It is important that the following information (which is not a part of	of the contract) be given
Years of Training:  College6 Certificate based onMaster'sDegree	Total years of experience:  Years of experience in this district:  Grade or subject to be taught:  Director
or Semester Hours  Social Security Number:	Member of Teacher Retirement: Yes
TEACHER'S	CONTRACT
STATE OF ARKANSAS	COUNTY OF LAWRENCE
PARTIES: The Imboden Area Charter School District, Party Second Part, agree as follows:	of the First Part, and <u>Matthew Wells</u> , Party of the
EMPLOYMENT: The Party of the First Part by a majority 28th day of	vote of the directors present at a legally held meeting on the employ Matthew Wells, Party of the Second Part,
SERVICE: Party of the Second Part agrees to perform service as assigned to reinforce the mission of the school.	es as follows: Duties of the Director as necessary. Other duties
TIME: The time period covered by this contract is from	July 1, 2021 to June 30, 2022
COMPENSATION FOR SERVICES: Compensation unde	or this contract is \$65,000 to be paid in event the employee is terminated before the completion of this the Administrator Salary Schedule and based upon actual months
BOARD POLICIES: The personnel policies of each school or renewed shall be incorporated as terms of said contract and consent (Act 224 of 1983). Licensed Personnel Policy Handberg	district in effect at the time a Director's contract is entered into d shall be binding upon both parties unless changed by mutual pok was received with this contract.
CERTIFICATION: The Party of the Second Part certifies that another school district except for part-time services shared by	t at the date of this contract, he or she is not under contract with more than one school district, which is listed herein.
TERMINATION: Director is an at-will employee and magnegardless of the terms listed in this contract.	y be terminated at any time for violation of school policies,
anothine it it indices for Party of the First Part are insufficient	reby acknowledge and agree that in the event that student to employ Party of the Second Part, then this contract shall be or the staff members to be released shall be determined solely
Given this, the29th_ day of,	$\alpha$
Party of the Second Part (Teacher)	President of the Board of Director

29/7 Meadow Circle

Pocahon tas, AR 72455
Address (Party of the Second Part)

It is impo	ortant that the following	information (which is not a part of	of the contract) be given
Years of	Training:		Total years of experience: 10
•	College 4		Total years of experience: 10  Years of experience in this district: 7
•	Certificate based on	Bachelor's Degree	Grade or subject to be taught: Elementary
	or	Semester Hours	Member of Teacher Retirement: Yes
Social Se	ecurity Number:		
		TEACHER'	S CONTRACT
STATE C	OF ARKANSAS		COUNTY OF LAWRENCE
	S: The Imboden Area he Second Part, agree		y of the First Part, and <u>Natalie Kingery</u> ,
EMPLOY	MENT: The Party day ofApril,	of the First Part by a majorit	y vote of the directors present at a legally held meeting on the  Natalie Kingery , Party of the Second Part, as
	E: Party of the Seco to reinforce the missi		vices as follows: Teaching duties as necessary. Other duties as
TIME: T	he time period cover	ed by this contract is from	August 2, 2021 to December 17, 2021.
one-half terminate	Installments OR	hourly. This co ary, which in no way implies tion of this contract, any rem	er this contract is \$19,700.00 to be paid in ntract is issued for one semester only. Compensation is based on the issuance of future contracts. In the event the employee is taining compensation will be figured using the Licensed Salary
renewed	shall be incorporated	d as terms of said contract an	district in effect at the time a teacher's contract is entered into or ad shall be binding upon both parties unless changed by mutual lbook was received with this contract.
CERTIF contract herein.	ICATION: The Part with another school	ry of the Second Part certifies district except for part-time s	s that at the date of this contract, he or she is not under teacher ervices shared by more than one school district, which is listed
	NATION: Teacher is so of the terms listed in		nay be terminated at any time for violation of school policies,
enrollme null and	ent numbers for Party	of the First Part are insufficient	hereby acknowledge and agree that in the event that student ent to employ Party of the Second Part, then this contract shall be ers or the staff members to be released shall be determined solely
Given th	is, the 27th day o	f April , 2021 .	
46	the Second Part (Tea	Chor)	President of the Board of Directors
440	3 PyburnE	extended	
Address	(Party of the Second	Part) 72455	Secretary of the Board of Directors

