

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

Years of Training: College

Certificate based on

Degree or

Semester Hours

Social Security Number \_\_\_\_\_

Total years of experience 16

Years of experience in this district 2

Grade or subject to be taught Classroom Teacher

Member of Teacher Retirement Y

## TEACHER'S CONTRACT

STATE OF ARKANSAS

COUNTY OF FRANKLIN

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

**EMPLOYMENT:** The Party of the First Part by a majority vote of the directors present at a legally held meeting on the 25th day of April, 2016 agrees to employ Newhart, Justin G Party of the Second Part as provided herein:

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

Voc Trade & Industrial Teacher

**TIME:** The period covered by this contract is: \_\_\_\_\_ Months of school; 206 Days of school; \_\_\_\_\_ Calendar months; From 7/18/2016 to 5/31/2017

**COMPENSATION FOR SERVICES:** Annual compensation under this contract is \$ 50,919.75 to be paid in 12 installments.

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

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

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

**TERMINATION:** \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

### OTHER CONDITIONS OF EMPLOYMENT:

Step/Range POS on Salary Schedule is 17.00 / 01

FTE: 1 Budget Unit: 1000135900700000

Other Duties as Assigned by the Administration.

Pursuant to Arkansas Law, you have thirty (30) calendar days from the date of this contract to sign and return your contract of employment to the office of the Supt. Failure of an employee to sign and return his/her contract by the Thirtieth (30th) day shall operate as a resignation, and steps will immediately begin to fill that vacated position.

Given this, the 6th day of May, 2016

\_\_\_\_\_  
Party of the Second Part (Teacher)

\_\_\_\_\_  
President of the School Board

\_\_\_\_\_  
Address (Party of the Second Part)

\_\_\_\_\_  
Secretary of the School Board

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

Years of Training: College AR Tech U Russellville

Certificate based on Bachelor of Arts

Degree or

Semester Hours

Total years of experience 25

Years of experience in this district 16

Grade or subject to be taught Classroom Teacher

Member of Teacher Retirement Y

Social Security Number \_\_\_\_\_

## TEACHER'S CONTRACT

STATE OF ARKANSAS

COUNTY OF FRANKLIN

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

**EMPLOYMENT:** The Party of the First Part by a majority vote of the directors present at a legally held meeting on the 25th day of April, 2016 agrees to employ Stubblefield, Carol Missy Party of the Second Part as provided herein:

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

Classroom Teacher

**TIME:** The period covered by this contract is: \_\_\_\_\_ Months of school; 191 Days of school; \_\_\_\_\_ Calendar months; From 8/1/2016 to 5/23/2017

**COMPENSATION FOR SERVICES:** Annual compensation under this contract is \$ 52,956.00 to be paid in 12 installments.

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

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

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

**TERMINATION:** \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

### OTHER CONDITIONS OF EMPLOYMENT:

Step/Range POS on Salary Schedule is 26.00 / 01

FTE: 1 Budget Unit: 1000114000700000

Other Duties as Assigned by the Administration.

Pursuant to Arkansas Law, you have thirty (30) calendar days from the date of this contract to sign and return your contract of employment to the office of the Supt. Failure of an employee to sign and return his/her contract by the Thirtieth (30th) day shall operate as a resignation, and steps will immediately begin to fill that vacated position.

Given this, the 6th day of May, 2016

\_\_\_\_\_  
Party of the Second Part (Teacher)

\_\_\_\_\_  
President of the School Board

\_\_\_\_\_  
Address (Party of the Second Part)

\_\_\_\_\_  
Secretary of the School Board

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

Years of Training: College Arkansas

Certificate based on Bachelor + 24

Degree or

Semester Hours

Total years of experience 2

Years of experience in this district 2

Grade or subject to be taught Classroom Teacher

Member of Teacher Retirement Y

Social Security Number \_\_\_\_\_

### TEACHER'S CONTRACT

STATE OF ARKANSAS

COUNTY OF FRANKLIN

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

**EMPLOYMENT:** The Party of the First Part by a majority vote of the directors present at a legally held meeting on the 25th day of April, 2016 agrees to employ Fletcher, Dorinda G Party of the Second Part as provided herein:

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

Classroom Teacher

**TIME:** The period covered by this contract is: \_\_\_\_\_ Months of school; 191 Days of school; \_\_\_\_\_ Calendar months; From 8/1/2016 to 5/23/2017

**COMPENSATION FOR SERVICES:** Annual compensation under this contract is \$ 51,967.00 to be paid in 11 installments.

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

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

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

**TERMINATION:** \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**OTHER CONDITIONS OF EMPLOYMENT:**

Step/Range POS on Salary Schedule is 23.00 / 03

FTE: 1 Budget Unit: 1000112000600000

Other Duties as Assigned by the Administration.

Pursuant to Arkansas Law, you have thirty (30) calendar days from the date of this contract to sign and return your contract of employment to the office of the Supt. Failure of an employee to sign and return his/her contract by the Thirtieth (30th) day shall operate as a resignation, and steps will immediately begin to fill that vacated position.

Given this, the 6th day of May, 2016

\_\_\_\_\_  
Party of the Second Part (Teacher)

\_\_\_\_\_  
President of the School Board

\_\_\_\_\_  
Address (Party of the Second Part)

\_\_\_\_\_  
Secretary of the School Board

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

Years of Training: College UA, Fort Smith

Certificate based on Bachelor of Arts

Degree or

Semester Hours

Total years of experience 6

Years of experience in this district 4

Grade or subject to be taught Classroom Teacher

Member of Teacher Retirement Y

Social Security Number \_\_\_\_\_

### TEACHER'S CONTRACT

STATE OF ARKANSAS

COUNTY OF FRANKLIN

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

**EMPLOYMENT:** The Party of the First Part by a majority vote of the directors present at a legally held meeting on the 25th day of April, 2016 agrees to employ Martin, Constance E. Party of the Second Part as provided herein:

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

Classroom Teacher

**TIME:** The period covered by this contract is: \_\_\_\_\_ Months of school; 191 Days of school; \_\_\_\_\_ Calendar months; From 8/1/2016 to 5/23/2017

**COMPENSATION FOR SERVICES:** Annual compensation under this contract is \$ 40,829.00 to be paid in 12 installments.

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

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

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

**TERMINATION:** \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**OTHER CONDITIONS OF EMPLOYMENT:**

Step/Range POS on Salary Schedule is 7.00 / 01

FTE: 1 Budget Unit: 1000111000600000

Other Duties as Assigned by the Administration.

Pursuant to Arkansas Law, you have thirty (30) calendar days from the date of this contract to sign and return your contract of employment to the office of the Supt. Failure of an employee to sign and return his/her contract by the Thirtieth (30th) day shall operate as a resignation, and steps will immediately begin to fill that vacated position.

Given this, the 6th day of May, 2016

\_\_\_\_\_  
Party of the Second Part (Teacher)

\_\_\_\_\_  
President of the School Board

\_\_\_\_\_  
Address (Party of the Second Part)

\_\_\_\_\_  
Secretary of the School Board

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

Years of Training: College UA Fort Smith

Certificate based on Bachelor of Arts

Degree or

Semester Hours

Total years of experience 3

Years of experience in this district 3

Grade or subject to be taught Classroom Teacher

Member of Teacher Retirement Y

Social Security Number \_\_\_\_\_

### TEACHER'S CONTRACT

STATE OF ARKANSAS

COUNTY OF FRANKLIN

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

**EMPLOYMENT:** The Party of the First Part by a majority vote of the directors present at a legally held meeting on the 25th day of April, 2016 agrees to employ Asbury, Bridgett A Party of the Second Part as provided herein:

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

Classroom Teacher

**TIME:** The period covered by this contract is: \_\_\_\_\_ Months of school; 191 Days of school; \_\_\_\_\_ Calendar months; From 8/1/2016 to 5/23/2017

**COMPENSATION FOR SERVICES:** Annual compensation under this contract is \$ 39,553.00 to be paid in 12 installments.

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

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

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

**TERMINATION:** \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**OTHER CONDITIONS OF EMPLOYMENT:**

Step/Range POS on Salary Schedule is 4.00 / 02

FTE: 1 Budget Unit: 1000112000600000

Other Duties as Assigned by the Administration.

Pursuant to Arkansas Law, you have thirty (30) calendar days from the date of this contract to sign and return your contract of employment to the office of the Supt. Failure of an employee to sign and return his/her contract by the Thirtieth (30th) day shall operate as a resignation, and steps will immediately begin to fill that vacated position.

Given this, the 6th day of May, 2016

\_\_\_\_\_  
Party of the Second Part (Teacher)

\_\_\_\_\_  
President of the School Board

\_\_\_\_\_  
Address (Party of the Second Part)

\_\_\_\_\_  
Secretary of the School Board

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

Years of Training: College AR Tech U Russellville

Certificate based on Masters

Degree or

Semester Hours

Total years of experience 11

Years of experience in this district 1

Grade or subject to be taught Classroom Teacher

Member of Teacher Retirement Y

Social Security Number \_\_\_\_\_

## TEACHER'S CONTRACT

STATE OF ARKANSAS

COUNTY OF FRANKLIN

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

**EMPLOYMENT:** The Party of the First Part by a majority vote of the directors present at a legally held meeting on the 25th day of April, 2016 agrees to employ Milligan, Sherry Party of the Second Part as provided herein:

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

Classroom Teacher

**TIME:** The period covered by this contract is: \_\_\_\_\_ Months of school; 191 Days of school; \_\_\_\_\_ Calendar months; From 8/1/2016 to 5/23/2017

**COMPENSATION FOR SERVICES:** Annual compensation under this contract is \$ 47,212.00 to be paid in 12 installments.

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

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

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

**TERMINATION:** \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

### OTHER CONDITIONS OF EMPLOYMENT:

Step/Range POS on Salary Schedule is 12.00 / 04  
FTE: 1 Budget Unit: 1000122000620000,100012200072000  
Other Duties as Assigned by the Administration.

Pursuant to Arkansas Law, you have thirty (30) calendar days from the date of this contract to sign and return your contract of employment to the office of the Supt. Failure of an employee to sign and return his/her contract by the Thirtieth (30th) day shall operate as a resignation, and steps will immediately begin to fill that vacated position.

Given this, the 6th day of May, 2016

\_\_\_\_\_  
Party of the Second Part (Teacher)

\_\_\_\_\_  
President of the School Board

\_\_\_\_\_  
Address (Party of the Second Part)

\_\_\_\_\_  
Secretary of the School Board

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

Years of Training: College Quachita, Arkadelphia

Certificate based on Bachelor of Arts

Degree or

Semester Hours

Total years of experience 35

Years of experience in this district 35

Grade or subject to be taught Classroom Teacher

Member of Teacher Retirement Y

Social Security Number \_\_\_\_\_

### TEACHER'S CONTRACT

STATE OF ARKANSAS

COUNTY OF FRANKLIN

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

**EMPLOYMENT:** The Party of the First Part by a majority vote of the directors present at a legally held meeting on the 25th day of April, 2016 agrees to employ Shelby, Marcella Party of the Second Part as provided herein:

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

Classroom Teacher

**TIME:** The period covered by this contract is: \_\_\_\_\_ Months of school; 191 Days of school; \_\_\_\_\_ Calendar months; From 8/1/2016 to 5/23/2017

**COMPENSATION FOR SERVICES:** Annual compensation under this contract is \$ 54,870.00 to be paid in 12 installments.

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

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

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

**TERMINATION:** \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**OTHER CONDITIONS OF EMPLOYMENT:**

Step/Range POS on Salary Schedule is 29.00 / 01

FTE: 1 Budget Unit: 1000111000600000

Other Duties as Assigned by the Administration.

Pursuant to Arkansas Law, you have thirty (30) calendar days from the date of this contract to sign and return your contract of employment to the office of the Supt. Failure of an employee to sign and return his/her contract by the Thirtieth (30th) day shall operate as a resignation, and steps will immediately begin to fill that vacated position.

Given this, the 6th day of May, 2016

\_\_\_\_\_  
Party of the Second Part (Teacher)

\_\_\_\_\_  
President of the School Board

\_\_\_\_\_  
Address (Party of the Second Part)

\_\_\_\_\_  
Secretary of the School Board

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

Years of Training: College AR Tech U Russellville

Certificate based on Bachelor + 12

Degree or

Semester Hours

Total years of experience 26

Years of experience in this district 26

Grade or subject to be taught Classroom Teacher

Member of Teacher Retirement Y

Social Security Number \_\_\_\_\_

### TEACHER'S CONTRACT

STATE OF ARKANSAS

COUNTY OF FRANKLIN

**PARTIES:** The Charleston School District, Party of the First Part, and Sparks, Cynthia Dawnette, Party of the Second Part, agree as follows:

**EMPLOYMENT:** The Party of the First Part by a majority vote of the directors present at a legally held meeting on the 25th day of April, 2016 agrees to employ Sparks, Cynthia Dawnette Party of the Second Part as provided herein:

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

Classroom Teacher

**TIME:** The period covered by this contract is: \_\_\_\_\_ Months of school; 191 Days of school; \_\_\_\_\_ Calendar months; From 8/1/2016 to 5/23/2017

**COMPENSATION FOR SERVICES:** Annual compensation under this contract is \$ 54,232.00 to be paid in 12 installments.

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

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

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

**TERMINATION:** \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**OTHER CONDITIONS OF EMPLOYMENT:**

Step/Range POS on Salary Schedule is 27.00 / 02

FTE: 1 Budget Unit: 1000112000600000

Other Duties as Assigned by the Administration.

Pursuant to Arkansas Law, you have thirty (30) calendar days from the date of this contract to sign and return your contract of employment to the office of the Supt. Failure of an employee to sign and return his/her contract by the Thirtieth (30th) day shall operate as a resignation, and steps will immediately begin to fill that vacated position.

Given this, the 6th day of May, 2016

\_\_\_\_\_  
Party of the Second Part (Teacher)

\_\_\_\_\_  
President of the School Board

\_\_\_\_\_  
Address (Party of the Second Part)

\_\_\_\_\_  
Secretary of the School Board



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

Years of Training: College ASU, State University  
Certificate based on Masters Degree or  
Semester Hours

Total years of experience 5  
Years of experience in this district 3  
Grade or subject to be taught Classroom Teacher  
Member of Teacher Retirement Y

Social Security Number \_\_\_\_\_

### TEACHER'S CONTRACT

STATE OF ARKANSAS

COUNTY OF FRANKLIN

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

**EMPLOYMENT:** The Party of the First Part by a majority vote of the directors present at a legally held meeting on the 25th day of April, 2016 agrees to employ Stewart, Matthew C Party of the Second Part as provided herein:

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

Classroom Teacher  
Asst Coach

**TIME:** The period covered by this contract is: \_\_\_\_\_ Months of school; 206 Days of school; \_\_\_\_\_ Calendar months; From 7/5/2016 to 6/8/2017

**COMPENSATION FOR SERVICES:** Annual compensation under this contract is \$ 53,564.00 to be paid in 12 installments.

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

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

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

**TERMINATION:** \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**OTHER CONDITIONS OF EMPLOYMENT:**

Step/Range POS on Salary Schedule is 6.00 / 04  
FTE: 1 Budget Unit: 1000114000700000,10001150071150  
Other Duties as Assigned by the Administration.

Pursuant to Arkansas Law, you have thirty (30) calendar days from the date of this contract to sign and return your contract of employment to the office of the Supt. Failure of an employee to sign and return his/her contract by the Thirtieth (30th) day shall operate as a resignation, and steps will immediately begin to fill that vacated position.

