It is important that	the following is	fa			
Years of Training: College Certificat or Social Security Nur	e based on	Bachelor's De	T Y gree G	contract) be given otal years of experience: ears of experience in this distr rade or subject to be taught: lember of Teacher Retirement:	Flementary
		TE	ACHER'S CO	NTRACT	
STATE OF ARKA	10.10				
					UNTY OF LAWRENCE
ARTIES: The Imparty of the Second	boden Area (harter School Di	strict, Party of t	he First Part, and	Natalie Kingery
provided herein:	of the Second	Part agrees to pe	nploy	Natalie Kingery	at a legally held meeting on the party of the Second Part, as
COMPENSATION 6 Insta one-half (1/2) of a	FOR SERV llments OR yearly salary he completion	ICES: Compens hourly which in no wan	sation under the	is issued for one semester (. In the event the employee is ured using the Licensed Salary
	一十分 ちゃくり かんしん かんかんかん しんしん	S COLLEGE OF SERVICE	STREET SHEET SHEETS STREET	et in effect at the time a tead l be binding upon both pa was received with this contr	cher's contract is entered into or rties unless changed by mutua ract.
CERTIFICATION: contract with anoth herein.	The Party of	of the Second Par trict except for p	t certifies that a art-time service	at the date of this contract, s shared by more than one	he or she is not under teacher school district, which is listed
TERMINATION: egardless of the ter	Teacher is a ms listed in the	n at-will employ is contract.	ee and may be	terminated at any time for	or violation of school policies
THE WALLEST THE THE TANKEN OF THE TANKE OF T	sufficiency of	uic citsi Pari are	insufficient to a	malou Party of the Conerd	that in the event that student Part, then this contract shall be eased shall be determined solely
Party of the Second	Part (Teacher	ship throled	020	President of the Roard Secretary of the Board	Se

It is important that the following in 6				
It is important that the following information (which is not a part of	the contract) be given			
Years of Training:	Total years of experience: 23			
College 4 Certificate based on Bachelor's Degree	Years of experience in this district:			
or Semester Hours	Grade or subject to be taught: Elementary			
	Member of Teacher Retirement: Yes			
Social Security Number:				
TEACHER'S	CONTRACT			
STATE OF ARKANSAS				
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:	of the First Part, and Belinda Hollis Party of the			
EMPLOYMENT: The Party of the First Part by a majority	vote of the directors present at a legally held meeting on the			
provided herein: May , 2020 , agrees to en	poloy Belinda Hollis , Party of the Second Part, as			
provided detent.				
SERVICE: Party of the Second Part agrees to perform servi-	ces as follows: Teaching duties as necessary. Other duties as			
assigned to reinforce the mission of the school.	teaching duties as necessary. Other duties as			
TIME: The time period				
TIME: The time period covered by this contract is from	August 3, 2020 to December 18, 2020 .			
COMPENSATION FOR SERVICES: Compensation under the	nis contract is \$21,149			
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 the point of the street in the way interest the street in the arrant the a				
on pretion of this confidet, any remaining compensation will be figured using the Licensed Calary Cahadala and				
upon actual days worked.				
BOARD POLICIES: The personnel policies of each school d	istrict in effect at the time a teacher's contract is entered into or			
and state of modificiated as feiths of said conflact and	SDAIL be binding upon both parties uplace characters			
consent (Act 224 of 1983). Licensed Personnel Policy Handbe	book was received with this contract.			
contract with another school district except for part-time ser	hat at the date of this contract, he or she is not under teacher vices shared by more than one school district, which is listed			
herein.	vices shared by more than one school district, which is listed			
TERMINIATION: Total				
regardless of the terms listed in this contract.	y be terminated at any time for violation of school policies,			
regardless of the terms fisted in this contract.				
OTHER CONDITIONS OF EMPLOYMENT: Parties he	reby acknowledge and agree that in the event that student			
CHARLES HOLD TO: I GILL OF THE LIBE LAND AND INCHILLINGIAN	to employ Party at the Cooperd Dans about 1			
and void. The sufficiency of student enformment numbers	s 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 .				
	Tonya Phulip			
B 1 - 1 1/ 1/05	Tonga muli			
Party of the Second Part (Teacher)	7			
- m., or the occount ratt (reacher)	President of the Board of Directors			
	Ω . Ω			
	XIONNIE O			
Address (Party of the Second Part)	Ser Color Ser			
/ / or me neverted tatel	Secretary of the Board of Directors			

