number: **XXX-XX-4128**

TEACHER'S CONTRACT

YEAR: **2017-2018**

STATE OF ARKANSAS COUNTY OF **Crittenden**

PARTIES: The Earle School District, Party of the First Part, and **JESSICA M. EVANS-JEFFERSON** Party of the Second Part, agree as follows:

EMPLOYMENT: The Party of the First Part by a majority vote of the School Board present at a legally held meeting on **04/22/2017** agrees to employ **JESSICA M. EVANS-JEFFERSON** Party of the Second Part, as provided herein:

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

ELE.PARENT COOR \$4,000.00

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

TIME: The period of time covered by this contract is **210** days, from **07/25/2017** through **06/14/2018**.

COMPENSATION: Total compensation under this contract is **\$52,134.21** to be paid in **26** installments. Rate of compensation will be as follows: **\$2,005.16**

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 **Earle** 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 supersede the provisions of this contract.

Given on **05/22/2017**

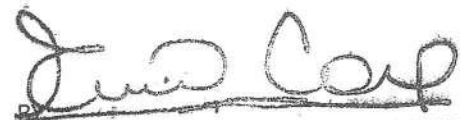
BY: _____
 JESSICA M. EVANS-JEFFERSON

901 CENTRAL STREET
 EARLE AR 72331

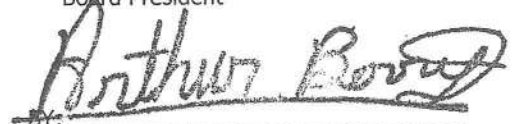
Address

870-792-7011

Phone



Board President



Board Secretary

College: **ASU, STATE UNIVER**
Certification Based on: **BACHELOR**
Social Security Number: **XXX-XX-1218**

Total Years of Experience: **0**
Years of Experience This District: **0**
Schedule Title: **192-TEACHERS SALARY** Range: **01** Step: **1**
Check Location: **7**

TEACHER'S CONTRACT

YEAR: **2017-2018**

STATE OF ARKANSAS COUNTY OF **Crittenden**

PARTIES: The Earle School District, Party of the First Part, and **STEVEN JEFFERSON** Party of the Second Part, agree as follows:

EMPLOYMENT: The Party of the First Part by a majority vote of the School Board present at a legally held meeting on **04/20/2017**

agrees to employ **STEVEN JEFFERSON** Party of the Second Part, as provided herein:

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

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

TIME: The period of time covered by this contract is **190** days, from **08/07/2017** through **05/30/2018**.

COMPENSATION: Total compensation under this contract is **\$33,000.00** to be paid in **26** installments. Rate of compensation will be as follows: **\$1,269.23**

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 **Earle 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 supersede the provisions of this contract.

Given on **07/17/2017**

BY: 
STEVEN JEFFERSON

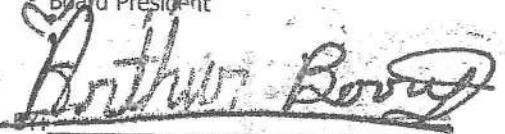
901 CENTRAL STREET
EARLE AR 72331

Address

Phone



BY: _____
Board President



Board Secretary

College: **ASU, STATE UNIVER**
 Certification Based on: **BACHELOR**
 Social Security Number: **XXX-XX-3484**

Total Years of Experience: **0**
 Years of Experience This District: **0**
 Schedule Title: **192-TEACHERS SALARY** Range: **01** Step: **1**
 Check Location: **7**

TEACHER'S CONTRACT

YEAR: **2017-2018**

STATE OF ARKANSAS COUNTY OF **Crittenden**

PARTIES: The Earle School District, Party of the First Part, and **ZANDRA M. JOHNSON** Party of the Second Part, agree as follows:

EMPLOYMENT: The Party of the First Part by a majority vote of the School Board present at a legally held meeting on **05/20/2017**

agrees to employ **ZANDRA M. JOHNSON** Party of the Second Part, as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows: **HIGH SCHOOL TEACHER**

Additional Duty:

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

TIME: The period of time covered by this contract is **190** days, from **08/07/2017** through **05/30/2018**.

COMPENSATION: Total compensation under this contract is **\$33,000.00** to be paid in **26** installments. Rate of compensation will be as follows: **\$1,269.23**

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 **Earle** 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 supersede the provisions of this contract.

Given on **07/20/2017**

BY: Zandra M. Johnson
 ZANDRA M. JOHNSON

1224 2nd St.
 215 DRAPER
 EARLE AR 72331

Address

(870)559-9408
 Phone

BY: Jim Corp
 Board President

BY: Arthur Boyd
 Board Secretary

College: **AR TECH U RUSSELV**
 Certification Based on: **BACHELOR**
 Social Security Number: **XXX-XX-7672**

Total Years of Experience: **5**
 Years of Experience This District: **5**
 Schedule Title: **192-TEACHERS SALARY** Range: **02 Step: 6**
 Check Location: **0**

TEACHER'S CONTRACT

YEAR: **2017-2018**

STATE OF ARKANSAS COUNTY OF **Crittenden**

PARTIES: The Earle School District, Party of the First Part, and **CASSANDRA LUDGOOD** Party of the Second Part, agree as follows:

EMPLOYMENT: The Party of the First Part by a majority vote of the School Board present at a legally held meeting on **04/22/17** agrees to employ **CASSANDRA LUDGOOD** Party of the Second Part, as provided herein:

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

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

TIME: The period of time covered by this contract is **190** days, from **08/07/2017** through **05/30/2018**.

COMPENSATION: Total compensation under this contract is **\$35,612.00** to be paid in **26** installments. Rate of compensation will be as follows: **\$1,369.69**

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 **Earle** 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 supersede the provisions of this contract. This contract provides five days for spring vacation, if these days are not used for inclement weather, payments will be made every two weeks over a one year period.