Given this, the 6th day of May, 2016

\_\_\_\_\_  
Party of the Second Part (Teacher)

\_\_\_\_\_  
President of the School Board

\_\_\_\_\_  
Address (Party of the Second Part)

\_\_\_\_\_  
Secretary of the School Board

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

Years of Training: College UA Fort Smith

Certificate based on Bachelor of Arts

Degree or

Semester Hours

Total years of experience 12

Years of experience in this district 3

Grade or subject to be taught Classroom Teacher

Member of Teacher Retirement Y

Social Security Number \_\_\_\_\_

### TEACHER'S CONTRACT

STATE OF ARKANSAS

COUNTY OF FRANKLIN

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

**EMPLOYMENT:** The Party of the First Part by a majority vote of the directors present at a legally held meeting on the 25th day of April, 2016 agrees to employ Wibbing, Candice Party of the Second Part as provided herein:

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

Classroom Teacher

**TIME:** The period covered by this contract is: \_\_\_\_\_ Months of school; 191 Days of school; \_\_\_\_\_ Calendar months; From 8/1/2016 to 5/23/2017

**COMPENSATION FOR SERVICES:** Annual compensation under this contract is \$ 44,659.00 to be paid in 12 installments.

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

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

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

**TERMINATION:** \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**OTHER CONDITIONS OF EMPLOYMENT:**

Step/Range POS on Salary Schedule is 13.00 / 01

FTE: 1 Budget Unit: 1000112000600000

Other Duties as Assigned by the Administration.

Pursuant to Arkansas Law, you have thirty (30) calendar days from the date of this contract to sign and return your contract of employment to the office of the Supt. Failure of an employee to sign and return his/her contract by the Thirtieth (30th) day shall operate as a resignation, and steps will immediately begin to fill that vacated position.

Given this, the 6th day of May, 2016

\_\_\_\_\_  
Party of the Second Part (Teacher)

\_\_\_\_\_  
President of the School Board

\_\_\_\_\_  
Address (Party of the Second Part)

\_\_\_\_\_  
Secretary of the School Board

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

Years of Training: College Arizona

Certificate based on Masters

Degree or

Semester Hours

Total years of experience 3

Years of experience in this district 3

Grade or subject to be taught Classroom Teacher

Member of Teacher Retirement Y

Social Security Number \_\_\_\_\_

## TEACHER'S CONTRACT

STATE OF ARKANSAS

COUNTY OF FRANKLIN

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

**EMPLOYMENT:** The Party of the First Part by a majority vote of the directors present at a legally held meeting on the 25th day of April, 2016 agrees to employ Cadena, Natalie Party of the Second Part as provided herein:

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

Classroom Teacher

**TIME:** The period covered by this contract is: \_\_\_\_\_ Months of school; 191 Days of school; \_\_\_\_\_ Calendar months; From 8/1/2016 to 5/23/2017

**COMPENSATION FOR SERVICES:** Annual compensation under this contract is \$ 42,744.00 to be paid in 12 installments.

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

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

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

**TERMINATION:** \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

### OTHER CONDITIONS OF EMPLOYMENT:

Step/Range POS on Salary Schedule is 5.00 / 04

FTE: 1 Budget Unit: 1000122000620000,100012200072000

Other Duties as Assigned by the Administration.

Pursuant to Arkansas Law, you have thirty (30) calendar days from the date of this contract to sign and return your contract of employment to the office of the Supt. Failure of an employee to sign and return his/her contract by the Thirtieth (30th) day shall operate as a resignation, and steps will immediately begin to fill that vacated position.

Given this, the 6th day of May, 2016

\_\_\_\_\_  
Party of the Second Part (Teacher)

\_\_\_\_\_  
President of the School Board

\_\_\_\_\_  
Address (Party of the Second Part)

\_\_\_\_\_  
Secretary of the School Board

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

Years of Training: College UA, Fort Smith

Certificate based on Bachelor of Arts

Degree or

Semester Hours

Total years of experience 3

Years of experience in this district 3

Grade or subject to be taught Classroom Teacher

Member of Teacher Retirement Y

Social Security Number \_\_\_\_\_

### TEACHER'S CONTRACT

STATE OF ARKANSAS

COUNTY OF FRANKLIN

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

**EMPLOYMENT:** The Party of the First Part by a majority vote of the directors present at a legally held meeting on the 25th day of April, 2016 agrees to employ Edwards, Jordyn L Party of the Second Part as provided herein:

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

Classroom Teacher  
Junior Class 500.00  
Quiz Bowl 729.00

**TIME:** The period covered by this contract is: \_\_\_\_\_ Months of school; 191 Days of school; \_\_\_\_\_ Calendar months; From 8/1/2016 to 5/23/2017

**COMPENSATION FOR SERVICES:** Annual compensation under this contract is \$ 40,144.00 to be paid in 12 installments.

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

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

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

**TERMINATION:** \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**OTHER CONDITIONS OF EMPLOYMENT:**

Step/Range POS on Salary Schedule is 4.00 / 01  
FTE: 1 Budget Unit: 1000114000700000,100019100072700  
Other Duties as Assigned by the Administration.

Pursuant to Arkansas Law, you have thirty (30) calendar days from the date of this contract to sign and return your contract of employment to the office of the Supt. Failure of an employee to sign and return his/her contract by the Thirtieth (30th) day shall operate as a resignation, and steps will immediately begin to fill that vacated position.

Given this, the 6th day of May, 2016

\_\_\_\_\_  
Party of the Second Part (Teacher)

\_\_\_\_\_  
President of the School Board

\_\_\_\_\_  
Address (Party of the Second Part)

\_\_\_\_\_  
Secretary of the School Board

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

Years of Training: College UA, Fort Smith

Certificate based on Bachelor of Arts

Degree or

Semester Hours

Total years of experience 5

Years of experience in this district 5

Grade or subject to be taught Classroom Teacher

Member of Teacher Retirement Y

Social Security Number \_\_\_\_\_

## TEACHER'S CONTRACT

STATE OF ARKANSAS

COUNTY OF FRANKLIN

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

**EMPLOYMENT:** The Party of the First Part by a majority vote of the directors present at a legally held meeting on the 25th day of April, 2016 agrees to employ Ketter, Sabrina D Party of the Second Part as provided herein:

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

Classroom Teacher

**TIME:** The period covered by this contract is: \_\_\_\_\_ Months of school; 191 Days of school; \_\_\_\_\_ Calendar months; From 8/1/2016 to 5/23/2017

**COMPENSATION FOR SERVICES:** Annual compensation under this contract is \$ 40,191.00 to be paid in 12 installments.

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

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

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

**TERMINATION:** \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

### OTHER CONDITIONS OF EMPLOYMENT:

Step/Range POS on Salary Schedule is 6.00 / 01

FTE: 1 Budget Unit: 1000112000600000

Other Duties as Assigned by the Administration.

Pursuant to Arkansas Law, you have thirty (30) calendar days from the date of this contract to sign and return your contract of employment to the office of the Supt. Failure of an employee to sign and return his/her contract by the Thirtieth (30th) day shall operate as a resignation, and steps will immediately begin to fill that vacated position.

Given this, the 6th day of May, 2016

\_\_\_\_\_  
Party of the Second Part (Teacher)

\_\_\_\_\_  
President of the School Board

\_\_\_\_\_  
Address (Party of the Second Part)

\_\_\_\_\_  
Secretary of the School Board

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

Years of Training: College AR Tech U Russellville

Certificate based on Bachelor of Arts

Degree or

Semester Hours

Total years of experience 26

Years of experience in this district 25

Grade or subject to be taught Classroom Teacher

Member of Teacher Retirement Y

Social Security Number \_\_\_\_\_

### TEACHER'S CONTRACT

STATE OF ARKANSAS

COUNTY OF FRANKLIN

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

**EMPLOYMENT:** The Party of the First Part by a majority vote of the directors present at a legally held meeting on the 25th day of April, 2016 agrees to employ Rainwater, Dana Party of the Second Part as provided herein:

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

Classroom Teacher

**TIME:** The period covered by this contract is: \_\_\_\_\_ Months of school; 191 Days of school; \_\_\_\_\_ Calendar months; From 8/1/2016 to 5/23/2017

**COMPENSATION FOR SERVICES:** Annual compensation under this contract is \$ 53,594.00 to be paid in 12 installments.

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

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

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

**TERMINATION:** \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**OTHER CONDITIONS OF EMPLOYMENT:**

Step/Range POS on Salary Schedule is 27.00 / 01

FTE: 1 Budget Unit: 1000112000600000

Other Duties as Assigned by the Administration.

Pursuant to Arkansas Law, you have thirty (30) calendar days from the date of this contract to sign and return your contract of employment to the office of the Supt. Failure of an employee to sign and return his/her contract by the Thirtieth (30th) day shall operate as a resignation, and steps will immediately begin to fill that vacated position.

Given this, the 6th day of May, 2016

\_\_\_\_\_  
Party of the Second Part (Teacher)

\_\_\_\_\_  
President of the School Board

\_\_\_\_\_  
Address (Party of the Second Part)

\_\_\_\_\_  
Secretary of the School Board

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

Years of Training: College UA Fort Smith

Certificate based on Bachelor of Arts

Degree or

Semester Hours

Total years of experience 6

Years of experience in this district 4

Grade or subject to be taught Classroom Teacher

Member of Teacher Retirement Y

Social Security Number \_\_\_\_\_

### TEACHER'S CONTRACT

STATE OF ARKANSAS

COUNTY OF FRANKLIN

**PARTIES:** The Charleston School District, Party of the First Part, and Stewart, Rachel E., Party of the Second Part, agree as follows:

**EMPLOYMENT:** The Party of the First Part by a majority vote of the directors present at a legally held meeting on the 25th day of April, 2016 agrees to employ Stewart, Rachel E. Party of the Second Part as provided herein:

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

Classroom Teacher

**TIME:** The period covered by this contract is: \_\_\_\_\_ Months of school; 191 Days of school; \_\_\_\_\_ Calendar months; From 8/1/2016 to 5/23/2017

**COMPENSATION FOR SERVICES:** Annual compensation under this contract is \$ 40,829.00 to be paid in 12 installments.

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

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

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

**TERMINATION:** \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**OTHER CONDITIONS OF EMPLOYMENT:**

Step/Range POS on Salary Schedule is 7.00 / 01

FTE: 1 Budget Unit: 1000112000600000

Other Duties as Assigned by the Administration.

Pursuant to Arkansas Law, you have thirty (30) calendar days from the date of this contract to sign and return your contract of employment to the office of the Supt. Failure of an employee to sign and return his/her contract by the Thirtieth (30th) day shall operate as a resignation, and steps will immediately begin to fill that vacated position.

Given this, the 6th day of May, 2016

\_\_\_\_\_  
Party of the Second Part (Teacher)

\_\_\_\_\_  
President of the School Board

\_\_\_\_\_  
Address (Party of the Second Part)

\_\_\_\_\_  
Secretary of the School Board

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

Years of Training: College UA, Fayetteville

Certificate based on Masters + 30

Degree or

Semester Hours

Social Security Number \_\_\_\_\_

Total years of experience 35

Years of experience in this district 32

Grade or subject to be taught Superintendent

Member of Teacher Retirement Y

### TEACHER'S CONTRACT

STATE OF ARKANSAS

COUNTY OF FRANKLIN

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

**EMPLOYMENT:** The Party of the First Part by a majority vote of the directors present at a legally held meeting on the 22nd day of April, 2016 agrees to employ Stubblefield, Jeff Party of the Second Part as provided herein:

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

Superintendent

Superintendent 32,000.00

Superintendent 14,912.00

**TIME:** The period covered by this contract is: \_\_\_\_\_ Months of school; 240 Days of school; \_\_\_\_\_ Calendar months; From 7/1/2016 to 6/30/2017

**COMPENSATION FOR SERVICES:** Annual compensation under this contract is \$ 106,250.00 to be paid in 12 installments.

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

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

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

**TERMINATION:** \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**OTHER CONDITIONS OF EMPLOYMENT:**

Step/Range POS on Salary Schedule is 29.00 / 06

FTE: 1 Budget Unit: 1000232100000000

Other Duties as Assigned by the Administration.

This contract is for two years through 2018-2019.

Pursuant to Arkansas Law, you have thirty (30) calendar days from the date of this contract to sign and return your contract of employment to the office of the Supt. Failure of an employee to sign and return his/her contract by the Thirtieth (30th) day shall operate as a resignation, and steps will immediately begin to fill that vacated position.

Given this, the 6th day of May, 2016

\_\_\_\_\_  
Party of the Second Part (Teacher)

\_\_\_\_\_  
President of the School Board

\_\_\_\_\_  
Address (Party of the Second Part)

\_\_\_\_\_  
Secretary of the School Board



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

Years of Training: College AR Tech U Russellville

Certificate based on Bachelor of Arts

Degree or

Semester Hours

Total years of experience 19

Years of experience in this district 17

Grade or subject to be taught Classroom Teacher

Member of Teacher Retirement Y

Social Security Number \_\_\_\_\_

### TEACHER'S CONTRACT

STATE OF ARKANSAS

COUNTY OF FRANKLIN

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

**EMPLOYMENT:** The Party of the First Part by a majority vote of the directors present at a legally held meeting on the 25th day of April, 2016 agrees to employ Vaughan, Kirsty Party of the Second Part as provided herein:

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

Classroom Teacher  
Junior Class 500.00

**TIME:** The period covered by this contract is: \_\_\_\_\_ Months of school; 191 Days of school; \_\_\_\_\_ Calendar months; From 8/1/2016 to 5/23/2017

**COMPENSATION FOR SERVICES:** Annual compensation under this contract is \$ 49,626.00 to be paid in 12 installments.

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

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

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

**TERMINATION:** \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**OTHER CONDITIONS OF EMPLOYMENT:**

Step/Range POS on Salary Schedule is 20.00 / 01  
FTE: 1 Budget Unit: 1000114000700000,100019100072700  
Other Duties as Assigned by the Administration.

Pursuant to Arkansas Law, you have thirty (30) calendar days from the date of this contract to sign and return your contract of employment to the office of the Supt. Failure of an employee to sign and return his/her contract by the Thirtieth (30th) day shall operate as a resignation, and steps will immediately begin to fill that vacated position.

Given this, the 6th day of May, 2016

\_\_\_\_\_  
Party of the Second Part (Teacher)

\_\_\_\_\_  
President of the School Board

\_\_\_\_\_  
Address (Party of the Second Part)

\_\_\_\_\_  
Secretary of the School Board

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

Years of Training: College UCA, Conway

Certificate based on Bachelor of Arts

Degree or

Semester Hours

Total years of experience 32

Years of experience in this district 29

Grade or subject to be taught Classroom Teacher

Member of Teacher Retirement Y

Social Security Number \_\_\_\_\_

### TEACHER'S CONTRACT

STATE OF ARKANSAS

COUNTY OF FRANKLIN

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

**EMPLOYMENT:** The Party of the First Part by a majority vote of the directors present at a legally held meeting on the 25th day of April, 2016 agrees to employ Brown, Belinda Party of the Second Part as provided herein:

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

Classroom Teacher

**TIME:** The period covered by this contract is: \_\_\_\_\_ Months of school; 191 Days of school; \_\_\_\_\_ Calendar months; From 8/1/2016 to 5/23/2017

**COMPENSATION FOR SERVICES:** Annual compensation under this contract is \$ 54,870.00 to be paid in 12 installments.

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

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

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

**TERMINATION:** \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**OTHER CONDITIONS OF EMPLOYMENT:**

Step/Range POS on Salary Schedule is 29.00 / 01

FTE: 1 Budget Unit: 1000112000600000

Other Duties as Assigned by the Administration.

