

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

Years of training: College 8  
Certificate based on Specialist Degree or  
Semester Hours  
Social Security Number [REDACTED]

Total years of experience: 11  
Years of experience in this district: 2.0  
Grade or subject to be taught: Elementary  
Member of Teacher Retirement No

## TEACHER'S CONTRACT

STATE OF ARKANSAS

COUNTY OF Lawrence

PARTIES: The Imboden Area Charter School District, Party of the First Part, and James M. McLeod, 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 20th day of December, 2011, agrees to employ James M. McLeod, Party of the Second Part, as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows: Title 1 half-time classroom tutor for elementary grades as assigned and other duties as necessary to reinforce the mission of the school.

TIME: The time period covered by this contract is: 90 Months of school; 90 Days of school; Calendar months: From January 3, 2012, to May 17, 2012

COMPENSATION FOR SERVICES: Semi-Annual compensation under this contract is \$9267.63 to be paid in 6 installments.

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

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

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

TERMINATION:

OTHER CONDITIONS OF EMPLOYMENT: Parties hereby acknowledge and agree that in the event that enrollment numbers for the Imboden Area Charter School are insufficient to employ James M. McLeod, then this contract shall be null and void. The sufficiency of the numbers and staff members to be released shall be solely determined at the employer's discretion.

Given this, the 20th day of December, 2011

[REDACTED]  
Party of the Second Part (Teacher)

Alan Corbett  
President of the School Board

Eric Kay, Jr.  
Secretary of the School Board

Address (Party of the Second Part)

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

Years of training: College 8  
Certificate based on Specialist Degree or  
Semester Hours  
Social Security Number [REDACTED]

Total years of experience: 11  
Years of experience in this district: 2  
Grade or subject to be taught: Elementary  
Member of Teacher Retirement No

## TEACHER'S CONTRACT

STATE OF ARKANSAS

COUNTY OF Lawrence

PARTIES: The Imboden Area Charter School District, Party of the First Part, and James M. McLeod, 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 20th day of December, 2011 agrees to employ James M. McLeod, Party of the Second Part, as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows: NSLA half-time Classroom tutor for elementary grades as assigned and other duties as necessary to reinforce the mission of the school.

TIME: The time period covered by this contract is: \_\_\_\_\_ Months of school; 90 Days of school; \_\_\_\_\_ Calendar months: From January 3, 2012, to May 17, 2012

COMPENSATION FOR SERVICES: Compensation under this contract is \$ 9267.63 to be paid in 6 installments.

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

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

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

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

OTHER CONDITIONS OF EMPLOYMENT: Parties hereby acknowledge and agree that in the event that enrollment numbers for the Imboden Area Charter School are insufficient to employ James M. McLeod, then this contract shall be null and void. The sufficiency of the numbers and staff members to be released shall be solely determined at the employer's discretion.

Given this, the 20th day of December, 2011

[REDACTED]  
Party of the Second Part (Teacher)

Address (Party of the Second Part)

Don Corbett  
President of the School Board

Scott Ray, Sec  
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 6  
Certificate based on Masters Degree or  
Semester Hours  
Social Security Number [REDACTED]

Total years of experience 17  
Years of experience in this district 2  
Grade or subject to be taught Special Education  
Member of Teacher Retirement \_\_\_\_\_

## TEACHER'S CONTRACT

STATE OF ARKANSAS

COUNTY OF Lawrence

PARTIES: The Imboden Area Charter School District, Party of the First Part, and Loretta Kay Dulaney  
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 20th  
day of December, 2011, agrees to employ Loretta Kay Dulaney, Party of the Second Part, as provided  
herein:

SERVICE: Party of the Second Part agrees to perform services as follows: Teaching duties and conferences as necessary. Other  
duties as assigned to reinforce the mission of the school.

TIME: The time period covered by this contract is: As needed Months of school; As needed Days of school; \_\_\_\_\_ Calendar  
months: From January 3, 2012, to May 17, 2012.

COMPENSATION FOR SERVICES: Compensation under this contract is \$ 27.44 per hour to be paid in monthly installments.  
Hours will be determined by special education needs.

BOARD POLICIES: The personnel policies of each school district in effect at the time a teacher's contract is entered into or re-  
newed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mu-  
tual consent (Act 224 of 1983) Certified Personnel Policy Handbook was received with this contract.

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: Parties hereby acknowledge and agree that in the event that enrollment numbers for  
the Imboden Area Charter School are insufficient to employ Loretta Kay Dulaney, then this contract shall be null and void. The  
sufficiency of numbers and staff members to be released shall be solely determined at the employer's discretion.

Teacher waives her right to be compensated for lunch duty.

Given this, the 20th day of December, 2011

[REDACTED]  
Party of the Second Part (Teacher)

[REDACTED]  
Address (Party of the Second Part)

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

\_\_\_\_\_  
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 <u>4</u>	Total years of experience <u>15</u>
Certificate based on <u>B.S.E.</u> Degree or Semester Hours	Years of experience in this district <u>0</u>
Social Security Number <u>[REDACTED]</u>	Grade or subject to be taught <u>K-8 Counselor</u>
	Member of Teacher Retirement <u>yes</u>

## TEACHER'S CONTRACT

STATE OF ARKANSAS

COUNTY OF Lawrence

PARTIES: The Imboden Area Charter School District, Party of the First Part, and Deborah L. Killion,  
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 20th day  
of December, 2011, agrees to employ Deborah L. Killion, Party of the Second Part, as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows: Counseling duties as necessary and other duties as as-  
signed to reinforce the mission of the school.

TIME: The time period covered by this contract is: As directed Months of school; As directed Days of school; Calendar  
months: From January 3, 2012 to May 17, 2012.

COMPENSATION FOR SERVICES: Semi-Annual compensation under this contract is \$ 23.68 per hour to be paid in monthly  
installments. Hours per week will be determined by a 1:400 ratio as stated in the original charter.

BOARD POLICIES: The personnel policies of each school district in effect at the time a teacher's contract is entered into or re-  
newed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mu-  
tual consent (Act 224 of 1983) Certified Personnel Policy Handbook was received with this contract.

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: Teacher waives the right to a duty-free lunch.

Given this, the 20th day of December, 2011.

[REDACTED]  
Party of the Second Part (Teacher)

[REDACTED]  
Address (Party of the Second Part)

[Signature]  
President of the School Board

[Signature]  
Secretary of the School Board