Given on **05/22/17**

BY: Cassandra Ludgood
 CASSANDRA LUDGOOD

BY: Tim Coy
 Board President

9 WHITE DR
 CLARKSVILLE AR 72830

479-214-1073

Address

Phone

BY: Arthur Bondy
 Board Secretary

College: **ASU, STATE UNIVER**
 Certification Based on: **MASTERS**
 Social Security Number: **XXX-XX-1950**

Total Years of Experience: **16**
 Years of Experience This District: **14**
 Schedule Title: **192-TEACHERS SALARY** Range: **03** Step: **17**
 Check Location: **0**

TEACHER'S CONTRACT

YEAR: **2017-2018**

STATE OF ARKANSAS COUNTY OF **Crittenden**

PARTIES: The Earle School District, Party of the First Part, and **SANDRESS D. STEWART-MCVAY** Party of the Second Part, agree as follows:

EMPLOYMENT: The Party of the First Part by a majority vote of the School Board present at a legally held meeting on **04/22/17** agrees to employ **SANDRESS D. STEWART-MCVAY** Party of the Second Part, as provided herein:

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

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

TIME: The period of time covered by this contract is **190** days, from **08/07/2017** through **05/30/2018**.

COMPENSATION: Total compensation under this contract is **\$47,462.00** to be paid in **26** installments. Rate of compensation will be as follows: **\$1,825.46**

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 **Earle** School District Personnel Policies, which are made a part hereof by reference.

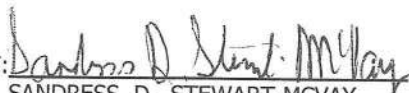
CERTIFICATION: The Party of the Second Part certifies that, at the date of this contract, he or she is not under employment contract with another school district.

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 supersede the provisions of this contract. This contract provides five days for spring vacation, if these days are not used for inclement weather, payments will be made every two weeks over a one year period.

Given on **05/22/17**

BY: 
 SANDRESS D. STEWART-MCVAY

P. O. BOX 328
 CRAWFORDSVILLE, AR 72327

Address

870-823-5884

Phone

BY: 
 Board President

BY: 
 Board Secretary

College: ILLINOIS	Total Years of Experience: 21
Certification Based on: MASTERS +15	Years of Experience This District: 20
Social Security Number: XXX-XX-6725	Schedule Title: 192-TEACHERS SALARY Range: 04 Step: 21
	Check Location: 0

TEACHER'S CONTRACT

YEAR: **2017-2018**

STATE OF ARKANSAS COUNTY OF **Crittenden**

PARTIES: The Earle School District, Party of the First Part, and **LINDA MAPLES** Party of the Second Part, agree as follows:

EMPLOYMENT: The Party of the First Part by a majority vote of the School Board present at a legally held meeting on **06/28/2017** agrees to employ **LINDA MAPLES** Party of the Second Part, as provided herein:

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

CURR COOR/MATH \$10,000.00

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

TIME: The period of time covered by this contract is **240** days, from **07/01/2017** through **06/30/2018**.

COMPENSATION: Total compensation under this contract is **\$74,029.47** to be paid in **26** installments. Rate of compensation will be as follows: **\$2,847.29**

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 **Earle** 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 supersede the provisions of this contract. This Contract includes an additional \$4200.00 for performing the duty of Interim Superintendent. During the entire month of July, 2017.

Given on **08/07/2017**

BY: 
LINDA MAPLES

901 FOURTH STREET
EARLE AR 72331

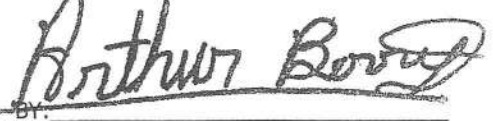
Address

870-792-7011

Phone



BY: _____
Board President



BY: _____
Board Secretary

College: **KAPLAN UNIVERSITY**
 Certification Based on: **BACHELOR**
 Social Security Number: **XXX-XX-3492**

Total Years of Experience: **0**
 Years of Experience This District: **0**
 Schedule Title: **192-TEACHERS SALARY** Range: **01** Step: **2**
 Check Location: **0**

TEACHER'S CONTRACT

YEAR: **2017-2018**

STATE OF ARKANSAS COUNTY OF **Crittenden**

PARTIES: The Earle School District, Party of the First Part, and **FREDRICK D. MILLER** Party of the Second Part, agree as follows:

EMPLOYMENT: The Party of the First Part by a majority vote of the School Board present at a legally held meeting on **04/22/17** agrees to employ **FREDRICK D. MILLER** Party of the Second Part, as provided herein:

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

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

TIME: The period of time covered by this contract is **190** days, from **08/07/2017** through **05/30/2018**.

COMPENSATION: Total compensation under this contract is **\$33,461.00** to be paid in **26** installments. Rate of compensation will be as follows: **\$1,286.96**

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 **Earle School District Personnel Policies**, which are made a part hereof by reference.

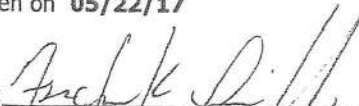
CERTIFICATION: The Party of the Second Part certifies that, at the date of this contract, he or she is not under employment contract with another school district.

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 supersede the provisions of this contract. This contract provides five days for spring vacation, if these days are not used for inclement weather, payments will be made every two weeks over a one year period.

