

**STATE OF IDAHO: STANDARD CHARTER ADMINISTRATOR CONTRACT**

THIS CONTRACT, made this 6th day of June year of 2023, by and between Richard McKenna Charter Schools, in Mountain Home, Idaho ("the School"), and Dennis Wilson ("the Administrator").

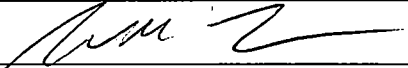
**WITNESSETH:**

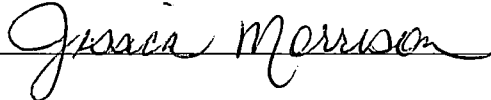
1. That the School hereby employs said Administrator to perform the duties of **Superintendent** so designated by the School and to perform such other duties as specified by the School at any time during the term hereof, provided that the Administrator is properly certified and endorsed to perform said duties for a period of Three (3) years, beginning the 1<sup>st</sup> of July, year of 2023, through the 30<sup>th</sup> of June, year of 2026, at a base salary of One hundred twenty-six thousand forty eight dollars (\$126,048.00) per year, plus any additional annual increments, and such other monetary benefits accorded by the School to employees under contract for this position which may be described in a separate addendum. Said salary shall be paid in equal monthly installments in the amount of \$10,504.00 on the 25th day(s) of each month beginning in August, year of 2023, to July, year of 2026, inclusive.
2. In consideration of the promises and agreement of the School hereinbefore recited, the Administrator agrees to assume the duties above recited at Richard McKenna Charter School in Mountain Home, Idaho on the 1<sup>st</sup> of July, in the year 2023, and to faithfully perform and discharge the same to the best of his/her ability and as directed by the School and to comply with the applicable laws of the State of Idaho, the duly adopted rules of the State Board of Education, and such regulations, directives and policies as the Board of Directors may legally prescribe which are, by reference, incorporated in and made a part of this agreement the same as if set forth herein.
3. The School shall review this Contract during the 2025-2026 year of performance hereunder to consider employing the Administrator beyond the last year designated in this contract. If the School elects to employ the Administrator beyond the last year designated in this Contract, it shall offer the Administrator a new Contract that reflects the new terms of employment, unless one of the parties notifies the other party by the sooner of the date this Contract expires or the July 1<sup>st</sup> following the last school year of employment under this Contract, of the intent to discontinue employment.
4. It is hereby mutually stipulated and agreed by and between the parties hereto that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, otherwise than is herein expressly stated, and that no property rights attach to this Contract beyond the term of this Contract.
5. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of any negotiated agreement between the parties as long as those terms do not conflict with the terms of this Contract.

IN WITNESS WHEREOF the School has caused this Contract to be executed in its name by its proper officials and the Administrator has executed the same all on the date first above written.

Richard McKenna Charter School in Mountain Home, STATE OF IDAHO

 ADMINISTRATOR

 CHAIRMAN, BOARD OF DIRECTORS

Attest:  CLERK

# STATE OF IDAHO: STANDARD CHARTER ADMINISTRATOR CONTRACT

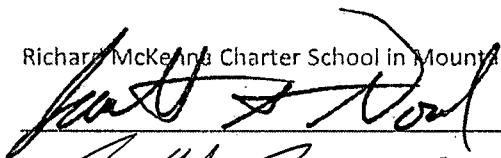
THIS CONTRACT, made this 6th day of June year of 2023, by and between Richard McKenna Charter Schools, in Mountain Home, Idaho ("the School"), and Jon Wood ("the Administrator").

## WITNESSETH:

1. That the School hereby employs said Administrator to perform the duties of **Online High School Principal** so designated by the School and to perform such other duties as specified by the School at any time during the term hereof, provided that the Administrator is properly certified and endorsed to perform said duties for a period of One (1) years, beginning the 1<sup>st</sup> of July, year of 2023, through the 30<sup>th</sup> of June, year of 2024, at a base salary of **Seventy Two Thousand (\$72,000.00)** per year, plus any additional annual increments, and such other monetary benefits accorded by the School to employees under contract for this position which may be described in a separate addendum. Said salary shall be paid in equal monthly installments in the amount of **\$6000.00** on the **25th day(s)** of each month beginning in August, year of 2023, to July, year of 2024, inclusive.
2. In consideration of the promises and agreement of the School hereinbefore recited, the Administrator agrees to assume the duties above recited at Richard McKenna Charter School in Mountain Home, Idaho on the 1<sup>st</sup> of July, in the year 2023, and to faithfully perform and discharge the same to the best of his/her ability and as directed by the School and to comply with the applicable laws of the State of Idaho, the duly adopted rules of the State Board of Education, and such regulations, directives and policies as the Board of Directors may legally prescribe which are, by reference, incorporated in and made a part of this agreement the same as if set forth herein.
3. The School shall review this Contract during the 2023-2024 year of performance hereunder to consider employing the Administrator beyond the last year designated in this contract. If the School elects to employ the Administrator beyond the last year designated in this Contract, it shall offer the Administrator a new Contract that reflects the new terms of employment, unless one of the parties notifies the other party by the sooner of the date this Contract expires or the July 1<sup>st</sup> following the last school year of employment under this Contract, of the intent to discontinue employment.
4. It is hereby mutually stipulated and agreed by and between the parties hereto that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, otherwise than is herein expressly stated, and that no property rights attach to this Contract beyond the term of this Contract.
5. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of any negotiated agreement between the parties as long as those terms do not conflict with the terms of this Contract.

