

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

Years of training: College 4
Certificate based on BSE Degree or
Semester Hours
Social Security Number [REDACTED]

Total years of experience 8-9
Years of experience in this district 8-9
Grade or subject to be taught Lower Elementary
Member of Teacher Retirement Yes

TEACHER'S CONTRACT

STATE OF ARKANSAS

COUNTY OF Lawrence

PARTIES: The Imboden Area Charter School District, Party of the First Part, and Catherine Dunn,
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 Catherine Dunn, Party of the Second Part, as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follow: Teaching duties for lower 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 \$ 15,770.84 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 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 Catherine Dunn, then this contract shall be null and void. The suffi-
ciency 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 SIGNATURE]

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 4
Certificate based on BSE Degree or
Semester Hours
Social Security Number [REDACTED]

Total years of experience 5
Years of experience in this district 2
Grade or subject to be taught Elementary
Member of Teacher Retirement Yes

TEACHER'S CONTRACT

STATE OF ARKANSAS

COUNTY OF Lawrence

PARTIES: The Imboden Area Charter School District, Party of the First Part, and Natalie A. Kingery,
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 Natalie A. Kingery, Party of the Second Part, as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows: Teaching duties 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 \$ 14,918.21 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 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: Teacher is on probationary status until the completion of three years successful teaching.

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 Natalie Kingery, 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 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

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

Years of training: College 4
Certificate based on BSE Degree or
Semester Hours
Social Security Number [REDACTED]

Total years of experience 0
Years of experience in this district 0
Grade or subject to be taught Elementary
Member of Teacher Retirement Yes

TEACHER'S CONTRACT

STATE OF ARKANSAS

COUNTY OF Lawrence

PARTIES: The Imboden Area Charter School District, Party of the First Part, and Becky A. Anderson,
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 Becky A. Anderson, Party of the Second Part, as provided
herein:

SERVICE: Party of the Second Part agrees to perform services as follows: Teaching duties for lower 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 \$ 13,852.42 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 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: Teacher is on probationary status until the completion of three years successful teaching

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 Becky Anderson, then this contract shall be null and void. The suffi-
ciency 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)

Address (Party of the Second Part)

[Signature]
President of the School Board
[Signature]
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 MA Degree or
Semester Hours
Social Security Number [REDACTED]

Total years of experience 6
Years of experience in this district 6
Grade or subject to be taught Elementary
Member of Teacher Retirement Yes

TEACHER'S CONTRACT

STATE OF ARKANSAS

COUNTY OF Lawrence

PARTIES: The Imboden Area Charter School District, Party of the First Part, and Matthew C. Wells,
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 Matthew C. Wells, Party of the Second Part, as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows: Teaching duties 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 \$ 17,351.05 to be paid in 6 install-
ments.

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 Matthew C. Wells, then this contract shall be null and void. The suffi-
ciency of numbers and staff members to be released shall be solely determined at the employer's discretion

Teacher waives his 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