Given on **05/22/17**

BY: 
 FREDRICK D. MILLER

535 PAR DRIVE #6
 MARION AR 72364

Address

870-514-0253

Phone

BY: 
 Board President

BY: 
 Board Secretary

College: **AR TECH U RUSSELY**
 Certification Based on: **BACHELOR +15**
 Social Security Number: **XXX-XX-8241**

Total Years of Experience: **33**
 Years of Experience This District: **13**
 Schedule Title: **192-TEACHERS SALARY** Range: **02** Step: **21**
 Check Location: **0**

TEACHER'S CONTRACT

YEAR: **2017-2018**

STATE OF ARKANSAS COUNTY OF **Crittenden**

PARTIES: The Earle School District, Party of the First Part, and **BILLY J. MURRAY** Party of the Second Part, agree as follows:

EMPLOYMENT: The Party of the First Part by a majority vote of the School Board present at a legally held meeting on **04/22/17** agrees to employ **BILLY J. MURRAY** Party of the Second Part, as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows: **HIGH SCHOOL TEACHER**

Additional Duty:

SR/JR BKBAL **\$6,050.00**

WELLNESS COACH **\$2,000.00**

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

TIME: The period of time covered by this contract is **190** days, from **08/07/2017** through **05/30/2018**.

COMPENSATION: Total compensation under this contract is **\$51,333.00** to be paid in **26** installments. Rate of compensation will be as follows: **\$1,974.35**

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 **Earle** 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 supersede the provisions of this contract.

This contract provides five days for spring vacation, if these days are not used for inclement weather, payments will be made every two weeks over a one year period.

Given on **05/22/17**

BY: 
 BILLY J. MURRAY

1001 3RD STREET
 EARLE, AR 72331

Address

870-792- 882

Phone

BY: 
 Board President

BY: 
 Board Secretary

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

Years of training: College ASU STATE UNIVERSITY
Certification based on SPECIALIST Degree or
Semester Hours
Social Security Number 5701

Total years of experience 38
Years of experience in this district 28
Grade or subject to be taught SUPERINTENDENT
Member of Teacher Retirement Y

SUPERINTENDENT'S CONTRACT

The Board of Directors of the EARLE School District (hereinafter "Board") and Nicks, Rickey (hereinafter, "Superintendent") agree:

- 1. Employment:** The Board agrees to employ the Superintendent of the Earle School District for the period of August 1, 2017 through June 30, 2020, on a 219 day Agreement for the first year (2017-2018); and a 240 day Agreement for the second and third years (2018-2019; and 2019-2020), who shall serve as the school district's chief administrative officer, and perform all duties and possess all powers granted by applicable Arkansas law, rules or regulations, and Board policy, until such time as this Agreement expires or is terminated, as provided in Paragraph _____. The Superintendent agrees to accept the employment, and faithfully discharge the duties incident to it. During the term of this Agreement, the Superintendent agrees to devote his/her full attention to the performance of these duties, and will perform no other gainful employment or profession, (except as herein noted or permitted).
- 2. Compensation:**

OPTION 1: Compensation: The salary to be paid to the Superintendent, effective August 1, 2017 through June 30, 2018 shall be at an annual rate of \$ 146,787.42 for the first year (2017-2018); and \$ 152,390.00 for years 2018-2019 and 2019-2020; payable in 26 (or 12) biweekly (or monthly) installments. This is a three year contract. The effective dates for the second and third years are July 1, 2018 through June 30, 2020. The stated rate is for a single 240 day period.
- 3. Duties:** The Superintendent shall serve as the chief executive officer of the School District, and shall have the powers necessary to perform this duty. All district staff are subject to the direction of the Superintendent and shall be recommended for hire, rehire, termination or non-renewal by the Superintendent. The Superintendent shall tender an official transcript of all post-secondary course work, a copy of his or her teaching license, proof of age and any other documents necessary to comply with state or federal law. The Superintendent shall maintain his or her license in good standing. Any disciplinary suspension of the Superintendent's license by the Professional Licensing Standards Board shall constitute a material breach of this Agreement.
- 4. Fitness for Duty:** The Superintendent represents that he or she is fully qualified to serve as Superintendent, and is fit and able to perform all physical and intellectual duties of the office.
- 5. Benefits: Vacation, Sick Leave and Travel Expenses:** The Superintendent shall have the same fringe benefits as other contracted full year employees, including vacation, and personal days, and shall follow all personnel policies concerning those benefits. The

Superintendent may transfer in sick leave days from another Arkansas school district as provided by law. The Superintendent shall be allowed to accumulate vacation, sick leave and personal leave. At the end of each school year, the Superintendent may sell back to the district all days accumulated beyond allowable numbers at maximum substitute pay rate. Upon retirement, or termination, the Superintendent shall be paid for unused sick days, personal days and vacation days at the per diem rate of this contract.

Unrestricted business and personal use of a vehicle; The board shall provide a vehicle for the business and personal use of the Superintendent and shall assume all expenses related to the use of this vehicle, including insurance, fuel, maintenance, etc. The Superintendent will provide and comply with all Internal Revenue Service reporting requirements to enable appropriate reporting of taxable income related to the personal use of this vehicle.

6. Evaluation: The Board shall evaluate the Superintendent at least annually, using the last adopted evaluation instrument for the Superintendent, or the evaluation instrument, but votes to extend the Agreement of the Superintendent, that vote shall constitute an evaluation of the Superintendent's job performance. The failure of the Board to evaluate the Superintendent or to extend the Agreement of the Superintendent into the future as an evaluation of the Superintendent shall not constitute a material breach of this Agreement.
7. Termination: While the parties to this Agreement agree that the Teacher Fair Dismissal Act is neither relevant nor controlling as it relates to the termination of a Superintendent, notice to the Superintendent shall be provided, and an opportunity to a hearing modeled after the hearing provisions in the Teacher Fair Dismissal Act shall be provided in the event that a majority of the Board vote to initiate termination proceedings for material breach of this Agreement, or other just cause. The decision of the Board shall be final. In the event of termination, the salary and benefits of the Superintendent shall terminate immediately.
8. Waiver: The failure of either party to insist, in any one or more instances, upon performance of any of the terms or conditions of this Agreement shall not be construed as a waiver or relinquishment of any right granted hereunder or of the future performance of any such terms or conditions, but the obligations of either party shall continue in full force and effect.
9. Severability: In case any provision of the Agreement shall be invalid, illegal, or unenforceable, the validity, legality, and enforceability of the remaining provisions shall not in any way be affected or impaired thereby.
10. Entire Agreement: This instrument contains the entire Agreement of the parties. It may not be changed orally, but only by an agreement in writing signed by all parties thereof.
11. Indemnification; Legal Representation: The District shall indemnify and hold the Superintendent harmless from any and all claims, actions, suits, and proceedings at law or equity brought against the Superintendent in his capacity and arising out of his reasonable and lawful actions as Superintendent and employee of the Board; provided, however, that

