

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 Bachelor's Degree  
or \_\_\_\_\_ Semester Hours

Total years of experience: 9

Years of experience in this district: 6

Grade or subject to be taught: Elementary

Member of Teacher Retirement: Yes

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

## TEACHER'S CONTRACT

STATE OF ARKANSAS

COUNTY OF LAWRENCE

PARTIES: The Imboden Area Charter School District, Party of the First Part, and Natalie 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 4th day of May, 2020, agrees to employ Natalie Kingery, Party of the Second Part, as provided herein:

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

TIME: The time period covered by this contract is from August 3, 2020 to December 18, 2020.

COMPENSATION FOR SERVICES: Compensation under this contract is \$18,925 to be paid in 6 Installments OR \_\_\_\_\_ hourly. This contract is issued for one semester only. Compensation is based on one-half (1/2) of a yearly salary, which in no way implies the issuance of future contracts. In the event the employee is terminated before the completion of this contract, any remaining compensation will be figured using the Licensed Salary Schedule and based upon actual days worked.

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 incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). Licensed 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 teacher contract with another school district except for part-time services shared by more than one school district, which is listed herein.

TERMINATION: Teacher is an at-will employee and may be terminated at any time for violation of school policies, regardless of the terms listed in this contract.

OTHER CONDITIONS OF EMPLOYMENT: Parties hereby acknowledge and agree that in the event that student enrollment numbers for Party of the First Part are insufficient to employ Party of the Second Part, then this contract shall be null and void. The sufficiency of student enrollment numbers or the staff members to be released shall be determined solely by the Party of the First Part.

Given this, the 4th day of May, 2020.

Natalie Kingery  
Party of the Second Part (Teacher)

4403 Ryburn Extended  
Pocahontas, AR 72455  
Address (Party of the Second Part)

Tonya Brulter  
President of the Board of Directors

Scott Ray  
Secretary of the Board of Directors

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 Bachelor's Degree  
or \_\_\_\_\_ Semester Hours

Total years of experience: 23

Years of experience in this district: 8

Grade or subject to be taught: Elementary

Member of Teacher Retirement: Yes

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

## TEACHER'S CONTRACT

STATE OF ARKANSAS

COUNTY OF LAWRENCE

PARTIES: The Imboden Area Charter School District, Party of the First Part, and Belinda Hollis, 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 4th day of May, 2020, agrees to employ Belinda Hollis, Party of the Second Part, as provided herein:

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

TIME: The time period covered by this contract is from August 3, 2020 to December 18, 2020.

COMPENSATION FOR SERVICES: Compensation under this contract is \$21,148 to be paid in 6 Installments OR \_\_\_\_\_ hourly. This contract is issued for one semester only. Compensation is based on one-half (1/2) of a yearly salary, which in no way implies the issuance of future contracts. In the event the employee is terminated before the completion of this contract, any remaining compensation will be figured using the Licensed Salary Schedule and based upon actual days worked.

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 incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). Licensed 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 teacher contract with another school district except for part-time services shared by more than one school district, which is listed herein.

TERMINATION: Teacher is an at-will employee and may be terminated at any time for violation of school policies, regardless of the terms listed in this contract.

OTHER CONDITIONS OF EMPLOYMENT: Parties hereby acknowledge and agree that in the event that student enrollment numbers for Party of the First Part are insufficient to employ Party of the Second Part, then this contract shall be null and void. The sufficiency of student enrollment numbers or the staff members to be released shall be determined solely by the Party of the First Part.

Given this, the 4th day of May, 2020.

Belinda Hollis

Party of the Second Part (Teacher)

Tonya Pruitt

President of the Board of Directors

Scott Ray, Sec

Secretary of the Board of Directors

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 6
- Certificate based on Master's Degree or          Semester Hours

Total years of experience: 1

Years of experience in this district: 1

Grade or subject to be taught: Director

Member of Teacher Retirement: Yes

Social Security Number:                         

## TEACHER'S CONTRACT

STATE OF ARKANSAS

COUNTY OF LAWRENCE

PARTIES: The Imboden Area Charter School District, Party of the First Part, and Matthew 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 4th day of June, 2020, agrees to employ Matthew Wells, Party of the Second Part, as provided herein:

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

TIME: The time period covered by this contract is from July 1, 2020 to June 30, 2021.