It is impo	ortant that the following information (which is not a part	af the content \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \		
		to the contract) be given		
Years of	Training:	Total years of experience:	1	
	College 6	rears of experience in this district:	1	
	Certificate based on Master's Degree or Semester Hours	Grade or subject to be taught:	Director	
	othesic flours	Member of Teacher Retirement:	Yes	
Social Se	ecurity Number:			
	TEACHER	'S CONTRACT		
STATE O	FARKANSAS	COUN	TY OF LAWRENCE	
PARTIES	: The Imboden Area Charter School District, Par	ty of the First Park and		
Second Pa	irt, agree as follows:	ty of the First Part, and Matthey	v Wells, Party of the	
EMPL OV	MENT: The Porty of the City Park			
4th da	MENT: The Party of the First Part by a majoring yof June , 2020 , agrees to defer herein.	ty vote of the directors present at a	legally held meeting on the	
as provide	d herein:	Matthew Wells	, Party of the Second Part,	
CEBINA				
SERVICE as assigned	Party of the Second Part agrees to perform servi	ices as follows: Duties of the Directo	r as necessary. Other duties	
as assigne	d to reinforce the mission of the school.			
TIME: Th	ne time period covered by this contract is from	July 1, 2020 to June 30,	2021	
COMPEN	SATION FOR SERVICES: Compensation und	der this contract is \$60,000) to be noid in	
3.00	THE PROPERTY OF THE PROPERTY O	P PUPPT the ampletice is terminated L	- Fr	
contract, any remaining compensation will be figured using the Administrator Salary Schedule and based upon actual months worked.				
WUINCU.				
BOARD I	POLICIES: The personnel policies of each school dishall be incorporated as terms of said assets	I district in effect at the time a Direct	tople controls	
	a arrest of medibolator as ferms of Said Compact 5	the Shall be hinding upon both partic	or reminence about 1 to 1	
consent (A	Act 224 of 1983). Licensed Personnel Policy Hand	book was received with this contract.	and the state of the state of	
CERTIFIC	CATION: The Party of the Second Part certifies the	and at the date of this contract has an		
another sc	hool district except for part-time services shared b	ry more than one school district, which	h is listed herein	
regardless	ATION: Director is an at-will employee and m of the terms listed in this contract.	hay be terminated at any time for v	violation of school policies,	
OTHER (CONDITIONS OF EMPLOYMENT: Parties I	nereby acknowledge and agree that	in the event that student	
AND OTHERS	t numbers for raity of the right part are insufficie	nt to employ Party of the Second Day	et than this same a 1 11 1	
Treate delice t	oid. The sufficiency of student enrollment number ty of the First Part.	ers or the staff members to be release	d shall be determined solely	
Given this	the 8th day of June , 2020 .			
Allin	14 18 11 11 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Ω	1	
11/0000	" Miles	Chean China	1)	
Party of th	ne Second Part (Teacher)	President of the Board of	Director	
		of the board of	Duveron's	
1	0			
17/7	Mondow Cir. Poutongs	Sant Va	Oe-	
Address (I	Party of the Second Part)	Secretary of the Board of	Directors	
		The same of the Colonial Colon	normal and the state of the sta	