The District reserves the right to select such counsel to represent the Superintendent subject to the Superintendent's consent, such consent not to be unreasonably withheld.

Equipment: The Board will provide the Superintendent with all necessary technology to perform the functions of his or her job, which shall include a tablet computer and a school owned cell phone.

- The Superintendent shall use school owned and provided technology for both school and business related purposes, as well as personal use; however, this use shall not conflict with any school district policy concerning technology or internet use.

12. Moving and Relocation Expenses: The Superintendent and Board agree that residence within the school district is not a term or condition of his/her employment with the District.

First Addendum - The Annual Annuity effective date: August 1, 2017
(See attachment).

Second Addendum - Athletic Director - \$10,000.00

13. Governing Law: This Agreement shall be governed by the laws of the State of Arkansas.

Approved at the August 1, 2017 called Board of Directors Meeting.

Earle School District

BY: Eric Cox
Board President

8-1-17
Date

BY: _____
Vice-President

Date

Or

BY: Arthur Berry
Secretary

8-1-17
Date

Andy Paul
Superintendent

8/1/17
Date

College: ASU, STATE UNIVER	Total Years of Experience: 30
Certification Based on: MASTERS +15	Years of Experience This District: 30
Social Security Number: XXX-XX-4329	Schedule Title: 192-TEACHERS SALARY Range: 04 Step: 21
	Check Location: 0

TEACHER'S CONTRACT

YEAR: **2017-2018**

STATE OF ARKANSAS COUNTY OF **Crittenden**

PARTIES: The Earle School District, Party of the First Part, and **KAREN C PEACOCK** Party of the Second Part, agree as follows:

EMPLOYMENT: The Party of the First Part by a majority vote of the School Board present at a legally held meeting on **04/22/17** agrees to employ **KAREN C PEACOCK** Party of the Second Part, as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows: **G.T.COORD./D.T.C/TITLE 1 TEACHER**
Additional Duty:

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

TIME: The period of time covered by this contract is **210** days, from **07/25/2017** through **06/14/2018**.

COMPENSATION: Total compensation under this contract is **\$56,025.79** to be paid in **26** installments. Rate of compensation will be as follows: **\$2,154.84**

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 **Earle** 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 supersede the provisions of this contract. This contract provides five days for spring vacation, if these days are not used for inclement weather, payments will be made every two weeks over a one year period.

Given on **05/22/17**

BY: *Karen C. Peacock*
KAREN C PEACOCK

2412 HWY 42 EAST
MCCRORY, AR 72101

Address

870-697-2161

Phone

BY: *John Cox*
Board President

BY: *Arthur Boyer*
Board Secretary

College: ASU, STATE UNIVER	Total Years of Experience: 15
Certification Based on: BACHELOR +30	Years of Experience This District: 15
Social Security Number: XXX-XX-8539	Schedule Title: 192-TEACHERS SALARY Range: 02 Step: 16
	Check Location: 0

TEACHER'S CONTRACT

YEAR: **2017-2018**

STATE OF ARKANSAS COUNTY OF **Crittenden**

PARTIES: The Earle School District, Party of the First Part, and **DEBORA M. POUNDS** Party of the Second Part, agree as follows:

EMPLOYMENT: The Party of the First Part by a majority vote of the School Board present at a legally held meeting on **04/22/17** agrees to employ **DEBORA M. POUNDS** Party of the Second Part, as provided herein:

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

Additional Duty:

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

TIME: The period of time covered by this contract is **190** days, from **08/07/2017** through **05/30/2018**.

COMPENSATION: Total compensation under this contract is **\$40,879.00** to be paid in **26** installments. Rate of compensation will be as follows: **\$1,572.27**

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 **Earle** 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 supersede the provisions of this contract.

This contract provides five days for spring vacation, if these days are not used for inclement weather, payments will be made every two weeks over a one year period.

Given on **05/22/17**

BY: 
 DEBORA M. POUNDS

P. O. BOX 937
 PARKIN, AR 72373

Address

870-755-2841

Phone

BY: 
 Board President

BY: 
 Board Secretary

College: ASU, STATE UNIVER	Total Years of Experience: 2
Certification Based on: BACHELOR	Years of Experience This District: 2
Social Security Number: XXX-XX-5231	Schedule Title: 192-TEACHERS SALARY Range: 01 Step: 3
	Check Location: 7

TEACHER'S CONTRACT

YEAR: **2017-2018**

STATE OF ARKANSAS COUNTY OF **Crittenden**

PARTIES: The Earle School District, Party of the First Part, and **GREG RODRIGUE** Party of the Second Part, agree as follows:

EMPLOYMENT: The Party of the First Part by a majority vote of the School Board present at a legally held meeting on **04/22/17** agrees to employ **GREG RODRIGUE** Party of the Second Part, as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows: **HIGH SCHOOL TEACHER**

Additional Duty:

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

TIME: The period of time covered by this contract is **190** days, from **08/07/2017** through **05/30/2018**.