COMPENSATION FOR SERVICES: Compensation under this contract is \$60,000 to be paid in 12 Installments OR          hourly. In the event the employee is terminated before the completion of this contract, any remaining compensation will be figured using the Administrator Salary Schedule and based upon actual months worked.


BOARD POLICIES: The personnel policies of each school district in effect at the time a Director's contract is entered into or renewed shall be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). Licensed 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 contract with another school district except for part-time services shared by more than one school district, which is listed herein.

TERMINATION: Director is an at-will employee and may be terminated at any time for violation of school policies, regardless of the terms listed in this contract.


OTHER CONDITIONS OF EMPLOYMENT: Parties hereby acknowledge and agree that in the event that student enrollment numbers for Party of the First Part are insufficient to employ Party of the Second Part, then this contract shall be null and void. The sufficiency of student enrollment numbers or the staff members to be released shall be determined solely by the Party of the First Part.

Given this, the 8th day of June, 2020.

  
Party of the Second Part (Teacher)

  
President of the Board of Directors

2917 Meadow Cir. Pocatongo  
Address (Party of the Second Part)

  
Secretary of the Board of Directors

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 Bachelor's Degree  
or Semester Hours

Total years of experience: 1

Years of experience in this district: 1

Grade or subject to be taught: Elementary

Member of Teacher Retirement: Yes

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

## TEACHER'S CONTRACT

STATE OF ARKANSAS

COUNTY OF LAWRENCE

PARTIES: The Imboden Area Charter School District, Party of the First Part, and Megan Carey,  
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  
4th day of May, 2020, agrees to employ Megan Carey, Party of the Second Part,  
as provided herein:

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

TIME: The time period covered by this contract is from August 3, 2020 to December 18, 2020.

COMPENSATION FOR SERVICES: Compensation under this contract is \$17,125 to be paid in  
6 Installments OR \_\_\_\_\_ hourly. This contract is issued for one semester only. Compensation is based on  
one-half (1/2) of a yearly salary, which in no way implies the issuance of future contracts. In the event the employee is  
terminated before the completion of this contract, any remaining compensation will be figured using the Licensed Salary  
Schedule and based upon actual days worked.

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 incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual  
consent (Act 224 of 1983). Licensed 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 teacher  
contract with another school district except for part-time services shared by more than one school district, which is listed  
herein.

TERMINATION: Teacher is an at-will employee and may be terminated at any time for violation of school policies,  
regardless of the terms listed in this contract.

OTHER CONDITIONS OF EMPLOYMENT: Parties hereby acknowledge and agree that in the event that student  
enrollment numbers for Party of the First Part are insufficient to employ Party of the Second Part, then this contract shall be  
null and void. The sufficiency of student enrollment numbers or the staff members to be released shall be determined solely  
by the Party of the First Part.

Given this, the 4th day of May, 2020.

Megan Carey  
Party of the Second Part (Teacher)

Tonya Rucker  
President of the Board of Directors

326 N. Saint Joseph St  
Black Rock Ar  
Address (Party of the Second Part) 72415

Scott Rucker  
Secretary of the Board of Directors



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 Master's Degree or                      Semester Hours

Total years of experience: 7  
Years of experience in this district: 0  
Grade or subject to be taught: School Counselor - 0.2FTE  
Member of Teacher Retirement: Yes

Social Security Number:                     

## TEACHER'S CONTRACT

STATE OF ARKANSAS

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COUNTY OF LAWRENCE

PARTIES: The Imboden Area Charter School District, Party of the First Part, and Kelly Geoffrion, 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 4th day of May, 2020, agrees to employ Kelly Geoffrion, Party of the Second Part, as provided herein:

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

TIME: The time period covered by this contract is from August 3, 2020 to May 21, 2021.

COMPENSATION FOR SERVICES: Compensation under this contract is \$8,390.00 to be paid in 12 Installments OR                      hourly. In the event the employee is terminated before the completion of this contract, any remaining compensation will be figured using the Licensed Salary Schedule and based upon actual days worked.

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 incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). Licensed 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 teacher contract with another school district except for part-time services shared by more than one school district, which is listed herein.

TERMINATION: Teacher is an at-will employee and may be terminated at any time for violation of school policies, regardless of the terms listed in this contract.

OTHER CONDITIONS OF EMPLOYMENT: Parties hereby acknowledge and agree that in the event that student enrollment numbers for Party of the First Part are insufficient to employ Party of the Second Part, then this contract shall be null and void. The sufficiency of student enrollment numbers or the staff members to be released shall be determined solely by the Party of the First Part.