It is important that the following information (which is not a part of	of the contract) be given
Years of Training:	Total years of experience:
College 4	Years of experience in this district:
Certificate based on <u>Bachelor's</u> Degree orSemester Hours	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, Par Party of the Second Part, agree as follows:	AND CONTRACTOR OF THE CONTRACT
EMPLOYMENT: The Party of the First Part by a majorit 4th day of May , 2020 , agrees to as provided herein:	ty vote of the directors present at a legally held meeting on the employ Megan Carey, Party of the Second Part,
SERVICE: Party of the Second Part agrees to perform ser assigned to reinforce the mission of the school.	vices as follows: Teaching duties as necessary. Other duties as
TIME: The time period covered by this contract is from	August 3, 2020 to December 18, 2020
6 Installments OR hourly. This cone-half (1/2) of a yearly salary, which in no way implies	der this contract is \$17,125 to be paid in contract is issued for one semester only. Compensation is based on a sthe issuance of future contracts. In the event the employee is maining compensation will be figured using the Licensed Salary
BOARD POLICIES: The personnel policies of each school renewed shall be incorporated as terms of said contract at consent (Act 224 of 1983). Licensed Personnel Policy Hand	ol district in effect at the time a teacher's contract is entered into or and shall be binding upon both parties unless changed by mutual adbook was received with this contract.
CERTIFICATION: The Party of the Second Part certific contract with another school district except for part-time herein.	es that at the date of this contract, he or she is not under teacher services shared by more than one school district, which is listed
TERMINATION: Teacher is an at-will employee and regardless of the terms listed in this contract.	may be terminated at any time for violation of school policies,
enrollment numbers for Party of the First Part are insuffici	hereby acknowledge and agree that in the event that student ient to employ Party of the Second Part, then this contract shall be bers or the staff members to be released shall be determined solely
Given this, the 4th day of May , 2020 Party of the Second Part (Teacher)	President of the Board of Directors
326 V. Saint Bosch St Address (Party of the Second Part) 734	As Secretary of the Board & Directors

It is important	t that the following is	nformation (which is not a	nart of the			
Years of Train		a service and a service a	part of the cor	itract) be given		
• Coll	lege 6		Total	years of experience:	7	
• Cert	tificate based on	Macter's D	* WALL	or experience in this	GISTRICE A	
or		Semester Hours		e or subject to be taug	tht: School Counselor - 0.2FTE	
			:ATCIII	ber of Teacher Retires	ment: Yes	
Social Securit	y Number:	THE CONTRACT LANGE				

						TOTAL
		TEACH	ER'S CON	TRACT		
STATE OF AF	RKANSAS			\$	COUNTY OF LAWRENCE	
PARTIES: Th	ie Imboden Area C	Thomas Calada				
Party of the Se	cond Part, agree as	follows:	Party of the I	First Part, and	Kelly Geoffrion	2
EMPLOYMEN	NT: The Party of	the First Part by a ma-	iority vote of	the directors press	ent at a legally held meeting on the	
4th day of	May	, <u>2020</u> , agree	s to employ	Kelly Geo	ent at a legally held meeting on the ffrion, Party of the Second	
Part, as provide	ad herein:		, ,		, Farty of the Second	
SERVICE: Pa	arty of the Second	Part agrees to porform				
assigned to rein	nforce the mission	of the school	services as f	ollows: Teaching c	duties as necessary. Other duties as	
IIME: The tin	ne period covered l	by this contract is from	August	3, 2020 to	May 21, 2021	
12	Installments OR	CES: Compensation (under this co	ntract is\$	\$8,390.00 to be paid in	e e
contract, any r worked.	emaining compen	sation will be figured	using the L	e employee is termi icensed Salary Sch	inated before the completion of this sedule and based upon actual days	
3OARD POLI	CIES: The parent	mal malining of the state				
enewed shall	be incorporated as	terms of said contract	ool district in	effect at the time a	teacher's contract is entered into or	i.
consent (Act 22	24 of 1983). Licen	sed Personnel Policy H	andbook was	c binding upon both received with this c	teacher's contract is entered into or h parties unless changed by mutual contract.	
contract with a nerein.	nother school dist	rict except for part-tim	fies that at the services sh	ared by more than	ract, he or she is not under teacher one school district, which is listed	
TERMINATIO	N: Taachae is a	a ce will				
egardless of th	e terms listed in th	is contract.	1 may be ter	minated at any tim	ne for violation of school policies,	
OTHER CONI	DITIONS OF EN	PLOYMENT: Partie	s haraby ad		ree that in the event that student	
nrollment num	ibers for Party of t	he First Part are insuffi	icient to empl	chowledge and agr	ond Part, then this contract shall be	
		student enrollment nur	nbers or the s	staff members to be	ond Part, then this contract shall be released shall be determined solely	
y the Party of	the First Part.				released shall be determined solely	
Given this, the	lst_ day of	June 202	10			
i /		* 202		/		
100.	Mont	-A11010		1		
arty of the Sa	Tiano	Duor		Tonya	Mulin	
arry of the 260	and Part (Teacher))		President of the Bo	oard of Directors	
		91		•		
to Cool	nice Od	Cherother VI	11	-2 n-1	(
ddrace (Part	THE THE	CARACTER A	MATIC	1000 P	Xer Ser	
iduicss (Party	or the Second Part	77570	Y	Secretary of the Bo	oard of Directors	
		1000			l .	