It is imp	ortant that the following	information (which is not a	part of the contract) be given
Years of	Training:		Total vegets of superious
	College 4		Total years of experience: 2  Years of experience in this district: 2
•	Certificate based on _	Bachelor's Degree	Grade or subject to be taught: Payroll Clerk
	or	Semester Hours	Member of Teacher Retirement: Yes
Social Se	ecurity Number:		
		TEACHE	ER'S CONTRACT
STATE C	F ARKANSAS		COUNTY OF LAWRENCE
PARTIES Party of th	: The Imboden Area ne Second Part, agree	Charter School District, Fas follows:	Party of the First Part, and
28tnc	MENT: The Party of June ovided herein:	of the First Part by a maj	ority vote of the directors present at a legally held meeting on the es to employ, Party of the Second
SERVICE	E: Party of the Second	i Part agrees to perform se	ervices as follows: Duties as assigned.
TIME: TI	he time period covere	d by this contract is from	September 1, 2021 to August 30, 2022.
12	Installments Of	hourly. In	under this contract is <u>\$4062.50</u> to be paid in the event the employee is terminated before the completion of this ng the Administrator Salary Schedule and based upon actual months
snan be in	icorporated as terms of	of said contract and shall t	ool district in effect at the time a contract is entered into or renewed be binding upon both parties unless changed by mutual consent (Act received with this contract.
CERTIFIC another sc	CATION: The Party hool district except for	of the Second Part certifie or part-time services share	s that at the date of this contract, he or she is not under contract with d by more than one school district, which is listed herein.
TERMINA regardless	ATION: Administrat of the terms listed in	or is an at-will employee this contract.	and may be terminated at any time for violation of school policies,
null and v	t numbers for Party of	of the First Part are insuffi	s hereby acknowledge and agree that in the event that student cient to employ Party of the Second Part, then this contract shall be nbers or the staff members to be released shall be determined solely
Given this	, the <u>28th</u> day of	June , _20	021
Party of th	abeth A. S	Eccles (er)	President of the Board of Directors
	awrence Rd	132	
	ien Ari		0 - 1 - 1
72431	1		South hum he
Address (I	Party of the Second Pa	art)	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 Or Semester Hours  Total years of experience:  Years of experience:  Years of experience:  Grade or subject to be taught:  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 <a href="mailto:28th">28th</a> day of <a href="mailto:June">June</a> , <a href="mailto:2021">2021</a> , agrees to employ <a href="mailto:Belinda Hollis">Belinda Hollis</a> , <a href="party">Party of the Second Part</a> , as provided herein:	
SERVICE: Party of the Second Part agrees to perform services as follows: Duties as assigned.	
TIME: The time period covered by this contract is from September 1, 2021 to August 30, 2022	
COMPENSATION FOR SERVICES: Compensation under this contract is \$3,250.00 to be paid in 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 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: Asst. 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 28th day of June, 2021.

Party of the Second Part (Teacher)