Given this, the 1st day of June, 2020.

Kelly Geoffrion  
Party of the Second Part (Teacher)

Tonya Phulp  
President of the Board of Directors

76 Cochise Rd, Cherokee Vlg Ark  
Address (Party of the Second Part) 725201

Scott Jones, Sec  
Secretary of the Board of Directors

Total years of experience: 7  
Years of experience in this district: 0  
Grade or subject to be taught: Special Education - 0.5FTE  
Member of Teacher Retirement: Yes

Scott K. Kasper, Jr.  
Secretary of the Board of Directors



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 Bachelor's Degree or Semester Hours

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

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

## TEACHER'S CONTRACT

STATE OF ARKANSAS

COUNTY OF LAWRENCE

PARTIES: The Imboden Area Charter School District, Party of the First Part, and Elizabeth Scales, 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 4th day of May, 2020, agrees to employ Elizabeth Scales, Party of the Second Part, as provided herein:

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

TIME: The time period covered by this contract is from August 3, 2020 to December 18, 2020.

COMPENSATION FOR SERVICES: Compensation under this contract is \$17,350 to be paid in 6 Installments OR \_\_\_\_\_ hourly. This contract is issued for one semester only. Compensation is based on one-half (1/2) of a yearly salary, which in no way implies the issuance of future contracts. In the event the employee is terminated before the completion of this contract, any remaining compensation will be figured using the Licensed Salary Schedule and based upon actual days worked.

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 incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). Licensed 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 teacher contract with another school district except for part-time services shared by more than one school district, which is listed herein.

TERMINATION: Teacher is an at-will employee and may be terminated at any time for violation of school policies, regardless of the terms listed in this contract.

OTHER CONDITIONS OF EMPLOYMENT: Parties hereby acknowledge and agree that in the event that student enrollment numbers for Party of the First Part are insufficient to employ Party of the Second Part, then this contract shall be null and void. The sufficiency of student enrollment numbers or the staff members to be released shall be determined solely by the Party of the First Part.

Given this, the 4th day of May, 2020.

Elizabeth Scales  
Party of the Second Part (Teacher)

Tonya Miller  
President of the Board of Directors

15 Lawrence Rd 132 Imboden AR  
Address (Party of the Second Part)

Scott Ray  
Secretary of the Board of Directors

# SCHOOL EMPLOYEE'S CONTRACT

(Classified Employees)

Imboden Area Charter School No. 38-40-700

STATE OF ARKANSAS  
COUNTY OF LAWRENCE

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

This contract is made and entered into by and between the above named charter school and  
employee Bobby Matthews.

Witnesseth:

By a majority vote of the directors present at a legally held meeting on the 4th day of  
May, 2020, above named charter school agrees to employ Bobby Matthews  
as Bus Driver in the above named charter school for a period of 178 school  
days, beginning on the 17th day of August, 2020.

Paying for said services as follows:

X The rate of \$851.06 per month.  
\_\_\_\_\_ The rate of \_\_\_\_\_ per hour.

BOARD POLICIES: The personnel policies of each school district in effect at the time an employee's contract is entered into or renewed shall be considered incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent. Classified Personnel Policy Handbook was received with this contract.

TERMINATION: Employee is at-will and may be terminated at any time for violation of school policies, regardless of the terms listed in this contract.

OTHER CONDITION OF EMPLOYMENT: Parties hereby acknowledge and agree that in the event that student enrollment numbers for the above named charter school are insufficient to employ the above named employee, then this contract shall be null and void. The sufficiency of student enrollment numbers or the staff members to be released shall be determined solely by the above named charter school.

Given this, the 1st day of June, 2020.

Bobby Matthews  
Party of the Second Part (Teacher)

Tonya Puller  
President of the Board of Directors

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

Scott Rogers, Sec.  
Secretary of the Board of Directors



# SCHOOL EMPLOYEE'S CONTRACT

(Classified Employees)

Imboden Area Charter School No. 38-40-700

STATE OF ARKANSAS  
COUNTY OF LAWRENCE

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

This contract is made and entered into by and between the above named charter school and employee Eunice L. Alderson.

Witnesseth:

By a majority vote of the directors present at a legally held meeting on the 4th day of May, 2020, above named charter school agrees to employ Eunice L. Alderson as Bus Monitor in the above named charter school for a period of 178 school days, beginning on the 17th day of August, 2020.