IN WITNESS WHEREOF the School has caused this Contract to be executed in its name by its proper officials and the Administrator has executed the same all on the date first above written.

Richard McKenna Charter School in Mountain Home, STATE OF IDAHO

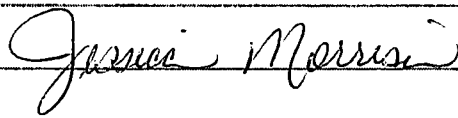


ADMINISTRATOR



CHAIRMAN, BOARD OF DIRECTORS

Attest:



CLERK

# STATE OF IDAHO: STANDARD CHARTER ADMINISTRATOR CONTRACT

THIS CONTRACT, made this **6th day of June year of 2023**, by and between **Richard McKenna Charter Schools**, in Mountain Home, Idaho ("the School"), and **Janet Hurst** ("the Administrator").

## WITNESSETH:

1. That the School hereby employs said Administrator to perform the duties of **Elementary School Principal** so designated by the School and to perform such other duties as specified by the School at any time during the term hereof, provided that the Administrator is properly certified and endorsed to perform said duties for a period of One (1) years, beginning the 1<sup>st</sup> of July, year of 2023, through the 30<sup>th</sup> of June, year of 2024, at a base salary of **Seventy Five Thousand (\$75,000.00)** per year, plus any additional annual increments, and such other monetary benefits accorded by the School to employees under contract for this position which may be described in a separate addendum. Said salary shall be paid in equal monthly installments in the amount of **\$6250.00** on the **25th day(s) of each month beginning in August, year of 2023**, to July, year of 2024, inclusive.
2. In consideration of the promises and agreement of the School hereinbefore recited, the Administrator agrees to assume the duties above recited at Richard McKenna Charter School in Mountain Home, Idaho on the 1<sup>st</sup> of July, in the year 2023, and to faithfully perform and discharge the same to the best of his/her ability and as directed by the School and to comply with the applicable laws of the State of Idaho, the duly adopted rules of the State Board of Education, and such regulations, directives and policies as the Board of Directors may legally prescribe which are, by reference, incorporated in and made a part of this agreement the same as if set forth herein.
3. The School shall review this Contract during the 2023-2024 year of performance hereunder to consider employing the Administrator beyond the last year designated in this contract. If the School elects to employ the Administrator beyond the last year designated in this Contract, it shall offer the Administrator a new Contract that reflects the new terms of employment, unless one of the parties notifies the other party by the sooner of the date this Contract expires or the July 1<sup>st</sup> following the last school year of employment under this Contract, of the intent to discontinue employment.
4. It is hereby mutually stipulated and agreed by and between the parties hereto that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, otherwise than is herein expressly stated, and that no property rights attach to this Contract beyond the term of this Contract.
5. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of any negotiated agreement between the parties as long as those terms do not conflict with the terms of this Contract.

IN WITNESS WHEREOF the School has caused this Contract to be executed in its name by its proper officials and the Administrator has executed the same all on the date first above written.

Richard McKenna Charter School, in Mountain Home, STATE OF IDAHO

Janet Hurst ADMINISTRATOR

[Signature] CHAIRMAN, BOARD OF DIRECTORS

Attest: Jessica Morrison CLERK

**STATE OF IDAHO: CATEGORY 2 CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT**

THIS CONTRACT, made this 23rd day of July year of 2023, by and between **Richard McKenna Charter School** in Mountain Home, Idaho ("the School"), and **Mariah Grove** ("the Certified Personnel").

**WITNESSETH:**

1. The School hereby employs the Certified Personnel pursuant to Section 33-5206(4), Idaho Code, for the duration of the **2023-2024** school year, consisting of a period of **164** days, and agrees to pay the Certified Personnel for said services a sum of **Forty Seven Thousand four hundred seventy seven Dollars (\$47,477)**, of which **\$3956.42** shall be payable on the 25th day(s) of the months August, year of 2023, to July, year of 2024, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Assignment(s): **Elementary Teacher (Grades 2-3)** and such other duties as may be assigned by the School for which the Certified Personnel is properly certified and endorsed.
3. The Certified Personnel agrees to perform all assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, such duly adopted rules of the State Board of Education that apply to public charter schools, and the policies of the School which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein, and that no property rights attach to this Contract beyond the term of this Contract.
5. A full year under this Contract will count towards renewable contract status, in accordance with Section 33-515, Idaho Code
6. Any material false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

IN WITNESS WHEREOF the School has caused this Contract to be executed in its name by its proper officials and the Certified Personnel has executed the same all on the date first above written.

