(Classified Employees)

Imboden Area Charter School No. 38-40-700

STATE OF ARKANSAS COUNTY OF LAWRENCE

Social Security Number

Social Scotting Prantice
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 the25th_ day of
May , 2023 , above named charter school agrees to employEunice L. Alderson_
as <u>Classified Tutor</u> in the above named charter school for a period of <u>178</u> school days, beginning on
the 14th day of August , 2023 .
Paying for said services as follows:
X The rate of \$15.60 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 26th day of May, 2023
Party of the Second Part (Teacher) President of the Board of Directors
Sh Dickson St. Ravenden Ar. 72459 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 Social Security Number:	Total years of experience: 4 Years of experience in this district: 4 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 Party of the Second Part, agree as follows:	of the First Part, and Megan Carey,
EMPLOYMENT: The Party of the First Part by a majority vote day of <u>April</u> , <u>2023</u> , agrees to employ provided herein:	of the directors present at a legally held meeting on the 27th Megan Carey , Party of the Second Part, as
SERVICE: Party of the Second Part agrees to perform service assigned to reinforce the mission of the school.	es as follows: Teaching duties as necessary. Other duties as
TIME: The time period covered by this contract is fromJu	ly 31, 2023 to <u>December 15, 2023</u> .
COMPENSATION FOR SERVICES: Compensation under to 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.	act is issued for one semester only. Compensation is based on e issuance of future contracts. In the event the employee is
BOARD POLICIES: The personnel policies of each school dis renewed shall be incorporated as terms of said contract and shall (Act 224 of 1983). Licensed Personnel Policy Handbook was r	be binding upon both parties unless changed by mutual consent
CERTIFICATION: The Party of the Second Part certifies that a with another school district except for part-time services shared	t the date of this contract, he or she is not under teacher contract by more than one school district, which is listed herein.
TERMINATION: Teacher is an at-will employee and may be to of the terms listed in this contract.	rminated at any time for violation of school policies, regardless
OTHER CONDITIONS OF EMPLOYMENT: Parties hereby a numbers for Party of the First Part are insufficient to employ Pa The sufficiency of student enrollment numbers or the staff mer the First Part.	rty of the Second Part, then this contract shall be null and void.
Given this, the 1st day of May , 2023 .	
Party of the Second Part (Teacher)	President of the Board of Directors
Block Rock AR 72415	Secretary of the Board of Directors
EICH INCH	(

(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 a	and between the above named charter school and
employee <u>Tosha Hardin</u> .	
Witnesseth:	
By a majority vote of the directors present	at a legally held meeting on the 25th day of
May , 2023 , above named charter	school agrees to employTosha Hardin
as <u>Classified Tutor</u> in the above named charter son	school for a period of 178 school days, beginning
the <u>14th</u> day of <u>August</u> , <u>202</u>	<u>3</u> .
Paying for said services as follows:	
Total Contract amount of \$20,995.10 paid	out September through August as follows
X The rate of \$1749.5	per month.
X Additional duties will be paid	the rate of \$16.85 per hour.
contract is entered into or renewed shall be consid	each school district in effect at the time an employee's ered incorporated as terms of said contract and shall be tall consent. Classified Personnel Policy Handbook was
TERMINATION: Employee is at-will and may be regardless of the terms listed in this contract.	e terminated at any time for violation of school policies,
student enrollment numbers for the above named cl	ies hereby acknowledge and agree that in the event that narter school are insufficient to employ the above named. The sufficiency of student enrollment numbers or the blely by the above named charter school.
Given this, the 26th day of May Party of the Second Part (Teacher)	President of the Board of Directors
Address (Party of the Second Part)	Secretary 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

