



# SCHOOL EMPLOYEE'S CONTRACT

(Classified Employees)

Imboden Area Charter School No. 38-40-700

STATE OF ARKANSAS  
COUNTY OF LAWRENCE

[REDACTED]  
Social Security Number

This contract is made and entered into by and 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 the 27th day of June, 2024, above named charter school agrees to employ Sandy Jones as School Nurse in the above named charter school for a period of 178 school days, beginning on the 19th day of August, 2024.

Paying for said services as follows:

         The rate of                      per month.  
  X   The rate of   \$35.81   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 27th day of June, 2024.

Candy Jones

Party of the Second Part (Teacher)

871 Lawrence Crain  
Black Rock, AR 72415

Address (Party of the Second Part)

George Brown

President of the Board of Directors

Scott Kays, Sec

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: 2

Years of experience in this district: 2

Grade or subject to be taught: School Counselor - 0.8FTE

Member of Teacher Retirement: Yes

Social Security Number: [REDACTED]

## TEACHER'S CONTRACT

STATE OF ARKANSAS

COUNTY OF LAWRENCE

PARTIES: The Imboden Area Charter School District, Party of the First Part, and Paula Wagner, 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 2nd day of May, 2024, agrees to employ Paula Wagner, 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 2, 2024 to approximately May 30, 2025.

COMPENSATION FOR SERVICES: Compensation under this contract is \$42,880.00 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.

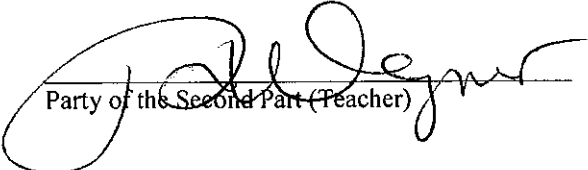
BOARD POLICIES: The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent (Act 224 of 1983). Licensed Personnel Policy Handbook 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 3rd day of May, 2024.

  
Party of the Second Part (Teacher)

\_\_\_\_\_  
President of the Board of Directors

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

\_\_\_\_\_  
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

[REDACTED]  
Social Security Number

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

Witnesseth:

By a majority vote of the directors present at a legally held meeting on the 2nd day of May, 2024, above named charter school agrees to employ Tosha Hardin as Classified Tutor in the above named charter school for a period of 178 school days, beginning on the 19th day of August, 2024.

Paying for said services as follows:

Total Contract amount of \$12,849.00 paid out September through August as follows

The rate of \$1070.75 per month.

Additional duties will be paid the rate of \$17.19 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 3rd day of May, 2024.

Tosha Hardin  
Party of the Second Part (Teacher)

Durga Meem  
President of the Board of Directors

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

Scott Ray, Sr  
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

[REDACTED]  
Social Security Number

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

Witnesseth:

By a majority vote of the directors present at a legally held meeting on the 2nd day of  
May, 2024, above named charter school agrees to employ Tosha Hardin

as Child Nutrition Staff in the above named charter school for a period of 178 school days,  
beginning on

the 19th day of August, 2024.

Paying for said services as follows:

Total Contract amount of \$8566.00 paid out September through August as follows

The rate of \$713.83 per month.

Additional duties will be paid the rate of \$17.19 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 3rd day of May, 2024.

Tosha Hardin  
Party of the Second Part (Teacher)

George Martin  
President of the Board of Directors

Address (Party of the Second Part)

[Signature]  
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: 34

Years of experience in this district: 1

Grade or subject to be taught: Elementary

Member of Teacher Retirement: Yes

Social Security Number: [REDACTED]

### TEACHER'S CONTRACT

STATE OF ARKANSAS

COUNTY OF LAWRENCE

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 2nd day of May, 2024, 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 August 5, 2024 to approximately May 30, 2025.

COMPENSATION FOR SERVICES: Compensation under this contract is \$53,050.00 to be paid in 12 Installments OR \_\_\_\_\_ hourly. This contract is issued for one semester only. 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 3rd day of May, 2024.

Samantha Vickers

Party of the Second Part (Teacher)

George Moin

President of the Board of Directors

308 Cross Road

Address (Party of the Second Part)

Hoxie, AR 72433

Scott Ray, Sec

Secretary of the Board of Directors

I live in Portia  
-but that is my mailing address

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: 13  
 Years of experience in this district: 10  
 Grade or subject to be taught: Elementary  
 Member of Teacher Retirement: Yes

Social Security Number: [REDACTED]

### 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 2nd day of May, 2024, 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 2, 2024 to approximately May 30, 2025.

COMPENSATION FOR SERVICES: Compensation under this contract is \$55,000.00 to be paid in 12 Installments OR \_\_\_\_\_ hourly. This contract is issued for one semester only. 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 3rd day of May, 2024.