Richard McKenna CHARTER SCHOOL, Mountain Home, STATE OF IDAHO

Mariah Grove CERTIFIED PERSONNEL

[Signature] CHAIRMAN, BOARD OF DIRECTORS

Attest: Justica Morrison ADMINISTRATOR OR CLERK

# STATE OF IDAHO: CATEGORY 2 CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

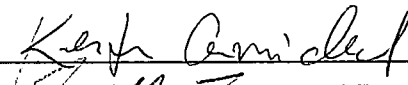
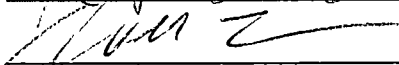
THIS CONTRACT, made this 7th day of June year of 2023, by and between Richard McKenna Charter School in Mountain Home, Idaho ("the School"), and Kendra Carmichael ("the Certified Personnel").

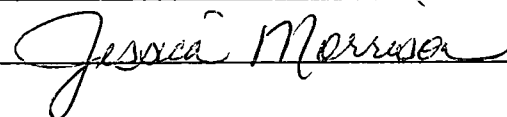
## WITNESSETH:

1. The School hereby employs the Certified Personnel pursuant to Section 33-5206(4), Idaho Code, for the duration of the **2023-2024** school year, consisting of a period of **164** days, and agrees to pay the Certified Personnel for said services a sum of **Fifty One Thousand Eight hundred forty seven Dollars (\$51,847.00)**, of which **\$4320.58** shall be payable on the 25th day(s) of the months August, year of 2023, to July, year of 2024, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Assignment(s): **Elementary Teacher (Grades K-1)** and such other duties as may be assigned by the school for which the Certified Personnel is properly certified and endorsed.
3. The Certified Personnel agrees to perform all assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, such duly adopted rules of the State Board of Education that apply to public charter schools, and the policies of the School which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein, and that no property rights attach to this Contract beyond the term of this Contract.
5. A full year under this Contract will count towards renewable contract status, in accordance with Section 33-515, Idaho Code
6. Any material false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

IN WITNESS WHEREOF the School has caused this Contract to be executed in its name by its proper officials and the Certified Personnel has executed the same all on the date first above written.

Richard McKenna CHARTER SCHOOL, Mountain Home, STATE OF IDAHO

 CERTIFIED PERSONNEL  
 CHAIRMAN, BOARD OF DIRECTORS

Attest:  ADMINISTRATOR OR CLERK

# STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 17th day of June year of 2023, by and between Richard McKenna Charter School in Mountain Home, Idaho ("the School"), and Lesley Cherry ("the Certified Personnel").

## WITNESSETH:

1. The School hereby employs the Certified Personnel pursuant to Section 33-5206(4), Idaho Code for the duration of the 2023-2024 school year, consisting of a period of 164 days, and agrees to pay the Certified Personnel for said services a sum of Sixty Thousand Nine Hundred Seventy Eight Dollars (\$60,978.00), of which \$5081.50 shall be payable on the 25th day(s) of the months August, year of 2023, to July, year of 2024, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Assignment(s): Junior High English and Social Studies and such other duties as may be assigned by the School for which the Certified Personnel is properly certified and endorsed.
3. The Certified Personnel agrees to perform all assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, such duly adopted rules of the State Board of Education that apply to public charter schools, and the policies of the School which are, by reference, incorporated herein and made a part of this agreement the same as if fully set forth herein.
5. Any material false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.
6. The School Board of Directors may terminate or reduce the full-time equivalency status of this contract upon conclusion of the school year stated in Section 1 of this contract, without owing any further compensation, in the event that the Board institutes a reduction in force pursuant to Section 33-522A, Idaho Code, resulting in the termination or reduction of the employment relationship between the School and the Certified Personnel.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

IN WITNESS WHEREOF the School has caused this Contract to be executed in its name by its proper officials and the Certified Personnel has executed the same all on the date first above written:

Richard McKenna CHARTER SCHOOL, Mountain Home, STATE OF IDAHO

Lesley Cherry CERTIFIED PERSONNEL

[Signature] CHAIRMAN, BOARD OF DIRECTORS

Attest: Jessica Morrison ADMINISTRATOR OR CLERK

## STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 7th day of June year of 2023, by and between Richard McKenna Charter School in Mountain Home, Idaho ("the School"), and Alison Willard ("the Certified Personnel").