	-411		
Social	Securi	ty Number	

COUNTY OF LAWRENCE	Social Security Number
This contract is made and entered into by a	nd between the above named charter school and
employee Sandy Jones.	
Witnesseth:	
By a majority vote of the directors present	at a legally held meeting on the27th day of
April , 2023 , above named charter	school agrees to employ Sandy Jones
as <u>School Nurse</u> in the above named charter sch	nool for a period of 178 school
days, beginning on the <u>14th</u> day of <u>Aug</u> u	<u>ist</u> , <u>2023</u> .
Paying for said services as follows:	
The rate of p	er month.
<u>X</u> The rate of <u>\$35.46</u>	per hour.
contract is entered into or renewed shall be consider	ach school district in effect at the time an employee's ered incorporated as terms of said contract and shall be al consent. Classified Personnel Policy Handbook was
TERMINATION: Employee is at-will and may be regardless of the terms listed in this contract.	terminated at any time for violation of school policies,
student enrollment numbers for the above named ch	les hereby acknowledge and agree that in the event that parter school are insufficient to employ the above named. The sufficiency of student enrollment numbers or the lely by the above named charter school.
Given this, the <u>lst</u> day of <u>May</u> , <u>2</u> Party of the Second Part (Teacher)	President of the Board of Directors
871 Saurence CR 219 Black Ruk AK 12415 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: College4 Certificate based onBachelor'sDegree	Total years of experience: 12 Years of experience in this district: 9 Grade or subject to be taught: Elementary
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, Part Party of the Second Part, agree as follows:	ty of the First Part, and <u>Natalie Kingery</u> ,
EMPLOYMENT: The Party of the First Part by a majorit 27 th day of <u>April</u> , 2023, agrees to employ provided herein:	ty vote of the directors present at a legally held meeting on the Natalie Kingery, Party of the Second Part, as
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	July 31, 2023 to December 15, 2023.
one-half (1/2) of a yearly salary, which in no way implies	er this contract is \$27,250.00 to be paid in entract is issued for one semester only. Compensation is based on the issuance of future contracts. In the event the employee is naining 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 an consent (Act 224 of 1983). Licensed Personnel Policy Hand	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 blook was received with this contract.
CERTIFICATION: The Party of the Second Part certifies contract with another school district except for part-time s herein.	s 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 m regardless of the terms listed in this contract.	nay be terminated at any time for violation of school policies,
enrollment numbers for Party of the First Part are insufficie	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
Party of the Second Part (Feacher) HO3 Tyburn Cytended Pocahontas 2R 72455	President of the Board of Directors Secretary of the Board of Directors

(Classified Employees)

Imboden Area Charter School No. 38-40-700

COUNTY OF LAWRENCE	
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	t at a legally held meeting on the <u>25th</u> day of
May , 2023 , above named charter	r school agrees to employ Lisa Lewallen
as Administrative Assistant in the above named	d charter school for a period of 240 school
days, beginning on the <u>1st</u> day of <u>July</u>	, 2023 .
Paying for said services as follows:	
X The rate of \$3,200.00	per month.
The rate of	per hour.
contract is entered into or renewed shall be considered	each school district in effect at the time an employee's dered incorporated as terms of said contract and shall be ual consent. Classified Personnel Policy Handbook was
TERMINATION: Employee is at-will and may b regardless of the terms listed in this contract.	e terminated at any time for violation of school policies,
student enrollment numbers for the above named c	ties hereby acknowledge and agree that in the event that charter school are insufficient to employ the above named d. The sufficiency of student enrollment numbers or the olely by the above named charter school.
Given this, the 26th day of May,	<u>2023</u> .
Party of the Second Part (Teacher)	President of the Board of Directors
Address (Party of the Second Part) Williford aR	Secretary of the Board of Directors

(Classified Employees)

Imboden Area Charter School No. 38-40-700

STATE OF ARKANSAS	
COUNTY OF LAWRENCE	F

Address (Party of the Second Part)