COMPENSATION: Total compensation under this contract is **\$33,922.00** to be paid in **26** installments. Rate of compensation will be as follows: **\$1,304.69**

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 **Earle** 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 supersede the provisions of this contract. This contract provides five days for spring vacation, if these days are not used for inclement weather, payments will be made every two weeks over a one year period.

Given on **05/22/17**
 BY: 

 GREG RODRIGUE

1705 CREPE MYRTLE DR
 JONESBORO, AR 72401

Address

BY: 

 Board President

BY: 

 Board Secretary

Phone

College: **ASU, STATE UNIVER**
Certification Based on: **BACHELOR**
Social Security Number: **XXX-XX-9208**

Total Years of Experience: **0**
Years of Experience This District: **0**
Schedule Title: **192-TEACHERS SALARY** Range: **01** Step: **1**
Check Location: **0**

TEACHER'S CONTRACT

YEAR: **2017-2018**

STATE OF ARKANSAS COUNTY OF **Crittenden**

PARTIES: The Earle School District, Party of the First Part, and **JENNIFER S. ROBINS** Party of the Second Part, agree as follows:

EMPLOYMENT: The Party of the First Part by a majority vote of the School Board present at a legally held meeting on **04/20/2017** agrees to employ **JENNIFER S. ROBINS** Party of the Second Part, as provided herein:

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

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

TIME: The period of time covered by this contract is **190** days, from **08/07/2017** through **05/30/2018**.

COMPENSATION: Total compensation under this contract is **\$33,000.00** to be paid in **26** installments. Rate of compensation will be as follows: **\$1,269.23**

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 **Earle School District Personnel Policies**, which are made a part hereof by reference.

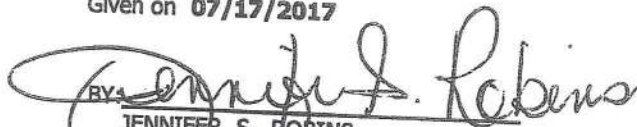
CERTIFICATION: The Party of the Second Part certifies that, at the date of this contract, he or she is not under employment contract with another school district.

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 supersede the provisions of this contract.

Given on **07/17/2017**

BY: 
JENNIFER S. ROBINS

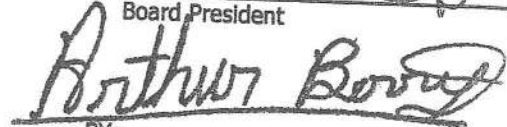
634 RIVERCREST CIRCLE
MARION AR 72364

Address

870-739-8479

Phone

BY: 
Board President



BY: _____
Board Secretary

College: **GRAND CANYON UNIVERSITY**
 Certification Based on: **BACHELOR**
 Social Security Number: **XXX-XX-0746**

Total Years of Experience: **0**
 Years of Experience This District: **0**
 Schedule Title: **192-TEACHERS SALARY** Range: **01** Step: **1**
 Check Location: **0**

TEACHER'S CONTRACT

YEAR: **2017-2018**

STATE OF ARKANSAS COUNTY OF **Crittenden**

PARTIES: The Earle School District, Party of the First Part, and **RENEE SAUNDERS** Party of the Second Part, agree as follows:

EMPLOYMENT: The Party of the First Part by a majority vote of the School Board present at a legally held meeting on **04/20/2017** agrees to employ **RENEE SAUNDERS** Party of the Second Part, as provided herein:

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

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

TIME: The period of time covered by this contract is **190** days, from **08/07/2017** through **05/30/2018**.

COMPENSATION: Total compensation under this contract is **\$33,000.00** to be paid in **21** installments. Rate of compensation will be as follows: **\$1,571.43**

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 **Earle 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 supersede the provisions of this contract.

Given on **07/17/2017**

BY: 
 RENE SAUNDERS

BY: 
 Board President

719 PLEASANT WOODS DR
 MARION AR 72364

Address

870-739-8545

Phone

BY: _____
 Board Secretary

College: **UA PINE BLUFF**
 Certification Based on: **BACHELOR +30**
 Social Security Number: **XXX-XX-8860**

Total Years of Experience: **32**
 Years of Experience This District: **23**
 Schedule Title: **192-TEACHERS SALARY** Range: **02** Step: **21**
 Check Location: **0**

TEACHER'S CONTRACT

YEAR: **2017-2018**

STATE OF ARKANSAS COUNTY OF **Crittenden**

PARTIES: The Earle School District, Party of the First Part, and **BARBARA ANN SMITH** Party of the Second Part, agree as follows:

EMPLOYMENT: The Party of the First Part by a majority vote of the School Board present at a legally held meeting on **04/22/17** agrees to employ **BARBARA ANN SMITH** Party of the Second Part, as provided herein:

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

Additional Duty:

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

TIME: The period of time covered by this contract is **190** days, from **08/07/2017** through **05/30/2018**.

COMPENSATION: Total compensation under this contract is **\$43,283.00** to be paid in **26** installments. Rate of compensation will be as follows: **\$1,664.73**

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 **Earle** 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 supersede the provisions of this contract. This contract provides five days for spring vacation, if these days are not used for inclement weather, payments will be made every two weeks over a one year period.