### WITNESSETH:

1. The School hereby employs the Certified Personnel pursuant to Section 33-5206(4), Idaho Code for the duration of the 2023-2024 school year, consisting of a period of 166 days, and agrees to pay the Certified Personnel for said services a sum of **Fifty Thousand Three Hundred Forty Nine Dollars (\$50,349.00)**, of which **\$4195.75** shall be payable on the 25th day(s) of the months August, year of 2023, to July, year of 2024, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Assignment(s): **Secondary Math Arts Subjects** and such other duties as may be assigned by the School for which the Certified Personnel is properly certified and endorsed.
3. The Certified Personnel agrees to perform all assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, such duly adopted rules of the State Board of Education that apply to public charter schools, and the policies of the School which are, by reference, incorporated herein and made a part of this agreement the same as if fully set forth herein.
5. Any material false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.
6. The School Board of Directors may terminate or reduce the full-time equivalency status of this contract upon conclusion of the school year stated in Section 1 of this contract, without owing any further compensation, in the event that the Board institutes a reduction in force pursuant to Section 33-522A, Idaho Code, resulting in the termination or reduction of the employment relationship between the School and the Certified Personnel.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

IN WITNESS WHEREOF the School has caused this Contract to be executed in its name by its proper officials and the Certified Personnel has executed the same all on the date first above written.

Richard McKenna CHARTER SCHOOL, Mountain Home, STATE OF IDAHO

Alison Willard CERTIFIED PERSONNEL

[Signature] CHAIRMAN, BOARD OF DIRECTORS

Attest: Jessica Morrison ADMINISTRATOR OR CLERK

**STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT**

THIS CONTRACT, made this 7th day of June year of 2023, by and between Richard McKenna Charter School in Mountain Home, Idaho ("the School"), and Samantha Trombly ("the Certified Personnel").

WITNESSETH:

- 1. The School hereby employs the Certified Personnel pursuant to Section 33-5206(4), Idaho Code for the duration of the **2023-2024** school year, consisting of a period of **164 days**, and agrees to pay the Certified Personnel for said services a sum of **Fifty Five Thousand Six Hundred Ninety Six Dollars (\$55,696.00)**, of which **\$4641.33** shall be payable on the 25th day(s) of the months August, year of 2023, to July, year of 2024, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
- 2. Assignment(s): **Elementary Teacher (Grades 4-5)** and such other duties as may be assigned by the School for which the Certified Personnel is properly certified and endorsed.
- 3. The Certified Personnel agrees to perform all assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
- 4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, such duly adopted rules of the State Board of Education that apply to public charter schools, and the policies of the School which are, by reference, incorporated herein and made a part of this agreement the same as if fully set forth herein.
- 5. Any material false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.
- 6. The School Board of Directors may terminate or reduce the full-time equivalency status of this contract upon conclusion of the school year stated in Section 1 of this contract, without owing any further compensation, in the event that the Board institutes a reduction in force pursuant to Section 33-522A, Idaho Code, resulting in the termination or reduction of the employment relationship between the School and the Certified Personnel.
- 7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
- 8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

IN WITNESS WHEREOF the School has caused this Contract to be executed in its name by its proper officials and the Certified Personnel has executed the same all on the date first above written.

Richard McKenna CHARTER SCHOOL, Mountain Home, STATE OF IDAHO

Samantha M. Trombly CERTIFIED PERSONNEL

[Signature] CHAIRMAN, BOARD OF DIRECTORS

Attest: Jessica Morris ADMINISTRATOR OR CLERK



# STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

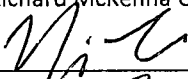
THIS CONTRACT, made this **7th day of June year of 2023**, by and between **Richard McKenna Charter School** in Mountain Home, Idaho ("the School"), and **Nickolas Triska** ("the Certified Personnel").

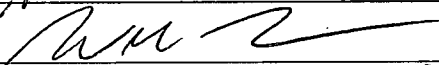
## WITNESSETH:

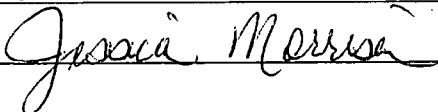
1. The School hereby employs the Certified Personnel pursuant to Section 33-5206(4), Idaho Code for the duration of the **2023-2024** school year, consisting of a period of **164 days**, and agrees to pay the Certified Personnel for said services a sum of **Fifty Thousand Three Hundred Forty Nine Dollars (\$50,349.00)**, of which **\$4195.75** shall be payable on the 25th day(s) of the months August, year of 2023, to July, year of 2024, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Assignment(s): **Secondary Science** and such other duties as may be assigned by the School for which the Certified Personnel is properly certified and endorsed.
3. The Certified Personnel agrees to perform all assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, such duly adopted rules of the State Board of Education that apply to public charter schools, and the policies of the School which are, by reference, incorporated herein and made a part of this agreement the same as if fully set forth herein.
5. Any material false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.
6. The School Board of Directors may terminate or reduce the full-time equivalency status of this contract upon conclusion of the school year stated in Section 1 of this contract, without owing any further compensation, in the event that the Board institutes a reduction in force pursuant to Section 33-522A, Idaho Code, resulting in the termination or reduction of the employment relationship between the School and the Certified Personnel.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

IN WITNESS WHEREOF the School has caused this Contract to be executed in its name by its proper officials and the Certified Personnel has executed the same all on the date first above written.