Pursuant to Arkansas Law, you have thirty (30) calendar days from the date of this contract to sign and return your contract of employment to the office of the Supt. Failure of an employee to sign and return his/her contract by the Thirtieth (30th) day shall operate as a resignation, and steps will immediately begin to fill that vacated position.

Given this, the 6th day of May, 2016

\_\_\_\_\_  
Party of the Second Part (Teacher)

\_\_\_\_\_  
President of the School Board

\_\_\_\_\_  
Address (Party of the Second Part)

\_\_\_\_\_  
Secretary of the School Board

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

Years of Training: College Harding Co. Searcy

Certificate based on Masters

Degree or

Semester Hours

Total years of experience 14

Years of experience in this district 12

Grade or subject to be taught Classroom - Reading

Member of Teacher Retirement Y

Social Security Number \_\_\_\_\_

### TEACHER'S CONTRACT

**STATE OF ARKANSAS**

**COUNTY OF FRANKLIN**

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

**EMPLOYMENT:** The Party of the First Part by a majority vote of the directors present at a legally held meeting on the 25th day of April, 2016 agrees to employ Crowley, Terry Party of the Second Part as provided herein:

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

Classroom Teacher  
Nat Board Cert 2,000.00

**TIME:** The period covered by this contract is: \_\_\_\_\_ Months of school; 191 Days of school; \_\_\_\_\_ Calendar months;  
From 8/1/2016 to 5/23/2017

**COMPENSATION FOR SERVICES:** Annual compensation under this contract is \$ 51,126.00 to be paid in 12 installments.

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

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

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

**TERMINATION:** \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**OTHER CONDITIONS OF EMPLOYMENT:**

Step/Range POS on Salary Schedule is 15.00 / 04

FTE: 1 Budget Unit: 6501159100600000

Other Duties as Assigned by the Administration.

Pursuant to Arkansas Law, you have thirty (30) calendar days from the date of this contract to sign and return your contract of employment to the office of the Supt. Failure of an employee to sign and return his/her contract by the Thirtieth (30th) day shall operate as a resignation, and steps will immediately begin to fill that vacated position.

Given this, the 6th day of May, 2016

\_\_\_\_\_  
Party of the Second Part (Teacher)

\_\_\_\_\_  
President of the School Board

\_\_\_\_\_  
Address (Party of the Second Part)

\_\_\_\_\_  
Secretary of the School Board

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

Years of Training: College Coll Ozarks, Clarksville

Certificate based on Masters

Degree or

Semester Hours

Total years of experience 7

Years of experience in this district 7

Grade or subject to be taught Classroom Teacher

Member of Teacher Retirement N

Social Security Number \_\_\_\_\_

### TEACHER'S CONTRACT

STATE OF ARKANSAS

COUNTY OF FRANKLIN

PARTIES: The Charleston School District, Party of the First Part, and Davidson, Rose M, Party of the Second Part, agree as follows:

EMPLOYMENT: The Party of the First Part by a majority vote of the directors present at a legally held meeting on the 25th day of April, 2016 agrees to employ Davidson, Rose M Party of the Second Part as provided herein:

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

Classroom Teacher

TIME: The period covered by this contract is: \_\_\_\_\_ Months of school; 191 Days of school; \_\_\_\_\_ Calendar months; From 8/1/2016 to 5/23/2017

COMPENSATION FOR SERVICES: Annual compensation under this contract is \$ 7,426.00 to be paid in 9 installments.

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

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

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

TERMINATION: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

#### OTHER CONDITIONS OF EMPLOYMENT:

Step/Range POS on Salary Schedule is 20.00 / 04

FTE: 0.1429 Budget Unit: 6702122000720000

Other Duties as Assigned by the Administration.

Pursuant to Arkansas Law, you have thirty (30) calendar days from the date of this contract to sign and return your contract of employment to the office of the Supt. Failure of an employee to sign and return his/her contract by the Thirtieth (30th) day shall operate as a resignation, and steps will immediately begin to fill that vacated position.

Given this, the 6th day of May, 2016

\_\_\_\_\_  
Party of the Second Part (Teacher)

\_\_\_\_\_  
President of the School Board

\_\_\_\_\_  
Address (Party of the Second Part)

\_\_\_\_\_  
Secretary of the School Board

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

Years of Training: College UA Fort Smith

Certificate based on Bachelor of Arts

Degree or

Semester Hours

Total years of experience 10

Years of experience in this district 2

Grade or subject to be taught Classroom Teacher

Member of Teacher Retirement Y

Social Security Number \_\_\_\_\_

### TEACHER'S CONTRACT

STATE OF ARKANSAS

COUNTY OF FRANKLIN

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

**EMPLOYMENT:** The Party of the First Part by a majority vote of the directors present at a legally held meeting on the 25th day of April, 2016 agrees to employ Fisher, Rachel Party of the Second Part as provided herein:

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

Classroom Teacher

**TIME:** The period covered by this contract is: \_\_\_\_\_ Months of school; 191 Days of school; \_\_\_\_\_ Calendar months; From 8/1/2016 to 5/23/2017

**COMPENSATION FOR SERVICES:** Annual compensation under this contract is \$ 43,382.00 to be paid in 12 installments.

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

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

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

**TERMINATION:** \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**OTHER CONDITIONS OF EMPLOYMENT:**

Step/Range POS on Salary Schedule is 11.00 / 01

FTE: 1 Budget Unit: 1000112000600000

Other Duties as Assigned by the Administration.

Pursuant to Arkansas Law, you have thirty (30) calendar days from the date of this contract to sign and return your contract of employment to the office of the Supt. Failure of an employee to sign and return his/her contract by the Thirtieth (30th) day shall operate as a resignation, and steps will immediately begin to fill that vacated position.

Given this, the 6th day of May, 2016

\_\_\_\_\_  
Party of the Second Part (Teacher)

\_\_\_\_\_  
President of the School Board

\_\_\_\_\_  
Address (Party of the Second Part)

\_\_\_\_\_  
Secretary of the School Board

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

Years of Training: College UA, Fort Smith

Certificate based on Bachelor of Arts

Degree or

Semester Hours

Total years of experience 8

Years of experience in this district 4

Grade or subject to be taught Classroom Teacher

Member of Teacher Retirement Y

Social Security Number \_\_\_\_\_

### TEACHER'S CONTRACT

STATE OF ARKANSAS

COUNTY OF FRANKLIN

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

**EMPLOYMENT:** The Party of the First Part by a majority vote of the directors present at a legally held meeting on the 25th day of April, 2016 agrees to employ Flynn, Michele Party of the Second Part as provided herein:

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

Classroom Teacher

**TIME:** The period covered by this contract is: \_\_\_\_\_ Months of school; 191 Days of school; \_\_\_\_\_ Calendar months; From 8/1/2016 to 5/23/2017

**COMPENSATION FOR SERVICES:** Annual compensation under this contract is \$ 42,106.00 to be paid in 12 installments.

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

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

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

**TERMINATION:** \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**OTHER CONDITIONS OF EMPLOYMENT:**

Step/Range POS on Salary Schedule is 9.00 / 01

FTE: 1 Budget Unit: 1000112000600000

Other Duties as Assigned by the Administration.

Pursuant to Arkansas Law, you have thirty (30) calendar days from the date of this contract to sign and return your contract of employment to the office of the Supt. Failure of an employee to sign and return his/her contract by the Thirtieth (30th) day shall operate as a resignation, and steps will immediately begin to fill that vacated position.

Given this, the 6th day of May, 2016

\_\_\_\_\_  
Party of the Second Part (Teacher)

\_\_\_\_\_  
President of the School Board

\_\_\_\_\_  
Address (Party of the Second Part)

\_\_\_\_\_  
Secretary of the School Board

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

Years of Training: College UA, Fayetteville

Certificate based on Masters

Degree or

Semester Hours

Total years of experience 25

Years of experience in this district 14

Grade or subject to be taught Classroom Teacher

Member of Teacher Retirement Y

Social Security Number \_\_\_\_\_

## TEACHER'S CONTRACT

STATE OF ARKANSAS

COUNTY OF FRANKLIN

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

**EMPLOYMENT:** The Party of the First Part by a majority vote of the directors present at a legally held meeting on the 25th day of April, 2016 agrees to employ Milam, Michele Party of the Second Part as provided herein:

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

Classroom Teacher

**TIME:** The period covered by this contract is: \_\_\_\_\_ Months of school; 191 Days of school; \_\_\_\_\_ Calendar months; From 8/1/2016 to 5/23/2017

**COMPENSATION FOR SERVICES:** Annual compensation under this contract is \$ 56,147.00 to be paid in 12 installments.

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

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

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

**TERMINATION:** \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

### OTHER CONDITIONS OF EMPLOYMENT:

Step/Range POS on Salary Schedule is 26.00 / 04

FTE: 1 Budget Unit: 1000112000600000

Other Duties as Assigned by the Administration.

Pursuant to Arkansas Law, you have thirty (30) calendar days from the date of this contract to sign and return your contract of employment to the office of the Supt. Failure of an employee to sign and return his/her contract by the Thirtieth (30th) day shall operate as a resignation, and steps will immediately begin to fill that vacated position.

Given this, the 6th day of May, 2016

\_\_\_\_\_  
Party of the Second Part (Teacher)

\_\_\_\_\_  
President of the School Board

\_\_\_\_\_  
Address (Party of the Second Part)

\_\_\_\_\_  
Secretary of the School Board

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

Years of Training: College UA, Fayetteville

Certificate based on Bachelor + 12

Degree or

Semester Hours

Total years of experience 21.5

Years of experience in this district 11

Grade or subject to be taught Classroom Teacher

Member of Teacher Retirement Y

Social Security Number \_\_\_\_\_

### TEACHER'S CONTRACT

STATE OF ARKANSAS

COUNTY OF FRANKLIN

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

**EMPLOYMENT:** The Party of the First Part by a majority vote of the directors present at a legally held meeting on the 25th day of April, 2016 agrees to employ Mitchum, Stacy Ann Party of the Second Part as provided herein:

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

Classroom Teacher

**TIME:** The period covered by this contract is: \_\_\_\_\_ Months of school; 191 Days of school; \_\_\_\_\_ Calendar months; From 8/1/2016 to 5/23/2017

**COMPENSATION FOR SERVICES:** Annual compensation under this contract is \$ 51,679.00 to be paid in 12 installments.

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

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

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

**TERMINATION:** \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**OTHER CONDITIONS OF EMPLOYMENT:**

Step/Range POS on Salary Schedule is 23.00 / 02

FTE: 1 Budget Unit: 1000112000600000

Other Duties as Assigned by the Administration.

Pursuant to Arkansas Law, you have thirty (30) calendar days from the date of this contract to sign and return your contract of employment to the office of the Supt. Failure of an employee to sign and return his/her contract by the Thirtieth (30th) day shall operate as a resignation, and steps will immediately begin to fill that vacated position.

Given this, the 6th day of May, 2016

\_\_\_\_\_  
Party of the Second Part (Teacher)

\_\_\_\_\_  
President of the School Board

\_\_\_\_\_  
Address (Party of the Second Part)

\_\_\_\_\_  
Secretary of the School Board



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

Years of Training: College Oklahoma

Certificate based on Bachelor + 12

Degree or

Semester Hours

Total years of experience 23

Years of experience in this district 11

Grade or subject to be taught Classroom Teacher

Member of Teacher Retirement Y

Social Security Number \_\_\_\_\_

### TEACHER'S CONTRACT

STATE OF ARKANSAS

COUNTY OF FRANKLIN

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

**EMPLOYMENT:** The Party of the First Part by a majority vote of the directors present at a legally held meeting on the 25th day of April, 2016 agrees to employ Pippin, Marsha Party of the Second Part as provided herein:

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

Classroom Teacher

**TIME:** The period covered by this contract is: \_\_\_\_\_ Months of school; 191 Days of school; \_\_\_\_\_ Calendar months; From 8/1/2016 to 5/23/2017

**COMPENSATION FOR SERVICES:** Annual compensation under this contract is \$ 52,317.00 to be paid in 12 installments.

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

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

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

**TERMINATION:** \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**OTHER CONDITIONS OF EMPLOYMENT:**

Step/Range POS on Salary Schedule is 24.00 / 02

FTE: 1 Budget Unit: 1000112000600000

Other Duties as Assigned by the Administration.

Pursuant to Arkansas Law, you have thirty (30) calendar days from the date of this contract to sign and return your contract of employment to the office of the Supt. Failure of an employee to sign and return his/her contract by the Thirtieth (30th) day shall operate as a resignation, and steps will immediately begin to fill that vacated position.

Given this, the 6th day of May, 2016

\_\_\_\_\_  
Party of the Second Part (Teacher)

\_\_\_\_\_  
President of the School Board

\_\_\_\_\_  
Address (Party of the Second Part)

\_\_\_\_\_  
Secretary of the School Board

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

Years of Training: College AR Tech U Russellville

Certificate based on Masters + 30

Degree or

Semester Hours

Total years of experience 11

Years of experience in this district 11

Grade or subject to be taught Classroom Teacher

Member of Teacher Retirement Y

Social Security Number \_\_\_\_\_

### TEACHER'S CONTRACT

STATE OF ARKANSAS

COUNTY OF FRANKLIN

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

**EMPLOYMENT:** The Party of the First Part by a majority vote of the directors present at a legally held meeting on the 25th day of April, 2016 agrees to employ Sewell, Ashley M Party of the Second Part as provided herein:

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

Classroom Teacher  
Nat Board Cert 2,000.00

**TIME:** The period covered by this contract is: \_\_\_\_\_ Months of school; 191 Days of school; \_\_\_\_\_ Calendar months; From 8/1/2016 to 5/23/2017

**COMPENSATION FOR SERVICES:** Annual compensation under this contract is \$ 50,488.00 to be paid in 12 installments.

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

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

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

**TERMINATION:** \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**OTHER CONDITIONS OF EMPLOYMENT:**

Step/Range POS on Salary Schedule is 12.00 / 06

FTE: 1 Budget Unit: 1365110500611000

Other Duties as Assigned by the Administration.

Pursuant to Arkansas Law, you have thirty (30) calendar days from the date of this contract to sign and return your contract of employment to the office of the Supt. Failure of an employee to sign and return his/her contract by the Thirtieth (30th) day shall operate as a resignation, and steps will immediately begin to fill that vacated position.

Given this, the 6th day of May, 2016

\_\_\_\_\_  
Party of the Second Part (Teacher)

\_\_\_\_\_  
President of the School Board

\_\_\_\_\_  
Address (Party of the Second Part)

\_\_\_\_\_  
Secretary of the School Board

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

Years of Training: College UA, Fayetteville

Certificate based on Bachelor + 12

Degree or

Semester Hours

Total years of experience 36

Years of experience in this district 36

Grade or subject to be taught Classroom Teacher

Member of Teacher Retirement Y

Social Security Number \_\_\_\_\_

### TEACHER'S CONTRACT

STATE OF ARKANSAS

COUNTY OF FRANKLIN

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

**EMPLOYMENT:** The Party of the First Part by a majority vote of the directors present at a legally held meeting on the 25th day of April, 2016 agrees to employ Sharpe, Sharon Party of the Second Part as provided herein:

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

Classroom Teacher

**TIME:** The period covered by this contract is: \_\_\_\_\_ Months of school; 191 Days of school; \_\_\_\_\_ Calendar months; From 8/1/2016 to 5/23/2017

**COMPENSATION FOR SERVICES:** Annual compensation under this contract is \$ 55,508.00 to be paid in 12 installments.

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

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

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

**TERMINATION:** \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**OTHER CONDITIONS OF EMPLOYMENT:**

Step/Range POS on Salary Schedule is 29.00 / 02

FTE: 1 Budget Unit: 1000112000600000

Other Duties as Assigned by the Administration.