Given on **05/22/17**

BY: Barbara Smith
 BARBARA ANN SMITH

1599 MCNEAL LANE
 WHEATLEY, AR 72392

Address

870-792-8826

Phone

BY: John Cox
 Board President

BY: Arthur Bowry
 Board Secretary

College: ASU, STATE UNIVER	Total Years of Experience: 11
Certification Based on: BACHELOR	Years of Experience This District: 3
Social Security Number: XXX-XX-4052	Schedule Title: 192-TEACHERS SALARY Range: 01 Step: 12
	Check Location: 0

TEACHER'S CONTRACT

YEAR: **2017-2018**

STATE OF ARKANSAS COUNTY OF **Crittenden**

PARTIES: The Earle School District, Party of the First Part, and **STEFFENY TACKER** Party of the Second Part, agree as follows:

EMPLOYMENT: The Party of the First Part by a majority vote of the School Board present at a legally held meeting on **04/22/17** agrees to employ **STEFFENY TACKER** Party of the Second Part, as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows: **ART EDUCATION**
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 the total compensation under this contract.

TIME: The period of time covered by this contract is **190** days, from **08/07/2017** through **05/30/2018**.

COMPENSATION: Total compensation under this contract is **\$38,339.00** to be paid in **26** installments. Rate of compensation will be as follows: **\$1,474.58**

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

BOARD POLICIES: The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The parties shall follow the **Earle** 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 supersede the provisions of this contract. This contract provides five days for spring vacation, if these days are not used for inclement weather, payments will be made every two weeks over a one year period.

Given on **05/22/17**

BY: Steffeny Tacker
STEFFENY TACKER

35300 PERKINS RD
TYRONZA AR 72386

Address

870-852-2291

Phone

BY: David Cox
Board President

BY: Arthur Bowyer
Board Secretary

College: **ASU, STATE UNIVER**
 Certification Based on: **BACHELOR**
 Social Security Number: **XXX-XX-3650**

Total Years of Experience: **4**
 Years of Experience This District: **4**
 Schedule Title: **192-TEACHERS SALARY** Range: **01** Step: **5**
 Check Location: **0**

TEACHER'S CONTRACT

YEAR: **2017-2018**

STATE OF ARKANSAS COUNTY OF **Crittenden**

PARTIES: The Earle School District, Party of the First Part, and **ALISON D. THOMPSON** Party of the Second Part, agree as follows:

EMPLOYMENT: The Party of the First Part by a majority vote of the School Board present at a legally held meeting on **04/22/17** agrees to employ **ALISON D. THOMPSON** Party of the Second Part, as provided herein:

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

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

TIME: The period of time covered by this contract is **190** days, from **08/07/2017** through **05/30/2018**.

COMPENSATION: Total compensation under this contract is **\$34,843.00** to be paid in **26** installments. Rate of compensation will be as follows: **\$1,340.12**

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

BOARD POLICIES: The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The parties shall follow the **Earle** 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 supersede the provisions of this contract. This contract provides five days for spring vacation, if these days are not used for inclement weather, payments will be made every two weeks over a one year period.

Given on **05/22/17**

BY: *Alison Thompson*
 ALISON D. THOMPSON

P. O. BOX 291
 WIDENER, AR 72394

Address

870-494-3447

Phone

BY: *David Cox*
 Board President

BY: *Arthur Boyer*
 Board Secretary

College: **UCA, CONWAY**
 Certification Based on: **BACHELOR**
 Social Security Number: **XXX-XX-2630**

Total Years of Experience: **0**
 Years of Experience This District: **0**
 Schedule Title: **192-TEACHERS SALARY** Range: **01** Step: **1**
 Check Location: **7**

TEACHER'S CONTRACT

YEAR: **2017-2018**

STATE OF ARKANSAS COUNTY OF **Cruttenden**

PARTIES: The Earle School District, Party of the First Part, and **JASMINE N WAITS** Party of the Second Part, agree as follows:

EMPLOYMENT: The Party of the First Part by a majority vote of the School Board present at a legally held meeting on **07/19/17** agrees to employ **JASMINE N WAITS** Party of the Second Part, as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows: **VOC HOME ECONOMICS TEACHER**
 Additional Duty:

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

TIME: The period of time covered by this contract is **200** days, from **08/01/2017** through **06/07/2018**.

COMPENSATION: Total compensation under this contract is **\$34,736.84** to be paid in **26** installments. Rate of compensation will be as follows: **\$1,336.03**

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 **Earle** 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 supersede the provisions of this contract.

Given on **08/07/2017**


BY: 
 JASMINE N WAITS


301 ROYAL STREET
 EARLE AR 72331

Address

870-792-8249

Phone


 Board President

BY: 
 Board Secretary

College: VIRGINIA	Total Years of Experience: 25
Certification Based on: MASTERS +30	Years of Experience This District: 17
Social Security Number: XXX-XX-5004	Schedule Title: 192-TEACHERS SALARY Range: 04 Step: 21
	Check Location: 0

TEACHER'S CONTRACT

YEAR: **2017-2018**

STATE OF ARKANSAS COUNTY OF **Crittenden**

PARTIES: The Earle School District, Party of the First Part, and **FELICIA A. WATSON** Party of the Second Part, agree as follows:

EMPLOYMENT: The Party of the First Part by a majority vote of the School Board present at a legally held meeting on **04/22/17** agrees to employ **FELICIA A. WATSON** Party of the Second Part, as provided herein:

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

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

TIME: The period of time covered by this contract is **220** days, from **07/20/2017** through **06/25/2018**.

COMPENSATION: Total compensation under this contract is **\$58,693.68** to be paid in **26** installments. Rate of compensation will be as follows: **\$2,257.45**

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 **Earle** 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 supersede the provisions of this contract. This contract provides five days for spring vacation, if these days are not used for inclement weather, payments will be made every two weeks over a one year period.