It is important that the following information (which is not a part of the	* (Ontract) be given
Years of Training: College 6 Certificate based on Master's Degree	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
TEACHER'S C	ONTRACT
STATE OF ARKANSAS	COUNTRY
PARTIES: The Imboden Area Charter School District, Party of Party of the Second Part, agree as follows:	COUNTY OF LAWRENCE
EMPLOYMENT: The Party of the First Part by a majority voided herein:	e of the directors present at a legally held meeting on the loy, Party of the Second
SERVICE: Party of the Second Part agrees to perform services assigned to reinforce the mission of the school.	as follows: Teaching duties as necessary. Other duties as
TIME: The time period covered by this contract is fromAug	ust 3, 2020 to May 21, 2021 .
COMPENSATION FOR SERVICES: Compensation under the last sentract, any remaining compensation will be figured using the last services.	is contract is \$20,975 to be paid in
BOARD POLICIES: The personnel policies of each school distri- enewed shall be incorporated as terms of said contract and sha consent (Act 224 of 1983). Licensed Personnel Policy Handbook	was received with this contract.
CERTIFICATION: The Party of the Second Part certifies that contract with another school district except for part-time service serein.	at the date of this contract, he or she is not under teacher is shared by more than one school district, which is listed
TERMINATION: Teacher is an at-will employee and may be egardless of the terms listed in this contract.	terminated at any time for violation of school policies,
OTHER CONDITIONS OF EMPLOYMENT: Parties hereby nrollment numbers for Party of the First Part are insufficient to e ull and void. The sufficiency of student enrollment numbers or y the Party of the First Part.	
Given this, the 1st day of June , 2020 . Party of the Second Part (Teacher)	President of the Board of Directors
He Cochise Rd, Chenke Village Address (Party of the Second Part) AC 725791	Secretary of the Board of Directors