Pursuant to Arkansas Law, you have thirty (30) calendar days from the date of this contract to sign and return your contract of employment to the office of the Supt. Failure of an employee to sign and return his/her contract by the Thirtieth (30th) day shall operate as a resignation, and steps will immediately begin to fill that vacated position.

Given this, the 6th day of May, 2016

\_\_\_\_\_  
Party of the Second Part (Teacher)

\_\_\_\_\_  
President of the School Board

\_\_\_\_\_  
Address (Party of the Second Part)

\_\_\_\_\_  
Secretary of the School Board

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

Years of Training: College ASU, State University

Certificate based on Bachelor + 24

Degree or

Semester Hours

Total years of experience 41

Years of experience in this district 30

Grade or subject to be taught Classroom Teacher

Member of Teacher Retirement Y

Social Security Number \_\_\_\_\_

### TEACHER'S CONTRACT

STATE OF ARKANSAS

COUNTY OF FRANKLIN

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

**EMPLOYMENT:** The Party of the First Part by a majority vote of the directors present at a legally held meeting on the 25th day of April, 2016 agrees to employ Abbott, Susan Party of the Second Part as provided herein:

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

Classroom Teacher

**TIME:** The period covered by this contract is: \_\_\_\_\_ Months of school; 191 Days of school; \_\_\_\_\_ Calendar months; From 8/1/2016 to 5/23/2017

**COMPENSATION FOR SERVICES:** Annual compensation under this contract is \$ 56,147.00 to be paid in 12 installments.

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

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

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

**TERMINATION:** \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**OTHER CONDITIONS OF EMPLOYMENT:**

Step/Range POS on Salary Schedule is 29.00 / 03

FTE: 1 Budget Unit: 1000122000620000

Other Duties as Assigned by the Administration.

Pursuant to Arkansas Law, you have thirty (30) calendar days from the date of this contract to sign and return your contract of employment to the office of the Supt. Failure of an employee to sign and return his/her contract by the Thirtieth (30th) day shall operate as a resignation, and steps will immediately begin to fill that vacated position.

Given this, the 6th day of May, 2016

\_\_\_\_\_  
Party of the Second Part (Teacher)

\_\_\_\_\_  
President of the School Board

\_\_\_\_\_  
Address (Party of the Second Part)

\_\_\_\_\_  
Secretary of the School Board

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

Years of Training: College AR Tech U Russellville

Certificate based on Bachelor + 24

Degree or

Semester Hours

Total years of experience 4

Years of experience in this district 4

Grade or subject to be taught Classroom Teacher

Member of Teacher Retirement Y

Social Security Number \_\_\_\_\_

### TEACHER'S CONTRACT

STATE OF ARKANSAS

COUNTY OF FRANKLIN

PARTIES: The Charleston School District, Party of the First Part, and Barnett, Macy L., Party of the Second Part, agree as follows:

EMPLOYMENT: The Party of the First Part by a majority vote of the directors present at a legally held meeting on the 25th day of April, 2016 agrees to employ Barnett, Macy L. Party of the Second Part as provided herein:

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

Classroom Teacher

TIME: The period covered by this contract is: \_\_\_\_\_ Months of school; 191 Days of school; \_\_\_\_\_ Calendar months; From 8/1/2016 to 5/23/2017

COMPENSATION FOR SERVICES: Annual compensation under this contract is \$ 40,829.00 to be paid in 12 installments.

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

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

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

TERMINATION: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

#### OTHER CONDITIONS OF EMPLOYMENT:

Step/Range POS on Salary Schedule is 5.00 / 03

FTE: 1 Budget Unit: 1000112000600000,100011400070000

Other Duties as Assigned by the Administration.

Pursuant to Arkansas Law, you have thirty (30) calendar days from the date of this contract to sign and return your contract of employment to the office of the Supt. Failure of an employee to sign and return his/her contract by the Thirtieth (30th) day shall operate as a resignation, and steps will immediately begin to fill that vacated position.

Given this, the 6th day of May, 2016

\_\_\_\_\_  
Party of the Second Part (Teacher)

\_\_\_\_\_  
President of the School Board

\_\_\_\_\_  
Address (Party of the Second Part)

\_\_\_\_\_  
Secretary of the School Board

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

Years of Training: College AR Tech U Russellville

Certificate based on Bachelor of Arts

Degree or

Semester Hours

Total years of experience 1

Years of experience in this district 1

Grade or subject to be taught Classroom Teacher

Member of Teacher Retirement Y

Social Security Number \_\_\_\_\_

### TEACHER'S CONTRACT

STATE OF ARKANSAS

COUNTY OF FRANKLIN

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

**EMPLOYMENT:** The Party of the First Part by a majority vote of the directors present at a legally held meeting on the 25th day of April, 2016 agrees to employ Bolyard, Tara Party of the Second Part as provided herein:

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

Classroom Teacher

**TIME:** The period covered by this contract is: \_\_\_\_\_ Months of school; 191 Days of school; \_\_\_\_\_ Calendar months; From 8/1/2016 to 5/23/2017

**COMPENSATION FOR SERVICES:** Annual compensation under this contract is \$ 37,638.0 to be paid in 12 installments.

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

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

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

**TERMINATION:** \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**OTHER CONDITIONS OF EMPLOYMENT:**

Step/Range POS on Salary Schedule is 2.00 / 01

FTE: 1 Budget Unit: 1000111000600000

Other Duties as Assigned by the Administration.

Pursuant to Arkansas Law, you have thirty (30) calendar days from the date of this contract to sign and return your contract of employment to the office of the Supt. Failure of an employee to sign and return his/her contract by the Thirtieth (30th) day shall operate as a resignation, and steps will immediately begin to fill that vacated position.

Given this, the 6th day of May, 2016

\_\_\_\_\_  
Party of the Second Part (Teacher)

\_\_\_\_\_  
President of the School Board

\_\_\_\_\_  
Address (Party of the Second Part)

\_\_\_\_\_  
Secretary of the School Board

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

Years of Training: College UCA, Conway

Certificate based on Bachelor of Arts

Degree or

Semester Hours

Total years of experience 30

Years of experience in this district 29

Grade or subject to be taught Classroom Teacher

Member of Teacher Retirement Y

Social Security Number \_\_\_\_\_

### TEACHER'S CONTRACT

STATE OF ARKANSAS

COUNTY OF FRANKLIN

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

**EMPLOYMENT:** The Party of the First Part by a majority vote of the directors present at a legally held meeting on the 25th day of April, 2016 agrees to employ Brown, Sammie Party of the Second Part as provided herein:

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

Classroom Teacher

**TIME:** The period covered by this contract is: \_\_\_\_\_ Months of school; 191 Days of school; \_\_\_\_\_ Calendar months; From 8/1/2016 to 5/23/2017

**COMPENSATION FOR SERVICES:** Annual compensation under this contract is \$ 54,870.00 to be paid in 12 installments.

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

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

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

**TERMINATION:** \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**OTHER CONDITIONS OF EMPLOYMENT:**

Step/Range POS on Salary Schedule is 29.00 / 01

FTE: 1 Budget Unit: 1000114000700000

Other Duties as Assigned by the Administration.

Pursuant to Arkansas Law, you have thirty (30) calendar days from the date of this contract to sign and return your contract of employment to the office of the Supt. Failure of an employee to sign and return his/her contract by the Thirtieth (30th) day shall operate as a resignation, and steps will immediately begin to fill that vacated position.

Given this, the 6th day of May, 2016

\_\_\_\_\_  
Party of the Second Part (Teacher)

\_\_\_\_\_  
President of the School Board

\_\_\_\_\_  
Address (Party of the Second Part)

\_\_\_\_\_  
Secretary of the School Board

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

Years of Training: College UA, Fayetteville

Certificate based on Masters + 15

Degree or

Semester Hours

Total years of experience 30

Years of experience in this district 23

Grade or subject to be taught Curriculum Supv

Member of Teacher Retirement Y

Social Security Number \_\_\_\_\_

### TEACHER'S CONTRACT

STATE OF ARKANSAS

COUNTY OF FRANKLIN

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

**EMPLOYMENT:** The Party of the First Part by a majority vote of the directors present at a legally held meeting on the 22nd day of February, 2016 agrees to employ Brown, Susan Party of the Second Part as provided herein:

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

Curr Supv/Fed Prog  
Fed Coord/Curr 19,629.00  
ES/HS Parent Fac 500.00

**TIME:** The period covered by this contract is: \_\_\_\_\_ Months of school; 220 Days of school; \_\_\_\_\_ Calendar months;  
From 7/14/2016 to 6/16/2017

**COMPENSATION FOR SERVICES:** Annual compensation under this contract is \$ 78,829.00 to be paid in 12 installments.

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

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

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

**TERMINATION:** \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**OTHER CONDITIONS OF EMPLOYMENT:**

Step/Range POS on Salary Schedule is 29.00 / 05  
FTE: 1 Budget Unit: 6501232400000000,656211050061100,128122120000090  
Other Duties as Assigned by the Administration.  
This contract is for two years through 2017-2018.

Pursuant to Arkansas Law, you have thirty (30) calendar days from the date of this contract to sign and return your contract of employment to the office of the Supt. Failure of an employee to sign and return his/her contract by the Thirtieth (30th) day shall operate as a resignation, and steps will immediately begin to fill that vacated position.

Given this, the 6th day of May, 2016

\_\_\_\_\_  
Party of the Second Part (Teacher)

\_\_\_\_\_  
President of the School Board

\_\_\_\_\_  
Address (Party of the Second Part)

\_\_\_\_\_  
Secretary of the School Board



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

Years of Training: College AR Tech U Russellville

Certificate based on Bachelor + 24

Degree or

Semester Hours

Total years of experience 38

Years of experience in this district 38

Grade or subject to be taught Classroom Teacher

Member of Teacher Retirement Y

Social Security Number \_\_\_\_\_

### TEACHER'S CONTRACT

STATE OF ARKANSAS

COUNTY OF FRANKLIN

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

**EMPLOYMENT:** The Party of the First Part by a majority vote of the directors present at a legally held meeting on the 25th day of April, 2016 agrees to employ Flynn, Debra Party of the Second Part as provided herein:

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

Classroom Teacher

**TIME:** The period covered by this contract is: \_\_\_\_\_ Months of school; 206 Days of school; \_\_\_\_\_ Calendar months; From 7/18/2016 to 5/31/2017

**COMPENSATION FOR SERVICES:** Annual compensation under this contract is \$ 60,556.45 to be paid in 12 installments.

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

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

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

**TERMINATION:** \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**OTHER CONDITIONS OF EMPLOYMENT:**

Step/Range POS on Salary Schedule is 29.00 / 03

FTE: 1 Budget Unit: 1000136000700000

Other Duties as Assigned by the Administration.

Pursuant to Arkansas Law, you have thirty (30) calendar days from the date of this contract to sign and return your contract of employment to the office of the Supt. Failure of an employee to sign and return his/her contract by the Thirtieth (30th) day shall operate as a resignation, and steps will immediately begin to fill that vacated position.

Given this, the 6th day of May, 2016

\_\_\_\_\_  
Party of the Second Part (Teacher)

\_\_\_\_\_  
President of the School Board

\_\_\_\_\_  
Address (Party of the Second Part)

\_\_\_\_\_  
Secretary of the School Board

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

Years of Training: College ASU, State University

Certificate based on Masters

Degree or

Semester Hours

Total years of experience 16

Years of experience in this district 8

Grade or subject to be taught Classroom Teacher

Member of Teacher Retirement Y

Social Security Number \_\_\_\_\_

### TEACHER'S CONTRACT

STATE OF ARKANSAS

COUNTY OF FRANKLIN

**PARTIES:** The Charleston School District, Party of the First Part, and Haney, Angela L., Party of the Second Part, agree as follows:

**EMPLOYMENT:** The Party of the First Part by a majority vote of the directors present at a legally held meeting on the 25th day of April, 2016 agrees to employ Haney, Angela L. Party of the Second Part as provided herein:

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

Classroom Teacher

**TIME:** The period covered by this contract is: \_\_\_\_\_ Months of school; 191 Days of school; \_\_\_\_\_ Calendar months; From 8/1/2016 to 5/23/2017

**COMPENSATION FOR SERVICES:** Annual compensation under this contract is \$ 50,403.00 to be paid in 12 installments.

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

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

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

**TERMINATION:** \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**OTHER CONDITIONS OF EMPLOYMENT:**

Step/Range POS on Salary Schedule is 17.00 / 04

FTE: 1 Budget Unit: 1000114000700000

Other Duties as Assigned by the Administration.

Pursuant to Arkansas Law, you have thirty (30) calendar days from the date of this contract to sign and return your contract of employment to the office of the Supt. Failure of an employee to sign and return his/her contract by the Thirtieth (30th) day shall operate as a resignation, and steps will immediately begin to fill that vacated position.

Given this, the 6th day of May, 2016

\_\_\_\_\_  
Party of the Second Part (Teacher)

\_\_\_\_\_  
President of the School Board

\_\_\_\_\_  
Address (Party of the Second Part)

\_\_\_\_\_  
Secretary of the School Board

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

Years of Training: College

Certificate based on Bachelor of Arts

Degree or

Semester Hours

Total years of experience 19

Years of experience in this district 0

Grade or subject to be taught Classroom Teacher

Member of Teacher Retirement Y

Social Security Number \_\_\_\_\_

### TEACHER'S CONTRACT

### STATE OF ARKANSAS

### COUNTY OF FRANKLIN

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

**EMPLOYMENT:** The Party of the First Part by a majority vote of the directors present at a legally held meeting on the 10th day of June, 2016 agrees to employ Harper, Sarah Party of the Second Part as provided herein:

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

Classroom Teacher

**TIME:** The period covered by this contract is: \_\_\_\_\_ Months of school; 191 Days of school; \_\_\_\_\_ Calendar months; From 8/1/2016 to 5/23/2017

**COMPENSATION FOR SERVICES:** Annual compensation under this contract is \$ 49,126.00 to be paid in 12 installments.

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

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

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

**TERMINATION:** \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

#### OTHER CONDITIONS OF EMPLOYMENT:

Step/Range POS on Salary Schedule is

FTE: Budget Unit:

Other Duties as Assigned by the Administration.

Continued employment contingent upon obtaining Language Arts certification within 3 years.

Pursuant to Arkansas Law, you have thirty (30) calendar days from the date of this contract to sign and return your contract of employment to the office of the Supt. Failure of an employee to sign and return his/her contract by the Thirtieth (30th) day shall operate as a resignation, and steps will immediately begin to fill that vacated position.

Given this, the day of , 2016

\_\_\_\_\_  
Party of the Second Part (Teacher)

\_\_\_\_\_  
President of the School Board

\_\_\_\_\_  
Address (Party of the Second Part)

\_\_\_\_\_  
Secretary of the School Board

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

Years of Training: College AR Tech U Russellville

Certificate based on Bachelor of Arts

Degree or

Semester Hours

Total years of experience 3

Years of experience in this district 1

Grade or subject to be taught Classroom Teacher

Member of Teacher Retirement Y

Social Security Number \_\_\_\_\_

### TEACHER'S CONTRACT

STATE OF ARKANSAS

COUNTY OF FRANKLIN

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

**EMPLOYMENT:** The Party of the First Part by a majority vote of the directors present at a legally held meeting on the 25th day of April, 2016 agrees to employ Harris, Katie Party of the Second Part as provided herein:

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

Classroom Teacher

**TIME:** The period covered by this contract is: \_\_\_\_\_ Months of school; 191 Days of school; \_\_\_\_\_ Calendar months; From 8/1/2016 to 5/23/2017

**COMPENSATION FOR SERVICES:** Annual compensation under this contract is \$ 33,354.05 to be paid in 12 installments.

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

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

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

**TERMINATION:** \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**OTHER CONDITIONS OF EMPLOYMENT:**

Step/Range POS on Salary Schedule is 4.00 / 01

FTE: 0.8570999999999997 Budget Unit: 1000112000600000,650115910060000

Other Duties as Assigned by the Administration.