Given on **05/22/17**

BY: 
FELICIA A. WATSON

BY: 
Board President

P. O. BOX 213
WIDENER, AR 72394

870-630-0474

Address

Phone

BY: 
Board Secretary

College: **UA PINE BLUFF**
Certification Based on: **BACHELOR**
Social Security Number: **XXX-XX-8661**

Total Years of Experience: **0**
Years of Experience This District: **0**
Schedule Title: **192-TEACHERS SALARY** Range: **01** Step: **1**
Check Location: **7**

TEACHER'S CONTRACT

YEAR: **2017-2018**

STATE OF ARKANSAS COUNTY OF **Crittenden**

PARTIES: The Earle School District, Party of the First Part, and **JUSTIN T WILLIAMS** Party of the Second Part, agree as follows:

EMPLOYMENT: The Party of the First Part by a majority vote of the School Board present at a legally held meeting on **04/20/2017** agrees to employ **JUSTIN T WILLIAMS** Party of the Second Part, as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows: **MUSIC EDUCATION**
Additional Duty:
BAND DIRECTOR \$5,000.00

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

TIME: The period of time covered by this contract is **210** days, from **07/25/2017** through **06/14/2018**.

COMPENSATION: Total compensation under this contract is **\$41,473.68** to be paid in **26** installments. Rate of compensation will be as follows: **\$1,595.14**

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 **Earle** 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 supersede the provisions of this contract.

Given on **07/17/2017**

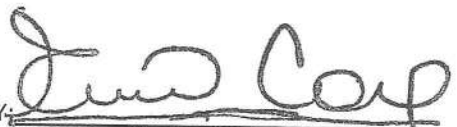
BY: 
JUSTIN T WILLIAMS

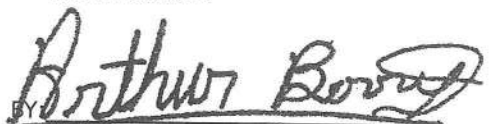
2601 S. OLIVE #18
PINE BLUFF AR 71601 *3882 Hickory Lane Dr. #8*

Address Mompoti St. 3815

870-209-2878

Phone

BY: 
Board President

BY: 
Board Secretary

College: **ASU, STATE UNIVER**
 Certification Based on: **BACHELOR**
 Social Security Number: **XXX-XX-1847**

Total Years of Experience: **0**
 Years of Experience This District: **0**
 Schedule Title: **192-TEACHERS SALARY** Range: **01** Step: **1**
 Check Location: **7**

TEACHER'S CONTRACT

YEAR: **2017-2018**

STATE OF ARKANSAS COUNTY OF **Crittenden**

PARTIES: The Earle School District, Party of the First Part, and **MARQUS A. WILLIAMS** Party of the Second Part, agree as follows:

EMPLOYMENT: The Party of the First Part by a majority vote of the School Board present at a legally held meeting on **04/20/2017**

agrees to employ **MARQUS A. WILLIAMS** Party of the Second Part, as provided herein:

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

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

TIME: The period of time covered by this contract is **190** days, from **08/07/2017** through **05/30/2018**.

COMPENSATION: Total compensation under this contract is **\$33,000.00** to be paid in **26** installments. Rate of compensation will be as follows: **\$1,269.23**

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 **Earle** 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 supersede the provisions of this contract.

Given on **07/17/2017**

BY: 
 MARQUS A. WILLIAMS

BY: 
 Board President

1602 COLONIAL DR
 WEST MEMPHIS AR 72301

870-735-5522

Address

Phone

BY: _____
 Board Secretary

College: **ASU, STATE UNIVER**
Certification Based on: **MASTERS**

Total Years of Experience: **16**
Years of Experience This District: **5.5**
Schedule Title: **192-TEACHERS SALARY** Range: **03** Step: **17**
Check Location: **0**

Social Security Number: **XXX-XX-3142**

TEACHER'S CONTRACT

YEAR: **2017-2018**

STATE OF ARKANSAS COUNTY OF **Crittenden**

PARTIES: The Earle School District, Party of the First Part, and **REGINNIA WILLIAMS** Party of the Second Part, agree as follows:

EMPLOYMENT: The Party of the First Part by a majority vote of the School Board present at a legally held meeting on **04/22/201** agrees to employ **REGINNIA WILLIAMS** Party of the Second Part, as provided herein:

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

SCHOOL IMPROV.S \$16,187.00

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 the total compensation under this contract.

TIME: The period of time covered by this contract is **240** days, from **07/01/2017** through **06/30/2018**.

COMPENSATION: Total compensation under this contract is **\$76,139.00** to be paid in **26** installments. Rate of compensation will be as follows: **\$2,928.42**

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

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

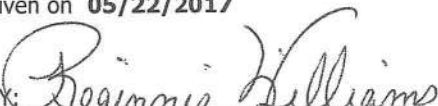
CERTIFICATION: The Party of the Second Part certifies that, at the date of this contract, he or she is not under employment contract with another school district.

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 supersede the provisions of this contract.

Given on **05/22/2017**

BY: 
REGINNIA WILLIAMS

2010 MARION LAKE COVE
MARION AR 72364

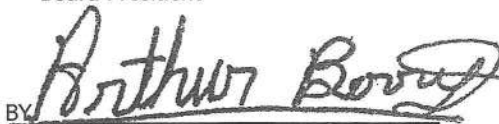
Address

870-792-8486

Phone



BY: _____
Board President



BY: _____
Board Secretary

College: **ASU, STATE UNIVER**
 Certification Based on: **BACHELOR**
 Social Security Number: **XXX-XX-8191**

Total Years of Experience: **9**
 Years of Experience This District: **9**
 Schedule Title: **192-TEACHERS SALARY** Range: **01** Step: **10**
 Check Location: **0**

TEACHER'S CONTRACT

YEAR: **2017-2018**

STATE OF ARKANSAS COUNTY OF **Crittenden**

PARTIES: The Earle School District, Party of the First Part, and **TIFFANY YVETTE WILLIAMS** Party of the Second Part, agree as follows:

EMPLOYMENT: The Party of the First Part by a majority vote of the School Board present at a legally held meeting on **04/22/2017** agrees to employ **TIFFANY YVETTE WILLIAMS** Party of the Second Part, as provided herein:

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

Additional Duty:

TRACK COACH **\$3,000.00**

DYSLEXIA **\$2,000.00**

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

TIME: The period of time covered by this contract is **190** days, from **08/07/2017** through **05/30/2018**.