Richard McKenna CHARTER SCHOOL, Mountain Home, STATE OF IDAHO

 CERTIFIED PERSONNEL

 CHAIRMAN, BOARD OF DIRECTORS

Attest:  ADMINISTRATOR OR CLERK

# STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 7th day of June year of 2023, by and between Richard McKenna Charter School in Mountain Home, Idaho ("the School"), and Sarah Tanton ("the Certified Personnel").

## WITNESSETH:

1. The School hereby employs the Certified Personnel pursuant to Section 33-5206(4), Idaho Code for the duration of the **2023-2024** school year, consisting of a period of **164 days**, and agrees to pay the Certified Personnel for said services a sum of **Fifty Two Thousand Three Hundred Forty Nine Dollars (\$52,349.00)**, of which **\$4362.42** shall be payable on the 25th day(s) of the months August, year of 2023, to July, year of 2024, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Assignment(s): **Elementary Teacher (Grades 6)** and such other duties as may be assigned by the School for which the Certified Personnel is properly certified and endorsed.
3. The Certified Personnel agrees to perform all assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, such duly adopted rules of the State Board of Education that apply to public charter schools, and the policies of the School which are, by reference, incorporated herein and made a part of this agreement the same as if fully set forth herein.
5. Any material false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.
6. The School Board of Directors may terminate or reduce the full-time equivalency status of this contract upon conclusion of the school year stated in Section 1 of this contract, without owing any further compensation, in the event that the Board institutes a reduction in force pursuant to Section 33-522A, Idaho Code, resulting in the termination or reduction of the employment relationship between the School and the Certified Personnel.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

IN WITNESS WHEREOF the School has caused this Contract to be executed in its name by its proper officials and the Certified Personnel has executed the same all on the date first above written.

Richard McKenna CHARTER SCHOOL, Mountain Home, STATE OF IDAHO

Sarah Tanton CERTIFIED PERSONNEL

[Signature] CHAIRMAN, BOARD OF DIRECTORS

Attest: Jessica Morrison ADMINISTRATOR OR CLERK

# STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

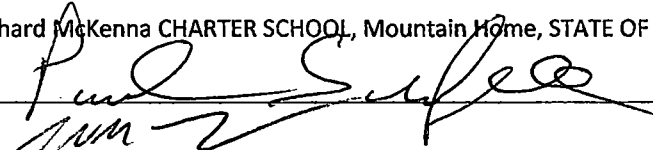
THIS CONTRACT, made this **7th day of June year of 2023**, by and between **Richard McKenna Charter School** in Mountain Home, Idaho ("the School"), and **Paul Schaufele** ("the Certified Personnel").

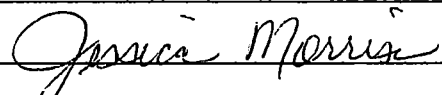
## WITNESSETH:

1. The School hereby employs the Certified Personnel pursuant to Section 33-5206(4), Idaho Code for the duration of the **2023-2024** school year, consisting of a period of **164 days**, and agrees to pay the Certified Personnel for said services a sum of **Sixty Seven Thousand Dollars (\$67,000.00)**, of which **\$5583.33** shall be payable on the 25th day(s) of the months August, year of 2023, to July, year of 2024, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Assignment(s): **Junior High Math and Science** and such other duties as may be assigned by the School for which the Certified Personnel is properly certified and endorsed.
3. The Certified Personnel agrees to perform all assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, such duly adopted rules of the State Board of Education that apply to public charter schools, and the policies of the School which are, by reference, incorporated herein and made a part of this agreement the same as if fully set forth herein.
5. Any material false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.
6. The School Board of Directors may terminate or reduce the full-time equivalency status of this contract upon conclusion of the school year stated in Section 1 of this contract, without owing any further compensation, in the event that the Board institutes a reduction in force pursuant to Section 33-522A, Idaho Code, resulting in the termination or reduction of the employment relationship between the School and the Certified Personnel.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

IN WITNESS WHEREOF the School has caused this Contract to be executed in its name by its proper officials and the Certified Personnel has executed the same all on the date first above written.