19 PahVanto Do, Address (Party of the Second Part) President of the Board of Directors

Secretary of the Board of Directors

It is important that the following information (which is not a part of	f the contract) be given		
Years of Training:	Total years of experience:		
College4     Certificate based onBachelor'sDegree	Years of experience in this district: 2  Grade or subject to be taught: Elementary		
or Semester Hours	Member of Teacher Retirement: Yes		
Social Security Number:			
TEACHER'S	CONTRACT		
STATE OF ARKANSAS	COUNTY OF LAWRENCE		
PARTIES: The Imboden Area Charter School District, Part Party of the Second Part, agree as follows:	y of the First Part, and <u>Megan Carey</u> ,		
EMPLOYMENT: The Party of the First Part by a majority 26th day of April , 2021 , agrees t Part, as provided herein:	vote of the directors present at a legally held meeting on the o employ Megan Carey, Party of the Second		
SERVICE: Party of the Second Part agrees to perform servi assigned to reinforce the mission of the school.	ices as follows: Teaching duties as necessary. Other duties as		
TIME: The time period covered by this contract is from	August 2, 2021 to December 17, 2021 .		
6 Installments OR hourly. This con one-half (1/2) of a yearly salary, which in no way implies	this contract is \$17,900.00 to be paid in tract is issued for one semester only. Compensation is based on the issuance of future contracts. In the event the employee is tining compensation will be figured using the Licensed Salary		
BOARD POLICIES: The personnel policies of each school or renewed shall be incorporated as terms of said contract and consent (Act 224 of 1983). Licensed Personnel Policy Handb	district in effect at the time a teacher's contract is entered into or I shall be binding upon both parties unless changed by mutual book 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.			
enrollment numbers for Party of the First Part are insufficient	ereby acknowledge and agree that in the event that student at to employ Party of the Second Part, then this contract shall be are or the staff members to be released shall be determined solely		
Given this, the 27th day of April , 2021			
Party of the Second Part (Teacher)	President of the Board of Directors		
326 N. Saint Sosph 8t. Address (Party of the Second Part) Black Book Ar 12415	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:	Total years of experience: 24
c Callers 4	Years of experience in this district: 9
College 4     Certificate based on Bachelor's Degree	Grade or subject to be taught: Elementary
or Semester Hours	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 Second Part, agree as follows:	of the First Part, andBelinda Hollis, Party of the
EMPLOYMENT: The Party of the First Part by a majority 26th day of April , 2021 , agrees to as provided herein:	vote of the directors present at a legally held meeting on the employ Belinda Hollis, Party of the Second Part,
SERVICE: Party of the Second Part agrees to perform service assigned to reinforce the mission of the school.	ees as follows: Teaching duties as necessary. Other duties as
TIME: The time period covered by this contract is from	August 2, 2021 to December 17, 2021 .
COMPENSATION FOR SERVICES: Compensation und 6 Installments OR hourly. This controne-half (1/2) of a yearly salary, which in no way implies the terminated before the completion of this contract, any remain Schedule and based upon actual days worked.	ract is issued for one semester only. Compensation is based on ne issuance of future contracts. In the event the employee is
BOARD POLICIES: The personnel policies of each school di renewed shall be incorporated as terms of said contract and consent (Act 224 of 1983). Licensed Personnel Policy Handbo	shall be binding upon both parties unless changed by mutual
CERTIFICATION: The Party of the Second Part certifies the contract with another school district except for part-time service.	nat at the date of this contract, he or she is not under teacher vices shared by more than one school district, which is listed
TERMINATION: Teacher is an at-will employee and may regardless of the terms listed in this contract.	be terminated at any time for violation of school policies.
OTHER CONDITIONS OF EMPLOYMENT: Parties her enrollment numbers for Party of the First Part are insufficient null and void. The sufficiency of student enrollment numbers by the Party of the First Part.	to employ Party of the Second Part, then this contract shall be
Given this the 27th January A. II. 2021	
Belinda Jacobs  Party of the Second Part (Teacher)  April , 2021 .	Hen Chun Dilyn- President of the Board of Directors
19 Pahvanto Dr. Chero Kee Ville Address (Party of the Second Part)	age Secretary of the Board of Directors