COMPENSATION: Total compensation under this contract is **\$42,417.00** to be paid in **26** installments. Rate of compensation will be as follows: **\$1,631.42**

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

BOARD POLICIES: The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The parties shall follow the **Earle** 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 supersede the provisions of this contract.

Given on **05/22/2017**


BY: _____
 TIFFANY YVETTE WILLIAMS

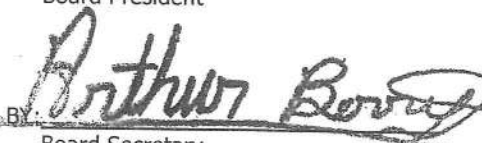
P. O. BOX 833
 EARLE AR 72331

Address

901-488-7535

Phone

BY: 
 Board President

BY: 
 Board Secretary

College: **WISCONSIN**
 Certification Based on: **BACHELOR**
 Social Security Number: **XXX-XX-6791**

Total Years of Experience: **17**
 Years of Experience This District: **10**
 Schedule Title: **192-TEACHERS SALARY** Range: **01** Step: **18**
 Check Location: **0**

TEACHER'S CONTRACT

YEAR: **2017-2018**

STATE OF ARKANSAS COUNTY OF **Crittenden**

PARTIES: The Earle School District, Party of the First Part, and **ZENA JOANN WITHERSPOON** Party of the Second Part, agree as follows:

EMPLOYMENT: The Party of the First Part by a majority vote of the School Board present at a legally held meeting on **04/22/17** agrees to employ **ZENA JOANN WITHERSPOON** Party of the Second Part, as provided herein:

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

JR/ASST SR G'BK \$2,850.00

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 the total compensation under this contract.

TIME: The period of time covered by this contract is **190** days, from **08/07/2017** through **05/30/2018**.

COMPENSATION: Total compensation under this contract is **\$44,076.00** to be paid in **26** installments. Rate of compensation will be as follows: **\$1,695.23**

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 **Earle** 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 supersede the provisions of this contract. This contract provides five days for spring vacation, if these days are not used for inclement weather, payments will be made every two weeks over a one year period.

Given on **05/22/17**

BY: Zena Joann Witherspoon
 ZENA JOANN WITHERSPOON

BY: Tim Coy
 Board President

1225 HWY.77 #3
 MARION AR 72364

414-202-5338

Address

Phone

BY: Arthur Bond
 Board Secretary

College: **ASU, STATE UNIVER**
 Certification Based on: **MASTERS**
 Social Security Number: **XXX-XX-8255**

Total Years of Experience: **7**
 Years of Experience This District: **7**
 Schedule Title: **192-TEACHERS SALARY** Range: **03** Step: **8**
 Check Location: **0**

TEACHER'S CONTRACT

YEAR: **2017-2018**

STATE OF ARKANSAS COUNTY OF **Crittenden**

PARTIES: The Earle School District, Party of the First Part, and **LATRICE L. MCCLINTON** Party of the Second Part, agree as follows:

EMPLOYMENT: The Party of the First Part by a majority vote of the School Board present at a legally held meeting on **04/22/17** agrees to employ **LATRICE L. MCCLINTON** Party of the Second Part, as provided herein:

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

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

TIME: The period of time covered by this contract is **190** days, from **08/07/2017** through **05/30/2018**.

COMPENSATION: Total compensation under this contract is **\$40,300.00** to be paid in **26** installments. Rate of compensation will be as follows: **\$1,550.00**

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

BOARD POLICIES: The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The parties shall follow the **Earle** 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 supersede the provisions of this contract. This contract provides five days for spring vacation, if these days are not used for inclement weather, payments will be made every two weeks over a one year period.

Given on **05/22/17**

BY: 
 LATRICE L. MCCLINTON

1207 ROLLINS STREET
 EARLE, AR 72331

Address

870-792-8252

Phone

BY: 
 Board President

BY: 
 Board Secretary

College: TENNESSEE	Total Years of Experience: 9
Certification Based on: BACHELOR	Years of Experience This District: 3
Social Security Number: XXX-XX-7178	Schedule Title: 192-TEACHERS SALARY Range: 01 Step: 10
	Check Location: 0

TEACHER'S CONTRACT

YEAR: **2017-2018**

STATE OF ARKANSAS COUNTY OF **Crittenden**

PARTIES: The Earle School District, Party of the First Part, and **GARY L. PAGE** Party of the Second Part, agree as follows:

EMPLOYMENT: The Party of the First Part by a majority vote of the School Board present at a legally held meeting on **04/20/2017** agrees to employ **GARY L. PAGE** Party of the Second Part, as provided herein:

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

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

TIME: The period of time covered by this contract is **190** days, from **08/07/2017** through **05/30/2018**.

COMPENSATION: Total compensation under this contract is **\$37,417.00** to be paid in **26** installments. Rate of compensation will be as follows: **\$1,439.12**

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

BOARD POLICIES: The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). The parties shall follow the **Earle** 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 supersede the provisions of this contract.

Given on **07/17/2017**

BY: *Gary L. Page*
GARY L. PAGE

4737-LYNNGATE DRIVE 1018 Fourth St.
MEMPHIS, TN 38141 Earle, AR 901-794-6207
72331 901-490-2340
Address Phone

David Corp

BY: *Arthur Boyer*
Board President

BY: _____
Board Secretary