Richard McKenna CHARTER SCHOOL, Mountain Home, STATE OF IDAHO

  
 \_\_\_\_\_ CERTIFIED PERSONNEL  
 \_\_\_\_\_ CHAIRMAN, BOARD OF DIRECTORS

Attest:   
 \_\_\_\_\_ ADMINISTRATOR OR CLERK

## STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 7th day of June year of 2023, by and between Richard McKenna Charter School in Mountain Home, Idaho ("the School"), and Katrina Rodabaugh ("the Certified Personnel").

### WITNESSETH:

1. The School hereby employs the Certified Personnel pursuant to Section 33-5206(4), Idaho Code for the duration of the 2023-2024 school year, consisting of a period of 178 days, and agrees to pay the Certified Personnel for said services a sum of Sixty Three Thousand Five hundred Twenty Four Dollars (\$63,524.00), of which \$5293.66 shall be payable on the 25th day(s) of the months August, year of 2023, to July, year of 2024, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Assignment(s): K-12 Math Intervention Specialist and such other duties as may be assigned by the School for which the Certified Personnel is properly certified and endorsed.
3. The Certified Personnel agrees to perform all assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, such duly adopted rules of the State Board of Education that apply to public charter schools, and the policies of the School which are, by reference, incorporated herein and made a part of this agreement the same as if fully set forth herein.
5. Any material false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.
6. The School Board of Directors may terminate or reduce the full-time equivalency status of this contract upon conclusion of the school year stated in Section 1 of this contract, without owing any further compensation, in the event that the Board institutes a reduction in force pursuant to Section 33-522A, Idaho Code, resulting in the termination or reduction of the employment relationship between the School and the Certified Personnel.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

IN WITNESS WHEREOF the School has caused this Contract to be executed in its name by its proper officials and the Certified Personnel has executed the same all on the date first above written.

Richard McKenna CHARTER SCHOOL, Mountain Home, STATE OF IDAHO

Katrina Rodabaugh CERTIFIED PERSONNEL

[Signature] CHAIRMAN, BOARD OF DIRECTORS

Attest: Jessica Morrison ADMINISTRATOR OR CLERK

# STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT


THIS CONTRACT, made this 7th day of June year of 2023, by and between Richard McKenna Charter School in Mountain Home, Idaho ("the School"), and Tekinah Postema ("the Certified Personnel").

## WITNESSETH:

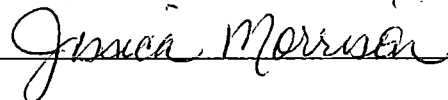
1. The School hereby employs the Certified Personnel pursuant to Section 33-5206(4), Idaho Code for the duration of the **2023-2024** school year, consisting of a period of **164 days**, and agrees to pay the Certified Personnel for said services a sum of **Fifty Seven Thousand Four Hundred Fourteen Dollars (\$57,414.00)**, of which **\$4784.50** shall be payable on the 25th day(s) of the months August, year of 2023, to July, year of 2024, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Assignment(s): **Elementary Teacher (Grades 4-5)** and such other duties as may be assigned by the School for which the Certified Personnel is properly certified and endorsed.
3. The Certified Personnel agrees to perform all assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, such duly adopted rules of the State Board of Education that apply to public charter schools, and the policies of the School which are, by reference, incorporated herein and made a part of this agreement the same as if fully set forth herein.
5. Any material false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.
6. The School Board of Directors may terminate or reduce the full-time equivalency status of this contract upon conclusion of the school year stated in Section 1 of this contract, without owing any further compensation, in the event that the Board institutes a reduction in force pursuant to Section 33-522A, Idaho Code, resulting in the termination or reduction of the employment relationship between the School and the Certified Personnel.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

IN WITNESS WHEREOF the School has caused this Contract to be executed in its name by its proper officials and the Certified Personnel has executed the same all on the date first above written.

Richard McKenna CHARTER SCHOOL, Mountain Home, STATE OF IDAHO

 CERTIFIED PERSONNEL

 CHAIRMAN, BOARD OF DIRECTORS

Attest:  ADMINISTRATOR OR CLERK

# STATE OF IDAHO: CATEGORY 2 CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 7th day of June year of 2023, by and between Richard McKenna Charter School in Mountain Home, Idaho ("the School"), and Aundrea Pierce ("the Certified Personnel").