10990 80	7000					
It is impor	rtant that the following	g information (which	is not a part of	he contract) be given		
Years of T	Training:			Total years of experi	ence:	19
•	College 8			Years of experience	in this district:	11
•	Certificate based on _ or _	Master's	Degree	Grade or subject to b	e taught: S	chool Counselor - 0.2FTF
			rs	Member of Teacher I	Retirement:	Yes
Social Sec	curity Number:					
		TE	ACHER'S	CONTRACT		
STATE OF	ARKANSAS				COUN	TY OF LAWRENCE
PARTIES:	The Imboden Area	Charter School D	Sintaint Day	C.I. Di D		
Party of the	e Second Part, agree	as follows:	oistrict, Party o	t the First Part, and		James McLeod
EMPLOYM	MENT: The Party	of the First Part by	v a majority v	ote of the directors	nrecent at a	legally held meeting on th
	y of <u>April</u> vided herein:	, _2021	, agrees to e	mploy Jam	es McLeod	Party of the Secon
SERVICE:	Party of the Sagar	d Dont		- 1200		
assigned to	reinforce the mission	on of the school.	erform service	s as follows: Teach	ning duties as	necessary. Other duties a
TIME: The	time period covere	d by this contract i	s from Au	gust 2, 2021	to <u>Ma</u>	y 27, 2022
						to be paid i
1 4	mstannents Or	C non	riv in the eve	ent the employee is	tarminated b	of 1
contract, an worked.	ny remaining comp	ensation will be f	igured using	he Licensed Salary	Schedule a	nd based upon actual day
BOARD PO	OLICIES: The name	annal maliaiaa af	1 1 1 1 1			
renewed sha	all be incorporated	as terms of said of	ach school dist	all be binding upon	ime a teacher	's contract is entered into o
consent (Ac	et 224 of 1983). Lic	ensed Personnel Po	olicy Handbool	was received with	this contract.	unless changed by mutua
CERTIFICA	ATION: The Party	of the Second Pa	rt certifies that	at the date of this	contract, he	or she is not under teache
contract with herein.	th another school d	istrict except for p	art-time service	es shared by more	than one sch	ool district, which is listed
iciciii.						
TERMINAT	TION: Teacher is	an at-will employ	ee and may b	e terminated at an	y time for v	iolation of school policies
regardless o	f the terms listed in	this contract.			E 0000000 00000 0	ponetes
OTHER CO	ONDITIONS OF E	EMPLOYMENT:	Parties hereh	v acknowledge an	d agree that	in the event that studen
om omment i	dumbers for rafty o	i ule rust part are	insufficient to	employ Party of the	e Second Dar	t than this contract about 1
turi uria 101	d. The sufficiency of the First Part.	of student enrollm	ent numbers or	the staff members	to be released	shall be determined solely
by the raity	of the Flist Part.					
Given this, t	the <u>27th</u> day of	April				
	10			$\cap$		Λ
1	- IN 1/1	1 8 1		May	aust	July 2
arty of the	Second Part (Teach	er)		President of t	the Board of I	Directors
1					4	
				0 -	MA	
Address (Do	rty of the Sanda B			100	Dely	so loc.
radicss (Pa)	rty of the Second Pa	irt)		Secretary of t	the Board of I	lirectors

It is important that the following information (which is not a part  Years of Training:  College 8 Certificate based on Master's Degree or Semester Hours  Social Security Number:	Total years of experience:  Years of experience in this district:  Grade or subject to be taught:  Member of Teacher Retirement:  Yes
TEACHER'	S CONTRACT
STATE OF ARKANSAS	COUNTY OF LAWRENCE
PARTIES: The Imboden Area Charter School District, Party of the Second Part, agree as follows:	arty of the First Part, and Scott James
EMPLOYMENT: The Party of the First Part by a majorit 26th day of July , 2021 , agrees to as provided herein:	y vote of the directors present at a legally held meeting on the employ Scott James, Party of the Second Part,
SERVICE: Party of the Second Part agrees to perform servassigned 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 2022	August 2, 2021 toapproximately May 27,
12 installments OR hourly. In the	er this contract is \$\_\$28,230\$ to be paid in event the employee is terminated before the completion of this ng the Licensed Salary Schedule and based upon actual days
BOARD POLICIES: The personnel policies of each school renewed shall be incorporated as terms of said contract and consent (Act 224 of 1983). Licensed Personnel Policy Handle	district in effect at the time a teacher's contract is entered into or d shall be binding upon both parties unless changed by mutual book was received with this contract.
CERTIFICATION: The Party of the Second Part certifies contract with another school district except for part-time se herein.	that at the date of this contract, he or she is not under teacher ervices shared by more than one school district, which is listed
TERMINATION: Teacher is an at-will employee and maregardless of the terms listed in this contract.	ay be terminated at any time for violation of school policies,
emoniment numbers for Party of the First Part are insufficient	ereby acknowledge and agree that in the event that student at to employ Party of the Second Part, then this contract shall be are or the staff members to be released shall be determined solely
Given this, the 9th day of August , 2021  Party of the Second Part (Teacher)	President of the Board of Directors
Address (Party of the Second Part)	Secretary of the Board 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 <u>Lisa Lewallen</u> .
Witnesseth:
By a majority vote of the directors present at a legally held meeting on the day of
June , 2021 , above named charter school agrees to employ Lisa Lewallen
as <u>Administrative Assistant</u> in the above named charter school for a period of <u>240</u> school
days, beginning on the <u>lst</u> day of <u>July</u> , <u>2021</u> .
Paying for said services as follows:
$\underline{X}$ The rate of $\underline{\$2,666.67}$ 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, the29thday of June,2021  Party of the Second Part (Teacher)
Address (Party of the Second Part)  Nilliford AP  Secretary of the Board 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 Eunice L. Alderson
Witnesseth:
By a majority vote of the directors present at a legally held meeting on the day of
April , 2021 , above named charter school agrees to employ Eunice L. Alderson
as <u>Classified Tutor</u> in the above named charter school for a period of <u>178</u> school days, beginnin on
the <u>16th</u> day of <u>August</u> , <u>2021</u> .
Paying for said services as follows:
$\underline{X}$ The rate of $\underline{\$12.50}$ per hour.
BOARD POLICIES: The personnel policies of each school district in effect at the time an employee' 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 27th day of April , 2021 .
Party of the Second Part (Teacher)  President of the Board of Directors
Address (Party of the Second Part)  Secretary of the Board of Directors