COUNTY OF					
	DI I WILDING		S	ocial Security Number	
This c	ontract is made an	d entered into by and	between the above	named charter school a	nd
employee	Bobby Matthew	vs			
Witnesseth:					
By a n	najority vote of the	e directors present at a	legally held meet	ing on the <u>26th</u> da	y of
May	, <u>2023</u> , abo	ve named charter scho	ool agrees to emplo	y <u>Bobby Matthews</u>	<u> </u>
as <u>Bus Driver</u>	in the above na	amed charter school fo	or a period of <u>17</u>	8school	
days, beginning	g on the 14 th	day of <u>August</u>	, 2023	·	
Paying for said	services as follow	/s:			
<u>X</u>	_ The rate of	\$1,103.23	per month.		
	The rate of		per hour.		
contract is ente	ered into or renewe both parties unless	ed shall be considered	d incorporated as t	effect at the time an e erms of said contract ar d Personnel Policy Hand	nd shall b
	ON: Employee is a ne terms listed in th		minated at any tin	ne for violation of school	ol policies
student enrollmemployee, ther	nent numbers for the third this contract shall	he above named chart	er school are insuf he sufficiency of s	ge and agree that in the ficient to employ the about the about the student enrollment numbed charter school.	ove name
Given this, the	<u>26th_</u> day of	May , 202	<u>23</u>	y.	
BOARA	Matte.	how	DWW		
Party of the Se	cond Part (Teacher		resident of the Bo	ard of Directors	
_					

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:13
• College <u>4</u>	Years of experience in this district:0
Certificate based on <u>Bachelor's</u> Degree	Grade or subject to be taught: <u>Elementary</u>
or Semester Hours	Member of Teacher Retirement: Yes
TEACHER'S	S CONTRACT
TEACHER'S	S CONTRACT
TEACHER'S	S CONTRACT COUNTY OF LAWRENCE
TATE OF ARKANSAS	

TIME: The time period covered by this contract is from July 31, 2023 to December 15, 2023

consent (Act 224 of 1983). Licensed Personnel Policy Handbook was received with this contract.

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July

COMPENSATION FOR SERVICES: Compensation under this contract is \$25,000.00 to be paid in 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

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

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

TERMINATION: Teacher is an at-will employee and may be terminated at any time for violation of school policies,

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

President of the Board of Directors

Secretary of the Board of Directors

assigned to reinforce the mission of the school.

Schedule and based upon actual days worked.

regardless of the terms listed in this contract.

by the Party of the First Part.

Given this, the 10th day of

herein.

Installments OR _____

It is important that the following information (which is not a part of	
Years of Training: • College 4	Total years of experience: 5 Years of experience in this district: 5
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 Party of the Second Part, agree as follows:	y of the First Part, and <u>Elizabeth Scales</u> ,
EMPLOYMENT: The Party of the First Part by a majority 29th day of June , 2023 , agrees to Part, as provided herein:	y vote of the directors present at a legally held meeting on the employ <u>Elizabeth Scales</u> , Party of the Second
SERVICE: Party of the Second Part agrees to perform servassigned to reinforce the mission of the school.	rices as follows: Teaching duties as necessary. Other duties as
ΓΙΜΕ: The time period covered by this contract is from	July 31, 2023 to <u>December 15, 2023.</u>
6 Installments OR hourly. This corpone-half (1/2) of a yearly salary, which in no way implies	r this contract is \$26,250.00 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 aining 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 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 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 <u>lst</u> day of <u>July</u>, <u>2023</u>

Party of the Second Part (Teacher)

15 Lawrence Rd 132 Imboden AR 72434

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 the contract) be given Total years of experience: Years of Training: Years of experience in this district: College Grade or subject to be taught: Elementary Master's Certificate based on Degree Member of Teacher Retirement: Semester Hours Yes Social Security Number: TEACHER'S CONTRACT COUNTY OF LAWRENCE STATE OF ARKANSAS PARTIES: The Imboden Area Charter School District, Party of the First Part, and Samantha Vickers 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 25th day of May, 2023, agrees to employ Samantha Vickers, 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 June 30, 2023 to December 15, 2023. to be paid in COMPENSATION FOR SERVICES: Compensation under this contract is \$26,250.00 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. Party of the Second Part (Teacher)