Pursuant to Arkansas Law, you have thirty (30) calendar days from the date of this contract to sign and return your contract of employment to the office of the Supt. Failure of an employee to sign and return his/her contract by the Thirtieth (30th) day shall operate as a resignation, and steps will immediately begin to fill that vacated position.

Given this, the 6th day of May, 2016

\_\_\_\_\_  
Party of the Second Part (Teacher)

\_\_\_\_\_  
President of the School Board

\_\_\_\_\_  
Address (Party of the Second Part)

\_\_\_\_\_  
Secretary of the School Board

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

Years of Training: College OK Baptist University

Certificate based on Masters

Degree or

Semester Hours

Total years of experience 1

Years of experience in this district 0

Grade or subject to be taught Classroom Teacher

Member of Teacher Retirement Y

Social Security Number \_\_\_\_\_

## TEACHER'S CONTRACT

STATE OF ARKANSAS

COUNTY OF FRANKLIN

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

**EMPLOYMENT:** The Party of the First Part by a majority vote of the directors present at a legally held meeting on the 23rd day of May, 2016 agrees to employ Hudson, Emily Party of the Second Part as provided herein:

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

Classroom Teacher

**TIME:** The period covered by this contract is: \_\_\_\_\_ Months of school; 191 Days of school; \_\_\_\_\_ Calendar months; From 8/1/2016 to 5/23/2017

**COMPENSATION FOR SERVICES:** Annual compensation under this contract is \$ 40,829.00 to be paid in 12 installments.

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

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

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

**TERMINATION:** \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

### OTHER CONDITIONS OF EMPLOYMENT:

Step/Range POS on Salary Schedule is

FTE: Budget Unit:

Other Duties as Assigned by the Administration.

Pursuant to Arkansas Law, you have thirty (30) calendar days from the date of this contract to sign and return your contract of employment to the office of the Supt. Failure of an employee to sign and return his/her contract by the Thirtieth (30th) day shall operate as a resignation, and steps will immediately begin to fill that vacated position.

Given this, the 23rd day of May, 2016

\_\_\_\_\_  
Party of the Second Part (Teacher)

\_\_\_\_\_  
President of the School Board

\_\_\_\_\_  
Address (Party of the Second Part)

\_\_\_\_\_  
Secretary of the School Board

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

Years of Training: College

Certificate based on Bachelor of Arts

Degree or

Semester Hours

Total years of experience 1

Years of experience in this district 0

Grade or subject to be taught Classroom Teacher

Member of Teacher Retirement Y

Social Security Number \_\_\_\_\_

### TEACHER'S CONTRACT

**STATE OF ARKANSAS**

**COUNTY OF FRANKLIN**

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

**EMPLOYMENT:** The Party of the First Part by a majority vote of the directors present at a legally held meeting on the 23rd day of May, 2016 agrees to employ Noble, Kelsey Party of the Second Part as provided herein:

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

Classroom Teacher

**TIME:** The period covered by this contract is: \_\_\_\_\_ Months of school; 191 Days of school; \_\_\_\_\_ Calendar months; From 8/1/2016 to 5/23/2017

**COMPENSATION FOR SERVICES:** Annual compensation under this contract is \$ 37,638.00 to be paid in 12 installments.

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

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

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

**TERMINATION:** \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**OTHER CONDITIONS OF EMPLOYMENT:**

Step/Range POS on Salary Schedule is

FTE: Budget Unit:

Other Duties as Assigned by the Administration.

Pursuant to Arkansas Law, you have thirty (30) calendar days from the date of this contract to sign and return your contract of employment to the office of the Supt. Failure of an employee to sign and return his/her contract by the Thirtieth (30th) day shall operate as a resignation, and steps will immediately begin to fill that vacated position.

Given this, the 29th day of May, 2016

\_\_\_\_\_  
Party of the Second Part (Teacher)

\_\_\_\_\_  
President of the School Board

\_\_\_\_\_  
Address (Party of the Second Part)

\_\_\_\_\_  
Secretary of the School Board

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

Years of Training: College AR Tech U Russellville

Certificate based on Bachelor of Arts

Degree or

Semester Hours

Total years of experience 15

Years of experience in this district 6

Grade or subject to be taught Classroom Teacher

Member of Teacher Retirement Y

Social Security Number \_\_\_\_\_

## TEACHER'S CONTRACT

STATE OF ARKANSAS

COUNTY OF FRANKLIN

**PARTIES:** The Charleston School District, Party of the First Part, and Rachuy, Julie A., Party of the Second Part, agree as follows:

**EMPLOYMENT:** The Party of the First Part by a majority vote of the directors present at a legally held meeting on the 25th day of April, 2016 agrees to employ Rachuy, Julie A. Party of the Second Part as provided herein:

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

Classroom Teacher

Beta Club 729.00

**TIME:** The period covered by this contract is: \_\_\_\_\_ Months of school; 191 Days of school; \_\_\_\_\_ Calendar months; From 8/1/2016 to 5/23/2017

**COMPENSATION FOR SERVICES:** Annual compensation under this contract is \$ 47,302.00 to be paid in 12 installments.

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

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

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

**TERMINATION:** \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

### OTHER CONDITIONS OF EMPLOYMENT:

Step/Range POS on Salary Schedule is 16.00 / 01

FTE: 1 Budget Unit: 1000114000700000

Other Duties as Assigned by the Administration.

Pursuant to Arkansas Law, you have thirty (30) calendar days from the date of this contract to sign and return your contract of employment to the office of the Supt. Failure of an employee to sign and return his/her contract by the Thirtieth (30th) day shall operate as a resignation, and steps will immediately begin to fill that vacated position.

Given this, the 6th day of May, 2016

\_\_\_\_\_  
Party of the Second Part (Teacher)

\_\_\_\_\_  
President of the School Board

\_\_\_\_\_  
Address (Party of the Second Part)

\_\_\_\_\_  
Secretary of the School Board

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

Years of Training: College AR Tech U Russellville

Certificate based on Masters + 15

Degree or

Semester Hours

Total years of experience 29

Years of experience in this district 29

Grade or subject to be taught Classroom Teacher

Member of Teacher Retirement Y

Social Security Number \_\_\_\_\_

## TEACHER'S CONTRACT

STATE OF ARKANSAS

COUNTY OF FRANKLIN

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

**EMPLOYMENT:** The Party of the First Part by a majority vote of the directors present at a legally held meeting on the 25th day of April, 2016 agrees to employ Terry, Carole Party of the Second Part as provided herein:

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

Classroom Teacher

**TIME:** The period covered by this contract is: \_\_\_\_\_ Months of school; 191 Days of school; \_\_\_\_\_ Calendar months; From 8/1/2016 to 5/23/2017

**COMPENSATION FOR SERVICES:** Annual compensation under this contract is \$ 58,700.00 to be paid in 12 installments.

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

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

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

**TERMINATION:** \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**OTHER CONDITIONS OF EMPLOYMENT:**

Step/Range POS on Salary Schedule is 29.00 / 05

FTE: 1 Budget Unit: 1000114000700000

Other Duties as Assigned by the Administration.

Pursuant to Arkansas Law, you have thirty (30) calendar days from the date of this contract to sign and return your contract of employment to the office of the Supt. Failure of an employee to sign and return his/her contract by the Thirtieth (30th) day shall operate as a resignation, and steps will immediately begin to fill that vacated position.

Given this, the 6th day of May, 2016

\_\_\_\_\_  
Party of the Second Part (Teacher)

\_\_\_\_\_  
President of the School Board

\_\_\_\_\_  
Address (Party of the Second Part)

\_\_\_\_\_  
Secretary of the School Board



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

Years of Training: College UA, Monticello

Certificate based on Masters + 15

Degree or

Semester Hours

Total years of experience 12

Years of experience in this district 11

Grade or subject to be taught Classroom Teacher

Member of Teacher Retirement Y

Social Security Number \_\_\_\_\_

### TEACHER'S CONTRACT

STATE OF ARKANSAS

COUNTY OF FRANKLIN

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

**EMPLOYMENT:** The Party of the First Part by a majority vote of the directors present at a legally held meeting on the 25th day of April, 2016 agrees to employ Underwood, Joshua C Party of the Second Part as provided herein:

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

Teacher/Coach

AC/Head Spring 1,647.68

**TIME:** The period covered by this contract is: \_\_\_\_\_ Months of school; 206 Days of school; \_\_\_\_\_ Calendar months; From 7/5/2016 to 6/8/2017

**COMPENSATION FOR SERVICES:** Annual compensation under this contract is \$ 53,943.64 to be paid in 12 installments.

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

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

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

**TERMINATION:** \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**OTHER CONDITIONS OF EMPLOYMENT:**

Step/Range POS on Salary Schedule is 13.00 / 05  
FTE: 1 Budget Unit: 1000115000711500,100011400070000  
Other Duties as Assigned by the Administration.

Pursuant to Arkansas Law, you have thirty (30) calendar days from the date of this contract to sign and return your contract of employment to the office of the Supt. Failure of an employee to sign and return his/her contract by the Thirtieth (30th) day shall operate as a resignation, and steps will immediately begin to fill that vacated position.

Given this, the 6th day of May, 2016

\_\_\_\_\_  
Party of the Second Part (Teacher)

\_\_\_\_\_  
President of the School Board

\_\_\_\_\_  
Address (Party of the Second Part)

\_\_\_\_\_  
Secretary of the School Board

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

Years of Training: College UA, Fayetteville

Certificate based on Masters + 15

Degree or

Semester Hours

Total years of experience 24

Years of experience in this district 24

Grade or subject to be taught Counselor

Member of Teacher Retirement Y

Social Security Number \_\_\_\_\_

## TEACHER'S CONTRACT

STATE OF ARKANSAS

COUNTY OF FRANKLIN

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

**EMPLOYMENT:** The Party of the First Part by a majority vote of the directors present at a legally held meeting on the 25th day of April, 2016 agrees to employ Wisdom, Milinda Party of the Second Part as provided herein:

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

H. S. Counselor

**TIME:** The period covered by this contract is: \_\_\_\_\_ Months of school; 216 Days of school; \_\_\_\_\_ Calendar months; From 7/18/2016 to 6/14/2017

**COMPENSATION FOR SERVICES:** Annual compensation under this contract is \$ 63,496.00 to be paid in 12 installments.

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

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

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

**TERMINATION:** \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

### OTHER CONDITIONS OF EMPLOYMENT:

Step/Range POS on Salary Schedule is 25.00 / 05

FTE: 1 Budget Unit: 1000212000700000

Other Duties as Assigned by the Administration.

Pursuant to Arkansas Law, you have thirty (30) calendar days from the date of this contract to sign and return your contract of employment to the office of the Supt. Failure of an employee to sign and return his/her contract by the Thirtieth (30th) day shall operate as a resignation, and steps will immediately begin to fill that vacated position.

Given this, the 6th day of May, 2016

\_\_\_\_\_  
Party of the Second Part (Teacher)

\_\_\_\_\_  
President of the School Board

\_\_\_\_\_  
Address (Party of the Second Part)

\_\_\_\_\_  
Secretary of the School Board

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

Years of Training: College AR Tech U Russellville

Certificate based on Bachelor + 24

Degree or

Semester Hours

Total years of experience 24

Years of experience in this district 22

Grade or subject to be taught Classroom Teacher

Member of Teacher Retirement Y

Social Security Number \_\_\_\_\_

### TEACHER'S CONTRACT

STATE OF ARKANSAS

COUNTY OF FRANKLIN

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

EMPLOYMENT: The Party of the First Part by a majority vote of the directors present at a legally held meeting on the 25th day of April, 2016 agrees to employ Crowley, Jay Party of the Second Part as provided herein:

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

Classroom Teacher  
Asst 9 Mth 6,545.00

TIME: The period covered by this contract is: \_\_\_\_\_ Months of school; 191 Days of school; \_\_\_\_\_ Calendar months; From 8/1/2016 to 5/23/2017

COMPENSATION FOR SERVICES: Annual compensation under this contract is \$ 60,139.00 to be paid in 12 installments.

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

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

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

TERMINATION: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

#### OTHER CONDITIONS OF EMPLOYMENT:

Step/Range POS on Salary Schedule is 25.00 / 03  
FTE: 1 Budget Unit: 1000112000600000,100011500071150  
Other Duties as Assigned by the Administration.

Pursuant to Arkansas Law, you have thirty (30) calendar days from the date of this contract to sign and return your contract of employment to the office of the Supt. Failure of an employee to sign and return his/her contract by the Thirtieth (30th) day shall operate as a resignation, and steps will immediately begin to fill that vacated position.

Given this, the 6th day of May, 2016

\_\_\_\_\_  
Party of the Second Part (Teacher)

\_\_\_\_\_  
President of the School Board

\_\_\_\_\_  
Address (Party of the Second Part)

\_\_\_\_\_  
Secretary of the School Board

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

Years of Training: College AR Tech U Russellville

Certificate based on Bachelor of Arts

Degree or

Semester Hours

Total years of experience 34

Years of experience in this district 34

Grade or subject to be taught Classroom Teacher

Member of Teacher Retirement Y

Social Security Number \_\_\_\_\_

### TEACHER'S CONTRACT

STATE OF ARKANSAS

COUNTY OF FRANKLIN

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

**EMPLOYMENT:** The Party of the First Part by a majority vote of the directors present at a legally held meeting on the 25th day of April, 2016 agrees to employ Dooly, Terri Party of the Second Part as provided herein:

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

Classroom Teacher

**TIME:** The period covered by this contract is: \_\_\_\_\_ Months of school; 191 Days of school; \_\_\_\_\_ Calendar months; From 8/1/2016 to 5/23/2017

**COMPENSATION FOR SERVICES:** Annual compensation under this contract is \$ 54,870.00 to be paid in 12 installments.

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

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

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

**TERMINATION:** \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**OTHER CONDITIONS OF EMPLOYMENT:**

Step/Range POS on Salary Schedule is 29.00 / 01

FTE: 1 Budget Unit: 1000111000600000

Other Duties as Assigned by the Administration.

Pursuant to Arkansas Law, you have thirty (30) calendar days from the date of this contract to sign and return your contract of employment to the office of the Supt. Failure of an employee to sign and return his/her contract by the Thirtieth (30th) day shall operate as a resignation, and steps will immediately begin to fill that vacated position.