It is important that the following information (which	ch is not a part of the c	contract) be given	
Years of Training:	To	tal years of avantian as	
• College 4	Ye	tal years of experience: ars of experience in this district	
Certificate based on Bachelor's	Degree Gr	ade or subject to be taught:	Flementary
or Semester Ho	ours Me	ember of Teacher Retirement:	Yes
Social Security Number.			
TI	EACHER'S CO	NTRACT	
STATE OF ARKANSAS ?		coun	NTY OF LAWRENCE
PARTIES: The Imboden Area Charter School Party of the Second Part, agree as follows:	District, Party of the		
EMPLOYMENT: The Party of the First Part 4th day of May . 2020 Part, as provided herein:	by a majority vote , agrees to emplo	of the directors present at a	legally held meeting on the
rate, as provided herein.			
SERVICE: Party of the Second Part agrees to assigned to reinforce the mission of the school.	perform services as	s follows: Teaching duties	as necessary. Other duties as
TIME: The time period covered by this contrac	t is from Augu	st 3, 2020 to D	ecember 18, 2020.
COMPENSATION FOR SERVICES: Comp 6 Installments OR hou one-half (1/2) of a yearly salary, which in no terminated before the completion of this contr Schedule and based upon actual days worked.	way implies the ice	s issued for one semester on	ly. Compensation is based on
BOARD POLICIES: The personnel policies of renewed shall be incorporated as terms of said consent (Act 224 of 1983). Licensed Personnel	I CHRITACT SEC SEST	he himdeney transpare bankle	
CERTIFICATION: The Party of the Second contract with another school district except for herein.	Part certifies that at r part-time services	the date of this contract, h shared by more than one s	e or she is not under teacher chool district, which is listed
TERMINATION: Teacher is an at-will empregardless of the terms listed in this contract.	loyee and may be	terminated at any time for	violation of school policies,
OTHER CONDITIONS OF EMPLOYMENT enrollment numbers for Party of the First Part a null and void. The sufficiency of student enroll by the Party of the First Part.	are insulticient to an	nnion Down of the Casad D	
Given this, the 4th day of May		/	
Party of the Second Part (Teacher)	-	President of the Board o	f Directors
Address (Party of the Second Part)	ien AR	Secretary of the Roard of	Directors

(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 the4thday of
May , 2020 , above named charter school agrees to employ Bobby Matthews
as <u>Bus Driver</u> in the above named charter school for a period of <u>178</u> 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, thelstday ofJune, 2020 Party of the Second Part (Teacher) President of the Board of Directors

Address (Party of the Second Part)

(Classified Employees)

Imboden Area Charter School No. 38-40-700

STATE OF AL	RKANSAS
COUNTY OF	LAWRENCE

STATE OF ARI				
COUNTY OF L	AWRENCE			
			Socia	al Security Number
This co	intract is made and enti-	ered into by and b	etween the above na	med charter school and
employee	Eunice L. Alderson			
Witnesseth:				
By a m	ajority vote of the dire	ctors present at a	legally held meeting	on the 4th day of
				Eunice L. Alderson
				school days, beginning or
	ay of <u>August</u>			
Paying for said s	services as follows:			
(44-144, A4-4, 0-5, 0-7, 0-7, 0-7, 0-7, 0-7, 0-7, 0-7, 0-7	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 21, 2021.
BOARD POLIC contract is enter	CIES: The personnel ed into or renewed sho oth parties unless chan	policies of each	school district in eff	ect at the time an employee' as of said contract and shall bersonnel Policy Handbook wa
TERMINATION regardless of the	N: Employee is at-will terms listed in this co	I and may be term	ninated at any time f	or violation of school policies
employee, then	an numbers for the abo	ove named charter null and void. Th	school are insufficiency of stud	and agree that in the event that ent to employ the above name lent enrollment numbers or the charter school.
Given this, the	lst_day ofJune	, 2020	- /	
Elinice Deco	ond Part (Teacher)	leism Pr	10 Mga	huli of Directors
56 Dick Address (Party of		den se	Scato Lon	See,

(Classified Employees)

Imboden Area Charter School No. 38-40-700

STATI	E OF A	RKAN	ISAS
COUN	TY OF	LAW	RENCE

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 the4th day of
May , 2020 , above named charter school agrees to employ Allison Hicks
as <u>School Nurse</u> in the above named charter school for a period of <u>178</u> 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.
Party of the Second Part (Teacher) 1/1 Jessica Lh
Brookland, AR 72417 Secretary of the Board of Directors Secretary of the Board of Directors

(Classified Employees)

Imboden Area Charter School No. 38-40-700

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 the4th 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 <u>lst</u> day of <u>July</u> , <u>2020</u> .
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.
Party of the Second Part (Teacher) Party of the Second Part (Teacher) President of the Board of Directors
Address (Party of the Second Part) NINITORA AR 72483 Secretary of the Board of Directors