Natalie Kingery  
 Party of the Second Part (Teacher)  
4403 Piquen Extended  
Pocahontas, AR 72455  
 Address (Party of the Second Part)

George Martin  
 President of the Board of Directors  
Scott Ray, Sec  
 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: 6  
Years of experience in this district: 6  
Grade or subject to be taught: Elementary  
Member of Teacher Retirement: Yes

Social Security Number: [REDACTED]

## 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 2nd day of May, 2024, 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 2, 2024 to approximately May 30, 2025.

COMPENSATION FOR SERVICES: Compensation under this contract is \$53,000.00 to be paid in 12 Installments OR \_\_\_\_\_ hourly. This contract is issued for one year only. 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 3rd day of May, 2024.

Elizabeth A Scales  
Party of the Second Part (Teacher)

[Signature]  
President of the Board of Directors

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

[Signature]  
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: 15

Years of experience in this district: 1

Grade or subject to be taught: .8 FTE Special Education

Member of Teacher Retirement: Yes

Social Security Number: [REDACTED]

## TEACHER'S CONTRACT

STATE OF ARKANSAS

COUNTY OF LAWRENCE

PARTIES: The Imboden Area Charter School District, Party of the First Part, and Sandy Wilson, 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 2nd day of May, 2024, 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 August 2, 2024 to approximately May 30, 2025.

COMPENSATION FOR SERVICES: Compensation under this contract is \$3,500.00 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 3rd day of May, 2024.

Sandy Wilson  
Party of the Second Part (Teacher)

[Signature]  
President of the Board of Directors

Address (Party of the Second Part)

[Signature]  
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 2nd day of May, 2024, above named charter school agrees to employ Eunice L. Alderson as Child Nutrition Staff in the above named charter school for a period of 178 school days, beginning on the 19th day of August, 2024.

Paying for said services as follows:

Total Contract amount of \$8566.00 paid out September through August as follows

The rate of \$713.83 per month.

Additional duties will be paid the rate of \$17.19 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 3rd day of May, 2024.

E. Lorraine Alderson  
Party of the Second Part (Teacher)

Beverly  
President of the Board of Directors

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

Scott Kapp  
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

[REDACTED]  
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 2nd day of May, 2024, above named charter school agrees to employ Eunice L. Alderson as Classified Tutor in the above named charter school for a period of 178 school days, beginning on the 19th day of August, 2024.

Paying for said services as follows:

Total Contract amount of \$12,849.00 paid out September through August as follows

The rate of \$1070.75 per month.

Additional duties will be paid the rate of \$17.19 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 3rd day of May, 2024.

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

[Signature]  
President of the Board of Directors

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

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 Ann Vance.

Witnesseth:

By a majority vote of the directors present at a legally held meeting on the 2nd day of May, 2024, above named charter school agrees to employ Ann Vance as Custodian in the above named charter school for a period of 178 school days, beginning on the 19th day of August, 2024.

Paying for said services as follows:

Total Contract amount of \$17,000.00 paid out September through August as follows:

X The rate of \$1416.67 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, the 3rd day of May, 2024.

Ann Vance  
\_\_\_\_\_  
Party of the Second Part (Teacher)

George Martin  
\_\_\_\_\_  
President of the Board of Directors

2629 Hwy 115 Imboden, AR  
\_\_\_\_\_  
Address (Party of the Second Part)

Scott Day, Sec  
\_\_\_\_\_  
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: 14

Years of experience in this district: 1

Grade or subject to be taught: Elementary

Member of Teacher Retirement: Yes

Social Security Number: [REDACTED]

## TEACHER'S CONTRACT

STATE OF ARKANSAS

COUNTY OF LAWRENCE

PARTIES: The Imboden Area Charter School District, Party of the First Part, and Candis Ring, 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 2nd day of May, 2024, agrees to employ Candis Ring, 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 2, 2024 to approximately May 30, 2025.

COMPENSATION FOR SERVICES: Compensation under this contract is \$50,500.00 to be paid in 12 Installments OR \_\_\_\_\_ hourly. This contract is issued for one semester only. 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 3rd day of May, 2024.

Candis Ring  
Party of the Second Part (Teacher)

[Signature]  
President of the Board of Directors

P.O. Box 57  
Address (Party of the Second Part)

[Signature]  
Secretary of the Board of Directors

Smithville, AR  
72464

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: 5

Years of experience in this district: 5

Grade or subject to be taught: Elementary

Member of Teacher Retirement: Yes

Social Security Number: [REDACTED]

### 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 2nd day of May, 2024, 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 2, 2024 to approximately May 30, 2025.

COMPENSATION FOR SERVICES: Compensation under this contract is \$52,500.00 to be paid in 12 Installments OR \_\_\_\_\_ hourly. This contract is issued for one semester only. 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 3rd day of May, 2024.

Megan Carey  
Party of the Second Part (Teacher)

George Namin  
President of the Board of Directors

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

Scott Ross, Sec  
Secretary of the Board of Directors