Given this, the 6th day of May, 2016

\_\_\_\_\_  
Party of the Second Part (Teacher)

\_\_\_\_\_  
President of the School Board

\_\_\_\_\_  
Address (Party of the Second Part)

\_\_\_\_\_  
Secretary of the School Board

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

Years of Training: College UCA, Conway

Certificate based on Masters

Degree or

Semester Hours

Total years of experience 28

Years of experience in this district 10

Grade or subject to be taught Classroom Teacher

Member of Teacher Retirement Y

Social Security Number \_\_\_\_\_

### TEACHER'S CONTRACT

STATE OF ARKANSAS

COUNTY OF FRANKLIN

**PARTIES:** The Charleston School District, Party of the First Part, and Durham, James Eric, Party of the Second Part, agree as follows:

**EMPLOYMENT:** The Party of the First Part by a majority vote of the directors present at a legally held meeting on the 22nd day of February, 2016 agrees to employ Durham, James Eric Party of the Second Part as provided herein:

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

Classroom Teacher  
Head Band Dir 15,819.00

**TIME:** The period covered by this contract is: \_\_\_\_\_ Months of school; 220 Days of school; \_\_\_\_\_ Calendar months; From 7/14/2016 to 6/16/2017

**COMPENSATION FOR SERVICES:** Annual compensation under this contract is \$ 73,880.00 to be paid in 12 installments.

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

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

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

**TERMINATION:** \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**OTHER CONDITIONS OF EMPLOYMENT:**

Step/Range POS on Salary Schedule is 29.00 / 04  
FTE: 1 Budget Unit: 1000114000700000,100011600071160  
Other Duties as Assigned by the Administration.

Pursuant to Arkansas Law, you have thirty (30) calendar days from the date of this contract to sign and return your contract of employment to the office of the Supt. Failure of an employee to sign and return his/her contract by the Thirtieth (30th) day shall operate as a resignation, and steps will immediately begin to fill that vacated position.

Given this, the 6th day of May, 2016

\_\_\_\_\_  
Party of the Second Part (Teacher)

\_\_\_\_\_  
President of the School Board

\_\_\_\_\_  
Address (Party of the Second Part)

\_\_\_\_\_  
Secretary of the School Board

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

Years of Training: College UA, Fayetteville

Certificate based on Bachelor of Arts

Degree or

Semester Hours

Total years of experience 17

Years of experience in this district 13

Grade or subject to be taught Classroom Teacher

Member of Teacher Retirement Y

Social Security Number \_\_\_\_\_

## TEACHER'S CONTRACT

STATE OF ARKANSAS

COUNTY OF FRANKLIN

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

**EMPLOYMENT:** The Party of the First Part by a majority vote of the directors present at a legally held meeting on the 25th day of April, 2016 agrees to employ Hayes, Susan D Party of the Second Part as provided herein:

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

Classroom Teacher  
Nat Board Cert 2,000.00

**TIME:** The period covered by this contract is: \_\_\_\_\_ Months of school; 191 Days of school; \_\_\_\_\_ Calendar months; From 8/1/2016 to 5/23/2017

**COMPENSATION FOR SERVICES:** Annual compensation under this contract is \$ 49,850.00 to be paid in 12 installments.

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

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

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

**TERMINATION:** \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

### OTHER CONDITIONS OF EMPLOYMENT:

Step/Range POS on Salary Schedule is 18.00 / 01

FTE: 1 Budget Unit: 1000112000600000

Other Duties as Assigned by the Administration.

Pursuant to Arkansas Law, you have thirty (30) calendar days from the date of this contract to sign and return your contract of employment to the office of the Supt. Failure of an employee to sign and return his/her contract by the Thirtieth (30th) day shall operate as a resignation, and steps will immediately begin to fill that vacated position.

Given this, the 6th day of May, 2016

\_\_\_\_\_  
Party of the Second Part (Teacher)

\_\_\_\_\_  
President of the School Board

\_\_\_\_\_  
Address (Party of the Second Part)

\_\_\_\_\_  
Secretary of the School Board

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

Years of Training: College Oklahoma

Certificate based on Masters

Degree or

Semester Hours

Social Security Number \_\_\_\_\_

Total years of experience 16

Years of experience in this district 14.039999999999999

Grade or subject to be taught Classroom Teacher

Member of Teacher Retirement Y

### TEACHER'S CONTRACT

STATE OF ARKANSAS

COUNTY OF FRANKLIN

**PARTIES:** The Charleston School District, Party of the First Part, and Hearn, Julia M., Party of the Second Part, agree as follows:

**EMPLOYMENT:** The Party of the First Part by a majority vote of the directors present at a legally held meeting on the 25th day of April, 2016 agrees to employ Hearn, Julia M. Party of the Second Part as provided herein:

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

Classroom Teacher

**TIME:** The period covered by this contract is: \_\_\_\_\_ Months of school; 191 Days of school; \_\_\_\_\_ Calendar months; From 8/1/2016 to 5/23/2017

**COMPENSATION FOR SERVICES:** Annual compensation under this contract is \$ 50,403.00 to be paid in 12 installments.

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

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

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

**TERMINATION:** \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**OTHER CONDITIONS OF EMPLOYMENT:**

Step/Range POS on Salary Schedule is 17.00 / 04

FTE: 1 Budget Unit: 1000114000700000

Other Duties as Assigned by the Administration.

Pursuant to Arkansas Law, you have thirty (30) calendar days from the date of this contract to sign and return your contract of employment to the office of the Supt. Failure of an employee to sign and return his/her contract by the Thirtieth (30th) day shall operate as a resignation, and steps will immediately begin to fill that vacated position.

Given this, the 6th day of May, 2016

\_\_\_\_\_  
Party of the Second Part (Teacher)

\_\_\_\_\_  
President of the School Board

\_\_\_\_\_  
Address (Party of the Second Part)

\_\_\_\_\_  
Secretary of the School Board

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

Years of Training: College UA, Fayetteville

Certificate based on Masters + 30

Degree or

Semester Hours

Total years of experience 28

Years of experience in this district 14

Grade or subject to be taught Principal

Member of Teacher Retirement Y

Social Security Number \_\_\_\_\_

### TEACHER'S CONTRACT

STATE OF ARKANSAS

COUNTY OF FRANKLIN

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

**EMPLOYMENT:** The Party of the First Part by a majority vote of the directors present at a legally held meeting on the 22nd day of February, 2016 agrees to employ Moore, Melissa Party of the Second Part as provided herein:

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

H. S. Principal

H. S. Principal 25,630.00

**TIME:** The period covered by this contract is: \_\_\_\_\_ Months of school; 240 Days of school; \_\_\_\_\_ Calendar months; From 7/1/2016 to 6/30/2017

**COMPENSATION FOR SERVICES:** Annual compensation under this contract is \$ 84,968.00 to be paid in 12 installments.

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

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

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

**TERMINATION:** \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**OTHER CONDITIONS OF EMPLOYMENT:**

Step/Range POS on Salary Schedule is 29.00 / 06  
FTE: 1 Budget Unit: 1000241100700000,121724110070000  
Other Duties as Assigned by the Administration.  
This contract is for two years through 2017-2018.

Pursuant to Arkansas Law, you have thirty (30) calendar days from the date of this contract to sign and return your contract of employment to the office of the Supt. Failure of an employee to sign and return his/her contract by the Thirtieth (30th) day shall operate as a resignation, and steps will immediately begin to fill that vacated position.

Given this, the 6th day of May, 2016

\_\_\_\_\_  
Party of the Second Part (Teacher)

\_\_\_\_\_  
President of the School Board

\_\_\_\_\_  
Address (Party of the Second Part)

\_\_\_\_\_  
Secretary of the School Board



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

Years of Training: College AR Tech U Russellville

Certificate based on Bachelor of Arts

Degree or

Semester Hours

Total years of experience 16

Years of experience in this district 11

Grade or subject to be taught Classroom Teacher

Member of Teacher Retirement Y

Social Security Number \_\_\_\_\_

## TEACHER'S CONTRACT

STATE OF ARKANSAS

COUNTY OF FRANKLIN

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

**EMPLOYMENT:** The Party of the First Part by a majority vote of the directors present at a legally held meeting on the 25th day of April, 2016 agrees to employ Ross, Marsha Party of the Second Part as provided herein:

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

Classroom Teacher

Student Council 729.00

Dance 2,364.00

**TIME:** The period covered by this contract is: \_\_\_\_\_ Months of school; 191 Days of school; \_\_\_\_\_ Calendar months; From 8/1/2016 to 5/23/2017

**COMPENSATION FOR SERVICES:** Annual compensation under this contract is \$ 56,592.40 to be paid in 12 installments.

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

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

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

**TERMINATION:** \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

### OTHER CONDITIONS OF EMPLOYMENT:

Step/Range POS on Salary Schedule is 17.00 / 01

FTE: 1 Budget Unit: 1000114000700000

Other Duties as Assigned by the Administration.

Pursuant to Arkansas Law, you have thirty (30) calendar days from the date of this contract to sign and return your contract of employment to the office of the Supt. Failure of an employee to sign and return his/her contract by the Thirtieth (30th) day shall operate as a resignation, and steps will immediately begin to fill that vacated position.

Given this, the 6th day of May, 2016

\_\_\_\_\_  
Party of the Second Part (Teacher)

\_\_\_\_\_  
President of the School Board

\_\_\_\_\_  
Address (Party of the Second Part)

\_\_\_\_\_  
Secretary of the School Board

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

Years of Training: College Coll Ozarks, Clarksville

Certificate based on Bachelor of Arts Degree or Semester Hours

Social Security Number \_\_\_\_\_

Total years of experience 13

Years of experience in this district 13

Grade or subject to be taught Classroom Teacher

Member of Teacher Retirement Y

### TEACHER'S CONTRACT

STATE OF ARKANSAS

COUNTY OF FRANKLIN

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

**EMPLOYMENT:** The Party of the First Part by a majority vote of the directors present at a legally held meeting on the 25th day of April, 2016 agrees to employ Smith, Jamie Party of the Second Part as provided herein:

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

Classroom Teacher

**TIME:** The period covered by this contract is: \_\_\_\_\_ Months of school; 191 Days of school; \_\_\_\_\_ Calendar months; From 8/1/2016 to 5/23/2017

**COMPENSATION FOR SERVICES:** Annual compensation under this contract is \$ 45,297.00 to be paid in 12 installments.

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

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

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

**TERMINATION:** \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**OTHER CONDITIONS OF EMPLOYMENT:**

Step/Range POS on Salary Schedule is 14.00 / 01

FTE: 1 Budget Unit: 6702122000720000

Other Duties as Assigned by the Administration.

Pursuant to Arkansas Law, you have thirty (30) calendar days from the date of this contract to sign and return your contract of employment to the office of the Supt. Failure of an employee to sign and return his/her contract by the Thirtieth (30th) day shall operate as a resignation, and steps will immediately begin to fill that vacated position.

Given this, the 6th day of May, 2016

\_\_\_\_\_  
Party of the Second Part (Teacher)

\_\_\_\_\_  
President of the School Board

\_\_\_\_\_  
Address (Party of the Second Part)

\_\_\_\_\_  
Secretary of the School Board

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

Years of Training: College AR Tech U Russellville

Certificate based on Bachelor of Arts

Degree or

Semester Hours

Total years of experience 18

Years of experience in this district 18

Grade or subject to be taught Classroom Teacher

Member of Teacher Retirement Y

Social Security Number \_\_\_\_\_

### TEACHER'S CONTRACT

STATE OF ARKANSAS

COUNTY OF FRANKLIN

**PARTIES:** The Charleston School District, Party of the First Part, and Smith, Jared W, Party of the Second Part, agree as follows:

**EMPLOYMENT:** The Party of the First Part by a majority vote of the directors present at a legally held meeting on the 25th day of April, 2016 agrees to employ Smith, Jared W Party of the Second Part as provided herein:

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

Classroom Teacher

**TIME:** The period covered by this contract is: \_\_\_\_\_ Months of school; 191 Days of school; \_\_\_\_\_ Calendar months; From 8/1/2016 to 5/23/2017

**COMPENSATION FOR SERVICES:** Annual compensation under this contract is \$ 48,488.00 to be paid in 12 installments.

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

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

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

**TERMINATION:** \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**OTHER CONDITIONS OF EMPLOYMENT:**

Step/Range POS on Salary Schedule is 19.00 / 01

FTE: 1 Budget Unit: 1000112000600000

Other Duties as Assigned by the Administration.

Pursuant to Arkansas Law, you have thirty (30) calendar days from the date of this contract to sign and return your contract of employment to the office of the Supt. Failure of an employee to sign and return his/her contract by the Thirtieth (30th) day shall operate as a resignation, and steps will immediately begin to fill that vacated position.

Given this, the 6th day of May, 2016

\_\_\_\_\_  
Party of the Second Part (Teacher)

\_\_\_\_\_  
President of the School Board

\_\_\_\_\_  
Address (Party of the Second Part)

\_\_\_\_\_  
Secretary of the School Board

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

Years of Training: College UCA, Conway

Certificate based on Bachelor of Arts

Degree or

Semester Hours

Total years of experience 25

Years of experience in this district 25

Grade or subject to be taught Classroom Teacher

Member of Teacher Retirement Y

Social Security Number \_\_\_\_\_

### TEACHER'S CONTRACT

STATE OF ARKANSAS

COUNTY OF FRANKLIN

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

**EMPLOYMENT:** The Party of the First Part by a majority vote of the directors present at a legally held meeting on the 25th day of April, 2016 agrees to employ West, Ashley Party of the Second Part as provided herein:

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

Classroom Teacher

**TIME:** The period covered by this contract is: \_\_\_\_\_ Months of school; 191 Days of school; \_\_\_\_\_ Calendar months; From 8/1/2016 to 5/23/2017

**COMPENSATION FOR SERVICES:** Annual compensation under this contract is \$ 52,956.00 to be paid in 12 installments.

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

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

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

**TERMINATION:** \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**OTHER CONDITIONS OF EMPLOYMENT:**

Step/Range POS on Salary Schedule is 26.00 / 01

FTE: 1 Budget Unit: 1000112000600000

Other Duties as Assigned by the Administration.

Pursuant to Arkansas Law, you have thirty (30) calendar days from the date of this contract to sign and return your contract of employment to the office of the Supt. Failure of an employee to sign and return his/her contract by the Thirtieth (30th) day shall operate as a resignation, and steps will immediately begin to fill that vacated position.

Given this, the 6th day of May, 2016

\_\_\_\_\_  
Party of the Second Part (Teacher)

\_\_\_\_\_  
President of the School Board

\_\_\_\_\_  
Address (Party of the Second Part)

\_\_\_\_\_  
Secretary of the School Board

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

Years of Training: College ASU, State University

Certificate based on Masters Degree or Semester Hours

Social Security Number \_\_\_\_\_

Total years of experience 34

Years of experience in this district 30

Grade or subject to be taught Speech Language Path

Member of Teacher Retirement Y

### TEACHER'S CONTRACT

STATE OF ARKANSAS

COUNTY OF FRANKLIN

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

**EMPLOYMENT:** The Party of the First Part by a majority vote of the directors present at a legally held meeting on the 25th day of April, 2016 agrees to employ Abbott, Thomas Party of the Second Part as provided herein:

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

Classroom Teacher  
Speech Path 2,000.00

**TIME:** The period covered by this contract is: \_\_\_\_\_ Months of school; 191 Days of school; \_\_\_\_\_ Calendar months; From 8/1/2016 to 5/23/2017

**COMPENSATION FOR SERVICES:** Annual compensation under this contract is \$ 60,061.00 to be paid in 12 installments.

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

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

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

**TERMINATION:** \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**OTHER CONDITIONS OF EMPLOYMENT:**

Step/Range POS on Salary Schedule is 29.00 / 04  
FTE: 1 Budget Unit: 1000215200620000,100021520072000  
Other Duties as Assigned by the Administration.

Pursuant to Arkansas Law, you have thirty (30) calendar days from the date of this contract to sign and return your contract of employment to the office of the Supt. Failure of an employee to sign and return his/her contract by the Thirtieth (30th) day shall operate as a resignation, and steps will immediately begin to fill that vacated position.