## WITNESSETH:

1. The School hereby employs the Certified Personnel pursuant to Section 33-5206(4), Idaho Code, for the duration of the **2023-2024** school year, consisting of a period of **164** days, and agrees to pay the Certified Personnel for said services a sum of **Forty Seven Thousand four hundred seventy seven Dollars (\$47,477)**, of which **\$3956.42** shall be payable on the 25th day(s) of the months August, year of 2023, to July, year of 2024, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Assignment(s): **Math Intervention Teacher** and such other duties as may be assigned by the School for which the Certified Personnel is properly certified and endorsed.
3. The Certified Personnel agrees to perform all assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, such duly adopted rules of the State Board of Education that apply to public charter schools, and the policies of the School which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein, and that no property rights attach to this Contract beyond the term of this Contract.
5. A full year under this Contract will count towards renewable contract status, in accordance with Section 33-515, Idaho Code
6. Any material false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

IN WITNESS WHEREOF the School has caused this Contract to be executed in its name by its proper officials and the Certified Personnel has executed the same all on the date first above written.

Richard McKenna CHARTER SCHOOL, Mountain Home, STATE OF IDAHO

Aundrea Pierce CERTIFIED PERSONNEL

[Signature] CHAIRMAN, BOARD OF DIRECTORS

Attest: Jessica Morrison ADMINISTRATOR OR CLERK

# STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

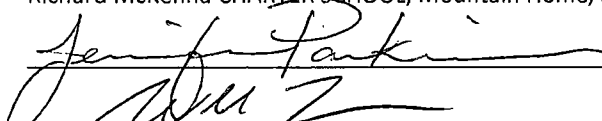
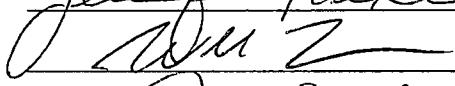
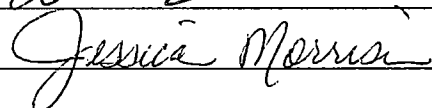
THIS CONTRACT, made this 7th day of June year of 2023, by and between Richard McKenna Charter School in Mountain Home, Idaho ("the School"), and Jennifer Parkinson ("the Certified Personnel").

## WITNESSETH:

1. The School hereby employs the Certified Personnel pursuant to Section 33-5206(4), Idaho Code for the duration of the **2023-2024** school year, consisting of a period of **164 days**, and agrees to pay the Certified Personnel for said services a sum of **Fifty Five Thousand Six Hundred Ninety Six Dollars (\$55,696.00)**, of which **\$4641.33** shall be payable on the 25th day(s) of the months August, year of 2023, to July, year of 2024, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Assignment(s): **Elementary Special Education** and such other duties as may be assigned by the School for which the Certified Personnel is properly certified and endorsed.
3. The Certified Personnel agrees to perform all assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, such duly adopted rules of the State Board of Education that apply to public charter schools, and the policies of the School which are, by reference, incorporated herein and made a part of this agreement the same as if fully set forth herein.
5. Any material false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.
6. The School Board of Directors may terminate or reduce the full-time equivalency status of this contract upon conclusion of the school year stated in Section 1 of this contract, without owing any further compensation, in the event that the Board institutes a reduction in force pursuant to Section 33-522A, Idaho Code, resulting in the termination or reduction of the employment relationship between the School and the Certified Personnel.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

IN WITNESS WHEREOF the School has caused this Contract to be executed in its name by its proper officials and the Certified Personnel has executed the same all on the date first above written.

Richard McKenna CHARTER SCHOOL, Mountain Home, STATE OF IDAHO

 \_\_\_\_\_ CERTIFIED PERSONNEL  
 \_\_\_\_\_ CHAIRMAN, BOARD OF DIRECTORS  
 Attest:  \_\_\_\_\_ ADMINISTRATOR OR CLERK

# STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this **7th day of June year of 2023**, by and between **Richard McKenna Charter School** in Mountain Home, Idaho ("the School"), and **Victoria Morales** ("the Certified Personnel").

## WITNESSETH:

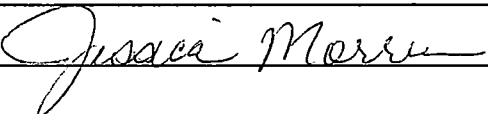
1. The School hereby employs the Certified Personnel pursuant to Section 33-5206(4), Idaho Code for the duration of the **2023-2024** school year, consisting of a period of **166 days**, and agrees to pay the Certified Personnel for said services a sum of **Fifty Seven Thousand Four Hundred Fourteen Dollars (\$57,414.00)**, of which **\$4784.50** shall be payable on the 25th day(s) of the months August, year of 2023, to July, year of 2024, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Assignment(s): **Secondary English** and such other duties as may be assigned by the School for which the Certified Personnel is properly certified and endorsed.
3. The Certified Personnel agrees to perform all assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, such duly adopted rules of the State Board of Education that apply to public charter schools, and the policies of the School which are, by reference, incorporated herein and made a part of this agreement the same as if fully set forth herein.
5. Any material false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.
6. The School Board of Directors may terminate or reduce the full-time equivalency status of this contract upon conclusion of the school year stated in Section 1 of this contract, without owing any further compensation, in the event that the Board institutes a reduction in force pursuant to Section 33-522A, Idaho Code, resulting in the termination or reduction of the employment relationship between the School and the Certified Personnel.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

IN WITNESS WHEREOF the School has caused this Contract to be executed in its name by its proper officials and the Certified Personnel has executed the same all on the date first above written.