Paying for said services as follows:

\_\_\_\_\_ The rate of \_\_\_\_\_ per month.  
X The rate of \$10.00 per hour through December 31, 2020.  
X The rate of \$11.00 per hour January 1 through May 31, 2021.

BOARD POLICIES: The personnel policies of each school district in effect at the time an employee's contract is entered into or renewed shall be considered incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent. Classified Personnel Policy Handbook was received with this contract.

TERMINATION: Employee is at-will and may be terminated at any time for violation of school policies, regardless of the terms listed in this contract.

OTHER CONDITION OF EMPLOYMENT: Parties hereby acknowledge and agree that in the event that student enrollment numbers for the above named charter school are insufficient to employ the above named employee, then this contract shall be null and void. The sufficiency of student enrollment numbers or the staff members to be released shall be determined solely by the above named charter school.

Given this, the 1st day of June, 2020.

Eunice L. Alderson  
Party of the Second Part (Teacher)

Tony Ruler  
President of the Board of Directors

56 Dickson St. Ravenden  
Address (Party of the Second Part) 72459

Scott Jones, Sec.  
Secretary of the Board of Directors

# SCHOOL EMPLOYEE'S CONTRACT

(Classified Employees)

Imboden Area Charter School No. 38-40-700

STATE OF ARKANSAS  
COUNTY OF LAWRENCE

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

This contract is made and entered into by and between the above named charter school and  
employee Allison Hicks.

Witnesseth:

By a majority vote of the directors present at a legally held meeting on the 4th day of  
May, 2020, above named charter school agrees to employ Allison Hicks  
as School Nurse in the above named charter school for a period of 178 school  
days, beginning on the 17th day of August, 2020.

Paying for said services as follows:

\_\_\_\_ The rate of \_\_\_\_\_ per month.

X The rate of \$22.53 per hour.

BOARD POLICIES: The personnel policies of each school district in effect at the time an employee's contract is entered into or renewed shall be considered incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent. Classified Personnel Policy Handbook was received with this contract.

TERMINATION: Employee is at-will and may be terminated at any time for violation of school policies, regardless of the terms listed in this contract.

OTHER CONDITION OF EMPLOYMENT: Parties hereby acknowledge and agree that in the event that student enrollment numbers for the above named charter school are insufficient to employ the above named employee, then this contract shall be null and void. The sufficiency of student enrollment numbers or the staff members to be released shall be determined solely by the above named charter school.

Given this, the 1st day of June, 2020.

Allison Hicks, RN  
\_\_\_\_\_  
Party of the Second Part (Teacher)

111 Jessica Ln  
Brookland, AR 72417  
\_\_\_\_\_  
Address (Party of the Second Part)

Tommy Miller  
\_\_\_\_\_  
President of the Board of Directors

Scott Rogers, Sec  
\_\_\_\_\_  
Secretary of the Board of Directors



# SCHOOL EMPLOYEE'S CONTRACT

(Classified Employees)

Imboden Area Charter School No. 38-40-700

STATE OF ARKANSAS  
COUNTY OF LAWRENCE

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

This contract is made and entered into by and between the above named charter school and employee Lisa Lewallen.

Witnesseth:

By a majority vote of the directors present at a legally held meeting on the 4th day of June, 2020, above named charter school agrees to employ Lisa Lewallen as Administrative Assistant in the above named charter school for a period of 240 school days, beginning on the 1st day of July, 2020.

Paying for said services as follows:

X The rate of \$2,400.00 per month.

\_\_\_\_\_ The rate of \_\_\_\_\_ per hour.

BOARD POLICIES: The personnel policies of each school district in effect at the time an employee's contract is entered into or renewed shall be considered incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent. Classified Personnel Policy Handbook was received with this contract.

TERMINATION: Employee is at-will and may be terminated at any time for violation of school policies, regardless of the terms listed in this contract.

OTHER CONDITION OF EMPLOYMENT: Parties hereby acknowledge and agree that in the event that student enrollment numbers for the above named charter school are insufficient to employ the above named employee, then this contract shall be null and void. The sufficiency of student enrollment numbers or the staff members to be released shall be determined solely by the above named charter school.

Given this, the 8th day of June, 2020.

Lisa Lewallen  
Party of the Second Part (Teacher)

John Allen Dugger  
President of the Board of Directors

183 Lakeside Dr.  
Address (Party of the Second Part)  
Williford, AR 72483

Scott Jones, Sr.  
Secretary of the Board of Directors