Given this, the 6th day of May, 2016

\_\_\_\_\_  
Party of the Second Part (Teacher)

\_\_\_\_\_  
President of the School Board

\_\_\_\_\_  
Address (Party of the Second Part)

\_\_\_\_\_  
Secretary of the School Board

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

Years of Training: College AR Tech U Russellville  
Certificate based on Bachelor of Arts Degree or Semester Hours

Total years of experience 19.5  
Years of experience in this district 19.5  
Grade or subject to be taught Classroom Teacher  
Member of Teacher Retirement Y

Social Security Number \_\_\_\_\_

### TEACHER'S CONTRACT

STATE OF ARKANSAS

COUNTY OF FRANKLIN

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

**EMPLOYMENT:** The Party of the First Part by a majority vote of the directors present at a legally held meeting on the 25th day of April, 2016 agrees to employ Gage, Misty Party of the Second Part as provided herein:

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

Classroom Teacher

**TIME:** The period covered by this contract is: \_\_\_\_\_ Months of school; 191 Days of school; \_\_\_\_\_ Calendar months; From 8/1/2016 to 5/23/2017

**COMPENSATION FOR SERVICES:** Annual compensation under this contract is \$ 49,126.00 to be paid in 12 installments.

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

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

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

**TERMINATION:** \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**OTHER CONDITIONS OF EMPLOYMENT:**

Step/Range POS on Salary Schedule is 20.00 / 01  
FTE: 1 Budget Unit: 1000112000600000  
Other Duties as Assigned by the Administration.  
Pursuant to Arkansas Law, you have thirty (30) calendar days from the date of this contract to sign and return your contract of employment to the office of the Supt. Failure of an employee to sign and return his/her contract by the Thirtieth (30th) day shall operate as a resignation, and steps will immediately begin to fill that vacated position.

Given this, the 6th day of May, 2016

\_\_\_\_\_  
Party of the Second Part (Teacher)

\_\_\_\_\_  
President of the School Board

\_\_\_\_\_  
Address (Party of the Second Part)

\_\_\_\_\_  
Secretary of the School Board

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

Years of Training: College AR Tech U Russellville

Certificate based on Bachelor + 12

Degree or

Semester Hours

Total years of experience 21

Years of experience in this district 21

Grade or subject to be taught Classroom Teacher

Member of Teacher Retirement Y

Social Security Number \_\_\_\_\_

## TEACHER'S CONTRACT

STATE OF ARKANSAS

COUNTY OF FRANKLIN

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

**EMPLOYMENT:** The Party of the First Part by a majority vote of the directors present at a legally held meeting on the 25th day of April, 2016 agrees to employ Hicks, Judy V Party of the Second Part as provided herein:

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

Classroom Teacher

Voc. Business

**TIME:** The period covered by this contract is: \_\_\_\_\_ Months of school; 206 Days of school; \_\_\_\_\_ Calendar months; From 7/18/2016 to 5/31/2017

**COMPENSATION FOR SERVICES:** Annual compensation under this contract is \$ 55,049.00 to be paid in 12 installments.

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

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

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

**TERMINATION:** \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

### OTHER CONDITIONS OF EMPLOYMENT:

Step/Range POS on Salary Schedule is 22.00 / 02

FTE: 1 Budget Unit: 1000133000700000

Other Duties as Assigned by the Administration.

Pursuant to Arkansas Law, you have thirty (30) calendar days from the date of this contract to sign and return your contract of employment to the office of the Supt. Failure of an employee to sign and return his/her contract by the Thirtieth (30th) day shall operate as a resignation, and steps will immediately begin to fill that vacated position.

Given this, the 6th day of May, 2016

\_\_\_\_\_  
Party of the Second Part (Teacher)

\_\_\_\_\_  
President of the School Board

\_\_\_\_\_  
Address (Party of the Second Part)

\_\_\_\_\_  
Secretary of the School Board

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

Years of Training: College UA, Fayetteville

Certificate based on Masters

Degree or

Semester Hours

Total years of experience 27

Years of experience in this district 27

Grade or subject to be taught Principal

Member of Teacher Retirement Y

Social Security Number \_\_\_\_\_

### TEACHER'S CONTRACT

STATE OF ARKANSAS

COUNTY OF FRANKLIN

PARTIES: The Charleston School District, Party of the First Part, and Storey, Shane, Party of the Second Part, agree as follows:

EMPLOYMENT: The Party of the First Part by a majority vote of the directors present at a legally held meeting on the 22nd day of February, 2016 agrees to employ Storey, Shane Party of the Second Part as provided herein:

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

H. S. Principal

H. S. Principal 25,630.00

TIME: The period covered by this contract is: \_\_\_\_\_ Months of school; 240 Days of school; \_\_\_\_\_ Calendar months; From 7/1/2016 to 6/30/2017

COMPENSATION FOR SERVICES: Annual compensation under this contract is \$ 83,053.00 to be paid in 12 installments.

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

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

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

TERMINATION: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

#### OTHER CONDITIONS OF EMPLOYMENT:

Step/Range POS on Salary Schedule is 28.00 / 04

FTE: 1 Budget Unit: 1000241000700000

Other duties as assigned by the Administration.

This contract is for two years through 2017-2018.

Pursuant to Arkansas Law, you have thirty (30) calendar days from the date of this contract to sign and return your contract of employment to the office of the Supt. Failure of an employee to sign and return his/her contract by the Thirtieth (30th) day shall operate as a resignation, and steps will immediately begin to fill that vacated position.

Given this, the 6th day of May, 2016

\_\_\_\_\_  
Party of the Second Part (Teacher)

\_\_\_\_\_  
President of the School Board

\_\_\_\_\_  
Address (Party of the Second Part)

\_\_\_\_\_  
Secretary of the School Board



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

Years of Training: College ASU, State University

Certificate based on Masters

Degree or

Semester Hours

Total years of experience 14

Years of experience in this district 9

Grade or subject to be taught Media Specialist

Member of Teacher Retirement Y

Social Security Number \_\_\_\_\_

## TEACHER'S CONTRACT

STATE OF ARKANSAS

COUNTY OF FRANKLIN

**PARTIES:** The Charleston School District, Party of the First Part, and Womack, Amy M., Party of the Second Part, agree as follows:

**EMPLOYMENT:** The Party of the First Part by a majority vote of the directors present at a legally held meeting on the 25th day of April, 2016 agrees to employ Womack, Amy M. Party of the Second Part as provided herein:

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

Classroom Teacher

**TIME:** The period covered by this contract is: \_\_\_\_\_ Months of school; 191 Days of school; \_\_\_\_\_ Calendar months; From 8/1/2016 to 5/23/2017

**COMPENSATION FOR SERVICES:** Annual compensation under this contract is \$ 49,126.00 to be paid in 12 installments.

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

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

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

**TERMINATION:** \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

### OTHER CONDITIONS OF EMPLOYMENT:

Step/Range POS on Salary Schedule is 15.00 / 04

FTE: 1 Budget Unit: 1000112000600000

Other Duties as Assigned by the Administration.

Pursuant to Arkansas Law, you have thirty (30) calendar days from the date of this contract to sign and return your contract of employment to the office of the Supt. Failure of an employee to sign and return his/her contract by the Thirtieth (30th) day shall operate as a resignation, and steps will immediately begin to fill that vacated position.

Given this, the 6th day of May, 2016

\_\_\_\_\_  
Party of the Second Part (Teacher)

\_\_\_\_\_  
President of the School Board

\_\_\_\_\_  
Address (Party of the Second Part)

\_\_\_\_\_  
Secretary of the School Board

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

Years of Training: College ASU, State University  
Certificate based on Masters Degree or Semester Hours

Total years of experience 8  
Years of experience in this district 2  
Grade or subject to be taught Classroom Teacher  
Member of Teacher Retirement Y

Social Security Number \_\_\_\_\_

### TEACHER'S CONTRACT

STATE OF ARKANSAS

COUNTY OF FRANKLIN

**PARTIES:** The Charleston School District, Party of the First Part, and Fox, Megan K, Party of the Second Part, agree as follows:

**EMPLOYMENT:** The Party of the First Part by a majority vote of the directors present at a legally held meeting on the 25th day of April, 2016 agrees to employ Fox, Megan K Party of the Second Part as provided herein:

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

Classroom Teacher

**TIME:** The period covered by this contract is: \_\_\_\_\_ Months of school; 191 Days of school; \_\_\_\_\_ Calendar months; From 8/1/2016 to 5/23/2017

**COMPENSATION FOR SERVICES:** Annual compensation under this contract is \$ 45,297.00 to be paid in 12 installments.

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

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

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

**TERMINATION:** \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**OTHER CONDITIONS OF EMPLOYMENT:**

Step/Range POS on Salary Schedule is 9.00 / 04

FTE: 1 Budget Unit: 1000112000600000

Other Duties as Assigned by the Administration.

Pursuant to Arkansas Law, you have thirty (30) calendar days from the date of this contract to sign and return your contract of employment to the office of the Supt. Failure of an employee to sign and return his/her contract by the Thirtieth (30th) day shall operate as a resignation, and steps will immediately begin to fill that vacated position.

Given this, the 6th day of May, 2016

\_\_\_\_\_  
Party of the Second Part (Teacher)

\_\_\_\_\_  
President of the School Board

\_\_\_\_\_  
Address (Party of the Second Part)

\_\_\_\_\_  
Secretary of the School Board

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

Years of Training: College UA, Fayetteville

Certificate based on Masters + 30

Degree or

Semester Hours

Total years of experience 14

Years of experience in this district 11

Grade or subject to be taught Media Specialist

Member of Teacher Retirement Y

Social Security Number \_\_\_\_\_

## TEACHER'S CONTRACT

STATE OF ARKANSAS

COUNTY OF FRANKLIN

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

**EMPLOYMENT:** The Party of the First Part by a majority vote of the directors present at a legally held meeting on the 25th day of April, 2016 agrees to employ McDonald, Jennifer Party of the Second Part as provided herein:

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

Librarian

1/7 Prep MCD 6,712.36

Yearbook 1,454.00 Senior Class 400.00

**TIME:** The period covered by this contract is: \_\_\_\_\_ Months of school; 206 Days of school; \_\_\_\_\_ Calendar months; From 7/18/2016 to 5/31/2017

**COMPENSATION FOR SERVICES:** Annual compensation under this contract is \$ 64,927.71 to be paid in 12 installments.

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

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

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

**TERMINATION:** \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

### OTHER CONDITIONS OF EMPLOYMENT:

Step/Range POS on Salary Schedule is 15.00 / 06

FTE: 1 Budget Unit: 1000222000700000

Other Duties as Assigned by the Administration.

Pursuant to Arkansas Law, you have thirty (30) calendar days from the date of this contract to sign and return your contract of employment to the office of the Supt. Failure of an employee to sign and return his/her contract by the Thirtieth (30th) day shall operate as a resignation, and steps will immediately begin to fill that vacated position.

Given this, the 6th day of May, 2016

\_\_\_\_\_  
Party of the Second Part (Teacher)

\_\_\_\_\_  
President of the School Board

\_\_\_\_\_  
Address (Party of the Second Part)

\_\_\_\_\_  
Secretary of the School Board

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

Years of Training: College ASU, State University

Certificate based on Masters Degree or Semester Hours

Social Security Number \_\_\_\_\_

Total years of experience 25

Years of experience in this district 4

Grade or subject to be taught Principal

Member of Teacher Retirement Y

### TEACHER'S CONTRACT

STATE OF ARKANSAS

COUNTY OF FRANKLIN

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

**EMPLOYMENT:** The Party of the First Part by a majority vote of the directors present at a legally held meeting on the 22nd day of February, 2016 agrees to employ Womack, Bruce Party of the Second Part as provided herein:

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

Elem Principal  
Elem Principal 20,901.00

**TIME:** The period covered by this contract is: \_\_\_\_\_ Months of school; 220 Days of school; \_\_\_\_\_ Calendar months; From 7/14/2016 to 6/16/2017

**COMPENSATION FOR SERVICES:** Annual compensation under this contract is \$ 77,048.00 to be paid in 12 installments.

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

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

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

**TERMINATION:** \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**OTHER CONDITIONS OF EMPLOYMENT:**

Step/Range POS on Salary Schedule is 26.00 / 04  
FTE: 1 Budget Unit: 1000241000600000  
Other Duties as Assigned by the Administration.  
This contract is for two years through 2017-2018.

Pursuant to Arkansas Law, you have thirty (30) calendar days from the date of this contract to sign and return your contract of employment to the office of the Supt. Failure of an employee to sign and return his/her contract by the Thirtieth (30th) day shall operate as a resignation, and steps will immediately begin to fill that vacated position.

Given this, the 6th day of May, 2016

\_\_\_\_\_  
Party of the Second Part (Teacher)

\_\_\_\_\_  
President of the School Board

\_\_\_\_\_  
Address (Party of the Second Part)

\_\_\_\_\_  
Secretary of the School Board

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

Years of Training: College AR Tech U Russellville

Certificate based on Bachelor of Arts

Degree or

Semester Hours

Total years of experience 18

Years of experience in this district 18

Grade or subject to be taught Classroom Teacher

Member of Teacher Retirement Y

Social Security Number \_\_\_\_\_

### TEACHER'S CONTRACT

STATE OF ARKANSAS

COUNTY OF FRANKLIN

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

**EMPLOYMENT:** The Party of the First Part by a majority vote of the directors present at a legally held meeting on the 25th day of April, 2016 agrees to employ Haynes, Michael Chad Party of the Second Part as provided herein:

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

Teacher/Coach

Asst Coach 10 M 6,374.05

Asst. 3 Sports 1,092.00

**TIME:** The period covered by this contract is: \_\_\_\_\_ Months of school; 206 Days of school; \_\_\_\_\_ Calendar months; From 7/5/2016 to 6/8/2017

**COMPENSATION FOR SERVICES:** Annual compensation under this contract is \$ 59,762.00 to be paid in 12 installments.

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

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

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

**TERMINATION:** \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**OTHER CONDITIONS OF EMPLOYMENT:**

Step/Range POS on Salary Schedule is 19.00 / 01  
FTE: 1 Budget Unit: 1000114000700000,100011500071150  
Other Duties as Assigned by the Administration.

Pursuant to Arkansas Law, you have thirty (30) calendar days from the date of this contract to sign and return your contract of employment to the office of the Supt. Failure of an employee to sign and return his/her contract by the Thirtieth (30th) day shall operate as a resignation, and steps will immediately begin to fill that vacated position.

Given this, the 6th day of May, 2016

\_\_\_\_\_  
Party of the Second Part (Teacher)

\_\_\_\_\_  
President of the School Board

\_\_\_\_\_  
Address (Party of the Second Part)

\_\_\_\_\_  
Secretary of the School Board

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

Years of Training: College AR Tech U Russellville

Certificate based on Masters

Degree or

Semester Hours

Total years of experience 10

Years of experience in this district 6

Grade or subject to be taught Classroom Teacher

Member of Teacher Retirement Y

Social Security Number \_\_\_\_\_

### TEACHER'S CONTRACT

STATE OF ARKANSAS

COUNTY OF FRANKLIN

**PARTIES:** The Charleston School District, Party of the First Part, and Meyers, Ryan P., Party of the Second Part, agree as follows:

**EMPLOYMENT:** The Party of the First Part by a majority vote of the directors present at a legally held meeting on the 25th day of April, 2016 agrees to employ Meyers, Ryan P. Party of the Second Part as provided herein:

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

Teacher/Coach

Asst 10 Mth 6,524.45

Asst. 3 Sports 1,092.00

**TIME:** The period covered by this contract is: \_\_\_\_\_ Months of school; 206 Days of school; \_\_\_\_\_ Calendar months; From 7/5/2016 to 6/8/2017

**COMPENSATION FOR SERVICES:** Annual compensation under this contract is \$ 57,847.02 to be paid in 12 installments.

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

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

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

**TERMINATION:** \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**OTHER CONDITIONS OF EMPLOYMENT:**

Step/Range POS on Salary Schedule is 11.00 / 04  
FTE: 1 Budget Unit: 1000114000700000,100011500071150  
Other Duties as Assigned by the Administration.