Hoxie AR 724

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: College4 Certificate based onBachelor'sDegree	Total years of experience: Years of experience in this district: Grade or subject to be taught: School Counselor – 0.5FTE
or Semester Hours	Member of Teacher Retirement: Yes
Social Security Number:	
TEACHER	R'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 Paula Wagner,
EMPLOYMENT: The Party of the First Part by a major 27th day of May, 2023, agrees Part, as provided herein:	rity vote of the directors present at a legally held meeting on the sto employ Paula Wagner, Party of the Second
SERVICE: Party of the Second Part agrees to perform se assigned to reinforce the mission of the school.	ervices as follows: Teaching duties as necessary. Other duties as
TIME: The time period covered by this contract is from 2024	m August 14, 2023 to approximately May 31,
12 Installments OR hourly. In the	der this contract is \$25,250.00 to be paid in the event the employee is terminated before the completion of this sing 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 a consent (Act 224 of 1983). Licensed Personnel Policy Han	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 certification tract 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 1st day of May , 2023 Party of the Second Part (Teacher)	President of the Board of Directors
Address (Party of the Second Part)	Secretary of the Board of Directors

s of Training:			Total years of experience:	18	•
• College	<u>6</u>		Years of experience in this district:	18	
 Certificate base 	d on Master's	Degree	Grade or subject to be taught:	<u>Director</u>	
ог	Semester Hours	s -	Member of Teacher Retirement:	Yes	

TEACHER'S CO	NTRACT
STATE OF ARKANSAS	COUNTY OF LAWRENCE
PARTIES: The Imboden Area Charter School District, Party of the Second Part, agree as follows:	ne First Part, and <u>Matthew Wells</u> , Party of the
EMPLOYMENT: The Party of the First Part by a majority vote 29th day of June , 2023 , agrees to emplose provided herein:	of the directors present at a legally held meeting on the oy Matthew Wells, Party of the Second Part,
SERVICE: Party of the Second Part agrees to perform services as as assigned to reinforce the mission of the school.	follows: Duties of the Director as necessary. Other duties
TIME: The time period covered by this contract is fromJuly	1, 2023 to <u>June 30, 2024</u> .
COMPENSATION FOR SERVICES: Compensation under this 12 Installments OR hourly. In the event contract, any remaining compensation will be figured using the Adworked.	t the employee is terminated before the completion of this
BOARD POLICIES: The personnel policies of each school distriction or renewed shall be incorporated as terms of said contract and shall consent (Act 224 of 1983). Licensed Personnel Policy Handbook v	all be binding upon both parties unless changed by mutual
CERTIFICATION: The Party of the Second Part certifies that at the another school district except for part-time services shared by more	he date of this contract, he or she is not under contract with than one school district, which is listed herein.
TERMINATION: Director is an at-will employee and may be regardless of the terms listed in this contract.	terminated at any time for violation of school policies,
OTHER CONDITIONS OF EMPLOYMENT: Parties hereby enrollment numbers for Party of the First Part are insufficient to e null and void. The sufficiency of student enrollment numbers or to by the Party of the First Part.	mploy Party of the Second Part, then this contract shall be
Given this, the 29th day of June, 2023. Party of the Second Part (Teacher) 3917 Meadow Livele	President of the Board of Directors
Address (Party of the Second Part)	Secretary of the Board of Directors

t is important that the following information (which is not a part of the contract) be given	
TEACHER'S CONTRACT	
TEACHER'S CONTRACT TATE OF ARKANSAS	COUNTY OF LAWRENCE

EMPLOYMENT: The Party of the First Part by a majority vote of the directors present at a legally held meeting on the 29th day of June, 2023, agrees to employ Sandy Wilson, 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 _____July 31, 2023 _____ to ___approximately May 23, 2024. COMPENSATION FOR SERVICES: Compensation under this contract is ____ monthly Installments beginning September 15, 2023 and paid on the 15th of each month until the position is hourly. This contract is issued for the full school year, but will terminate when the position is filled. 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. Contract will be voided in the event a Special Education teacher is hired prior to expiration of contract. 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 29th day of June of the Board of Directors Address (Party of the Second Part)