(Classified Employees)

Imboden Area Charter School No. 38-40-700

STA	ATE	OF	Al	RK.	ANS	SAS	
CO	UNT	Y (	)F	LA	WR	EN	CE

COUNTY OF LAWRENCE
Social Security Number
This contract is made and entered into by and between the above named charter school and
employeeEunice L. Alderson
Witnesseth:
By a majority vote of the directors present at a legally held meeting on the 26th day of
April , 2021 , above named charter school agrees to employ Eunice L. Alderson
as _Bus Monitor_ in the above named charter school for a period of178 school days, beginning or
the <u>16th</u> day of <u>August</u> , <u>2021</u> .
Paying for said services as follows:
$\underline{X}$ The rate of $\underline{\$12.50}$ per hour.
BOARD POLICIES: The personnel policies of each school district in effect at the time an employee' 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 27th day of April , 2021.
Party of the Second Part (Teacher)  President of the Board of Directors
Sto Digeson St. Ravender At. 72459 Seath Karrey Sec.

(Classified Employees)

Imboden Area Charter School No. 38-40-700

STATE OF ARKANSAS COUNTY OF LAWRENCE	
Constitution of the Consti	Social Security Number
This contract is made and entered into by and between t	he above named charter school and
employee Bobby Matthews	
Witnesseth:	
By a majority vote of the directors present at a legally he	eld meeting on the <u>27th</u> day of
April , 2021 , above named charter school agree	es to employ <u>Bobby Matthews</u>
as _Bus Driver _ in the above named charter school for a period	l of <u>178</u> school
days, beginning on the <u>16<sup>th</sup></u> day of <u>August</u>	, <u>2021</u> .
Paying for said services as follows:	
X The rate of\$882.58 per n	month.
The rate of per ho	our.
BOARD POLICIES: The personnel policies of each school di contract is entered into or renewed shall be considered incorpor binding upon both parties unless changed by mutual consent. Or received with this contract.	ated as terms of said contract and shall be
TERMINATION: Employee is at-will and may be terminated a regardless of the terms listed in this contract.	t any time for violation of school policies
OTHER CONDITION OF EMPLOYMENT: Parties hereby ack student enrollment numbers for the above named charter school a employee, then this contract shall be null and void. The sufficie staff members to be released shall be determined solely by the above	are insufficient to employ the above named
Given this the 27 days 6	

President of the Board of Directors

Address (Party of the Second Part)

Secretary of the Board of Directors

Party of the Second Part (Teacher)