Pursuant to Arkansas Law, you have thirty (30) calendar days from the date of this contract to sign and return your contract of employment to the office of the Supt. Failure of an employee to sign and return his/her contract by the Thirtieth (30th) day shall operate as a resignation, and steps will immediately begin to fill that vacated position.

Given this, the 6th day of May, 2016

\_\_\_\_\_  
Party of the Second Part (Teacher)

\_\_\_\_\_  
President of the School Board

\_\_\_\_\_  
Address (Party of the Second Part)

\_\_\_\_\_  
Secretary of the School Board

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

Years of Training: College UA, Monticello

Certificate based on Masters

Degree or

Semester Hours

Total years of experience 8

Years of experience in this district 4

Grade or subject to be taught Classroom Teacher

Member of Teacher Retirement Y

Social Security Number \_\_\_\_\_

### TEACHER'S CONTRACT

STATE OF ARKANSAS

COUNTY OF FRANKLIN

**PARTIES:** The Charleston School District, Party of the First Part, and Rachuy, Ryan R., Party of the Second Part, agree as follows:

**EMPLOYMENT:** The Party of the First Part by a majority vote of the directors present at a legally held meeting on the 25th day of April, 2016 agrees to employ Rachuy, Ryan R. Party of the Second Part as provided herein:

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

Teacher/Coach

Volleyball 6,624.63

Senior Class 400.00

**TIME:** The period covered by this contract is: \_\_\_\_\_ Months of school; 206 Days of school; \_\_\_\_\_ Calendar months; From 7/5/2016 to 6/8/2017

**COMPENSATION FOR SERVICES:** Annual compensation under this contract is \$ 55,878.89 to be paid in 12 installments.

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

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

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

**TERMINATION:** \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**OTHER CONDITIONS OF EMPLOYMENT:**

Step/Range POS on Salary Schedule is 9.00 / 04

FTE: 1 Budget Unit: 1000114000700000,100011500071150

Other Duties as Assigned by the Administration.

Pursuant to Arkansas Law, you have thirty (30) calendar days from the date of this contract to sign and return your contract of employment to the office of the Supt. Failure of an employee to sign and return his/her contract by the Thirtieth (30th) day shall operate as a resignation, and steps will immediately begin to fill that vacated position.

Given this, the 6th day of May, 2016

\_\_\_\_\_  
Party of the Second Part (Teacher)

\_\_\_\_\_  
President of the School Board

\_\_\_\_\_  
Address (Party of the Second Part)

\_\_\_\_\_  
Secretary of the School Board

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

Years of Training: College AR Tech U Russellville

Certificate based on Bachelor of Arts

Degree or

Semester Hours

Total years of experience 1

Years of experience in this district 0

Grade or subject to be taught Classroom Teacher

Member of Teacher Retirement Y

Social Security Number \_\_\_\_\_

### TEACHER'S CONTRACT

STATE OF ARKANSAS

COUNTY OF FRANKLIN

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

**EMPLOYMENT:** The Party of the First Part by a majority vote of the directors present at a legally held meeting on the 23rd day of May, 2016 agrees to employ Reese, Tyler Party of the Second Part as provided herein:

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

Teacher/Coach

**TIME:** The period covered by this contract is: \_\_\_\_\_ Months of school; 206 Days of school; \_\_\_\_\_ Calendar months; From 7/5/2016 to 6/8/2017

**COMPENSATION FOR SERVICES:** Annual compensation under this contract is \$ 48,549.00 to be paid in 12 installments.

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

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

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

**TERMINATION:** \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**OTHER CONDITIONS OF EMPLOYMENT:**

Step/Range POS on Salary Schedule is

FTE: Budget Unit:

Other Duties as Assigned by the Administration.

Pursuant to Arkansas Law, you have thirty (30) calendar days from the date of this contract to sign and return your contract of employment to the office of the Supt. Failure of an employee to sign and return his/her contract by the Thirtieth (30th) day shall operate as a resignation, and steps will immediately begin to fill that vacated position.

Given this, the 23rd day of May, 2016

\_\_\_\_\_  
Party of the Second Part (Teacher)

\_\_\_\_\_  
President of the School Board

\_\_\_\_\_  
Address (Party of the Second Part)

\_\_\_\_\_  
Secretary of the School Board



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

Years of Training: College AR Tech U Russellville

Certificate based on Masters + 15

Degree or

Semester Hours

Total years of experience 13

Years of experience in this district 9

Grade or subject to be taught Classroom Teacher

Member of Teacher Retirement Y

Social Security Number \_\_\_\_\_

## TEACHER'S CONTRACT

STATE OF ARKANSAS

COUNTY OF FRANKLIN

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

**EMPLOYMENT:** The Party of the First Part by a majority vote of the directors present at a legally held meeting on the 22nd day of February, 2016 agrees to employ Kendrick, Greg Party of the Second Part as provided herein:

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

Head Coach

Head FB Coach 15,819.00

**TIME:** The period covered by this contract is: \_\_\_\_\_ Months of school; 220 Days of school; \_\_\_\_\_ Calendar months; From 7/5/2016 to 6/15/2017

**COMPENSATION FOR SERVICES:** Annual compensation under this contract is \$ 64,945.00 to be paid in 12 installments.

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

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

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

**TERMINATION:** \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

### OTHER CONDITIONS OF EMPLOYMENT:

Step/Range POS on Salary Schedule is 14.00 / 05

FTE: 1 Budget Unit: 1000114000700000,100011500071150

Other Duties as Assigned by the Administration.

Pursuant to Arkansas Law, you have thirty (30) calendar days from the date of this contract to sign and return your contract of employment to the office of the Supt. Failure of an employee to sign and return his/her contract by the Thirtieth (30th) day shall operate as a resignation, and steps will immediately begin to fill that vacated position.

Given this, the 6th day of May, 2016

\_\_\_\_\_  
Party of the Second Part (Teacher)

\_\_\_\_\_  
President of the School Board

\_\_\_\_\_  
Address (Party of the Second Part)

\_\_\_\_\_  
Secretary of the School Board

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

Years of Training: College ASU, State University

Certificate based on Bachelor + 12

Degree or

Semester Hours

Total years of experience 7

Years of experience in this district 7

Grade or subject to be taught Classroom Teacher

Member of Teacher Retirement Y

Social Security Number \_\_\_\_\_

### TEACHER'S CONTRACT

STATE OF ARKANSAS

COUNTY OF FRANKLIN

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

**EMPLOYMENT:** The Party of the First Part by a majority vote of the directors present at a legally held meeting on the 25th day of April, 2016 agrees to employ Holt, Jessica D. Party of the Second Part as provided herein:

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

Music/Band

Asst Band/Music 3,967.24

G/T Coord 3,091.00

**TIME:** The period covered by this contract is: \_\_\_\_\_ Months of school; 206 Days of school; \_\_\_\_\_ Calendar months; From 7/18/2016 to 5/31/2017

**COMPENSATION FOR SERVICES:** Annual compensation under this contract is \$ 53,199.99 to be paid in 12 installments.

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

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

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

**TERMINATION:** \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**OTHER CONDITIONS OF EMPLOYMENT:**

Step/Range POS on Salary Schedule is 8.00 / 02

FTE: 1 Budget Unit: 1000112000600000,100011400070000,100011600071160

Other Duties as Assigned by the Administration.

Pursuant to Arkansas Law, you have thirty (30) calendar days from the date of this contract to sign and return your contract of employment to the office of the Supt. Failure of an employee to sign and return his/her contract by the Thirtieth (30th) day shall operate as a resignation, and steps will immediately begin to fill that vacated position.

Given this, the 6th day of May, 2016

\_\_\_\_\_  
Party of the Second Part (Teacher)

\_\_\_\_\_  
President of the School Board

\_\_\_\_\_  
Address (Party of the Second Part)

\_\_\_\_\_  
Secretary of the School Board

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

Years of Training: College Harding Co. Searcy

Certificate based on Masters

Degree or

Semester Hours

Total years of experience 15

Years of experience in this district 11

Grade or subject to be taught Classroom Teacher

Member of Teacher Retirement Y

Social Security Number \_\_\_\_\_

### TEACHER'S CONTRACT

STATE OF ARKANSAS

COUNTY OF FRANKLIN

PARTIES: The Charleston School District, Party of the First Part, and Rucker, Jason, Party of the Second Part, agree as follows:

EMPLOYMENT: The Party of the First Part by a majority vote of the directors present at a legally held meeting on the 22nd day of February, 2016 agrees to employ Rucker, Jason Party of the Second Part as provided herein:

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

Head Coach

Head GBB Coach 15,819.00

TIME: The period covered by this contract is: \_\_\_\_\_ Months of school; 220 Days of school; \_\_\_\_\_ Calendar months; From 7/5/2016 to 6/15/2017

COMPENSATION FOR SERVICES: Annual compensation under this contract is \$ 65,583.00 to be paid in 12 installments.

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

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

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

TERMINATION: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

#### OTHER CONDITIONS OF EMPLOYMENT:

Step/Range POS on Salary Schedule is 16.00 / 04  
FTE: 1 Budget Unit: 1000114000700000,100011500071150  
Other Duties as Assigned by the Administration.

Pursuant to Arkansas Law, you have thirty (30) calendar days from the date of this contract to sign and return your contract of employment to the office of the Supt. Failure of an employee to sign and return his/her contract by the Thirtieth (30th) day shall operate as a resignation, and steps will immediately begin to fill that vacated position.

Given this, the 6th day of May, 2016

\_\_\_\_\_  
Party of the Second Part (Teacher)

\_\_\_\_\_  
President of the School Board

\_\_\_\_\_  
Address (Party of the Second Part)

\_\_\_\_\_  
Secretary of the School Board

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

Years of Training: College AR Tech U Russellville

Certificate based on Masters

Degree or

Semester Hours

Total years of experience 22

Years of experience in this district 6

Grade or subject to be taught Counselor

Member of Teacher Retirement Y

Social Security Number \_\_\_\_\_

### TEACHER'S CONTRACT

STATE OF ARKANSAS

COUNTY OF FRANKLIN

PARTIES: The Charleston School District, Party of the First Part, and Bowen, Tahnee K, Party of the Second Part, agree as follows:

EMPLOYMENT: The Party of the First Part by a majority vote of the directors present at a legally held meeting on the 25th day of April, 2016 agrees to employ Bowen, Tahnee K Party of the Second Part as provided herein:

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

Counselor

Nat Board Cert 2,000.00

Armac 2,000.00

TIME: The period covered by this contract is: \_\_\_\_\_ Months of school; 206 Days of school; \_\_\_\_\_ Calendar months; From 7/18/2016 to 5/31/2017

COMPENSATION FOR SERVICES: Annual compensation under this contract is \$ 62,491.06 to be paid in 12 installments.

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

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

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

TERMINATION: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

#### OTHER CONDITIONS OF EMPLOYMENT:

Step/Range POS on Salary Schedule is 23.00 / 04

FTE: 1 Budget Unit: 1000212000700000,128121200060080,128121200070080

Other Duties as Assigned by the Administration.

Pursuant to Arkansas Law, you have thirty (30) calendar days from the date of this contract to sign and return your contract of employment to the office of the Supt. Failure of an employee to sign and return his/her contract by the Thirtieth (30th) day shall operate as a resignation, and steps will immediately begin to fill that vacated position.

Given this, the 6th day of May, 2016

\_\_\_\_\_  
Party of the Second Part (Teacher)

\_\_\_\_\_  
President of the School Board

\_\_\_\_\_  
Address (Party of the Second Part)

\_\_\_\_\_  
Secretary of the School Board

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

Years of Training: College UA, Fayetteville

Certificate based on Masters

Degree or

Semester Hours

Total years of experience 34

Years of experience in this district 34

Grade or subject to be taught Counselor

Member of Teacher Retirement Y

Social Security Number \_\_\_\_\_

### TEACHER'S CONTRACT

STATE OF ARKANSAS

COUNTY OF FRANKLIN

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

**EMPLOYMENT:** The Party of the First Part by a majority vote of the directors present at a legally held meeting on the 25th day of April, 2016 agrees to employ Efurd, Karren Party of the Second Part as provided herein:

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

Counselor

**TIME:** The period covered by this contract is: \_\_\_\_\_ Months of school; 206 Days of school; \_\_\_\_\_ Calendar months; From 7/18/2016 to 5/31/2017

**COMPENSATION FOR SERVICES:** Annual compensation under this contract is \$ 62,620.76 to be paid in 12 installments.

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

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

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

**TERMINATION:** \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**OTHER CONDITIONS OF EMPLOYMENT:**

Step/Range POS on Salary Schedule is 29.00 / 04

FTE: 1 Budget Unit: 1000212000600000

Other Duties as Assigned by the Administration.

Pursuant to Arkansas Law, you have thirty (30) calendar days from the date of this contract to sign and return your contract of employment to the office of the Supt. Failure of an employee to sign and return his/her contract by the Thirtieth (30th) day shall operate as a resignation, and steps will immediately begin to fill that vacated position.

Given this, the 6th day of May, 2016

\_\_\_\_\_  
Party of the Second Part (Teacher)

\_\_\_\_\_  
President of the School Board

\_\_\_\_\_  
Address (Party of the Second Part)

\_\_\_\_\_  
Secretary of the School Board

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

Years of Training: College Harding Co. Searcy

Certificate based on Masters

Degree or

Semester Hours

Total years of experience 17

Years of experience in this district 9

Grade or subject to be taught Classroom Teacher

Member of Teacher Retirement Y

Social Security Number \_\_\_\_\_

### TEACHER'S CONTRACT

STATE OF ARKANSAS

COUNTY OF FRANKLIN

PARTIES: The Charleston School District, Party of the First Part, and Ross, Billy J., Party of the Second Part, agree as follows:

EMPLOYMENT: The Party of the First Part by a majority vote of the directors present at a legally held meeting on the 22nd day of February, 2016 agrees to employ Ross, Billy J. Party of the Second Part as provided herein:

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

Head Coach

Head BBB Coach 15,819.00

Student Council 729.00

TIME: The period covered by this contract is: \_\_\_\_\_ Months of school; 220 Days of school; \_\_\_\_\_ Calendar months; From 7/5/2016 to 6/15/2017

COMPENSATION FOR SERVICES: Annual compensation under this contract is \$ 67,589.00 to be paid in 12 installments.

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

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

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

TERMINATION: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

#### OTHER CONDITIONS OF EMPLOYMENT:

Step/Range POS on Salary Schedule is 18.00 / 04  
FTE: 1 Budget Unit: 1000114000700000,100011500071150  
Other Duties as Assigned by the Administration.

Pursuant to Arkansas Law, you have thirty (30) calendar days from the date of this contract to sign and return your contract of employment to the office of the Supt. Failure of an employee to sign and return his/her contract by the Thirtieth (30th) day shall operate as a resignation, and steps will immediately begin to fill that vacated position.

Given this, the 6th day of May, 2016

\_\_\_\_\_  
Party of the Second Part (Teacher)

\_\_\_\_\_  
President of the School Board

\_\_\_\_\_  
Address (Party of the Second Part)

\_\_\_\_\_  
Secretary of the School Board