Richard McKenna CHARTER SCHOOL, Mountain Home, STATE OF IDAHO

 CERTIFIED PERSONNEL

 CHAIRMAN, BOARD OF DIRECTORS

Attest:  ADMINISTRATOR OR CLERK



**STATE OF IDAHO: CATEGORY 2 CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT**


THIS CONTRACT, made this 7th day of June year of 2023, by and between Richard McKenna Charter School in Mountain Home, Idaho ("the School"), and Alison Koellner ("the Certified Personnel").

**WITNESSETH:**

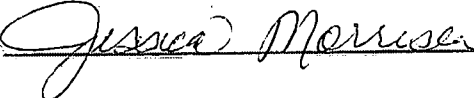
1. The School hereby employs the Certified Personnel pursuant to Section 33-5206(4), Idaho Code, for the duration of the 2023-2024 school year, consisting of a period of 164 days, and agrees to pay the Certified Personnel for said services a sum of Forty Eight Thousand Three hundred forty seven Dollars (\$48,347.00), of which \$4028.92 shall be payable on the 25th day(s) of the months August, year of 2023, to July, year of 2024, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Assignment(s): Elementary Teacher (Grades K-1) and such other duties as may be assigned by the school for which the Certified Personnel is properly certified and endorsed.
3. The Certified Personnel agrees to perform all assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, such duly adopted rules of the State Board of Education that apply to public charter schools, and the policies of the School which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein, and that no property rights attach to this Contract beyond the term of this Contract.
5. A full year under this Contract will count towards renewable contract status, in accordance with Section 33-515, Idaho Code.
6. Any material false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

IN WITNESS WHEREOF the School has caused this Contract to be executed in its name by its proper officials and the Certified Personnel has executed the same all on the date first above written.

Richard McKenna CHARTER SCHOOL, Mountain Home, STATE OF IDAHO

 CERTIFIED PERSONNEL

 CHAIRMAN, BOARD OF DIRECTORS

Attest:  ADMINISTRATOR OR CLERK

# STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 7th day of June year of 2023, by and between Richard McKenna Charter School in Mountain Home, Idaho ("the School"), and Calista Houdek ("the Certified Personnel").

## WITNESSETH:

1. The School hereby employs the Certified Personnel pursuant to Section 33-5206(4), Idaho Code for the duration of the **2023-2024** school year, consisting of a period of **166 days**, and agrees to pay the Certified Personnel for said services a sum of **Fifty Three Thousand Nine Hundred Fourteen Dollars (\$53,914.00)**, of which **\$4492.83** shall be payable on the 25th day(s) of the months August, year of 2023, to July, year of 2024, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Assignment(s): **Secondary History and Social Studies Subjects** and such other duties as may be assigned by the School for which the Certified Personnel is properly certified and endorsed.
3. The Certified Personnel agrees to perform all assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, such duly adopted rules of the State Board of Education that apply to public charter schools, and the policies of the School which are, by reference, incorporated herein and made a part of this agreement the same as if fully set forth herein.
5. Any material false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.
6. The School Board of Directors may terminate or reduce the full-time equivalency status of this contract upon conclusion of the school year stated in Section 1 of this contract, without owing any further compensation, in the event that the Board institutes a reduction in force pursuant to Section 33-522A, Idaho Code, resulting in the termination or reduction of the employment relationship between the School and the Certified Personnel.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

IN WITNESS WHEREOF the School has caused this Contract to be executed in its name by its proper officials and the Certified Personnel has executed the same all on the date first above written.

Richard McKenna CHARTER SCHOOL, Mountain Home, STATE OF IDAHO

Calista Houdek CERTIFIED PERSONNEL

[Signature] CHAIRMAN, BOARD OF DIRECTORS

Attest: Jessica Morris ADMINISTRATOR OR CLERK

## STATE OF IDAHO: CATEGORY 2 CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 7th day of June year of 2023, by and between Richard McKenna Charter School in Mountain Home, Idaho ("the School"), and Jennifer Garner-Castro ("the Certified Personnel").

### WITNESSETH:

1. The School hereby employs the Certified Personnel pursuant to Section 33-5206(4), Idaho Code, for the duration of the 2023-2024 school year, consisting of a period of 164 days, and agrees to pay the Certified Personnel for said services a sum of Fifty One Thousand Eight hundred forty seven Dollars (\$51,847.00), of which \$4320.58 shall be payable on the 25th day(s) of the months August, year of 2023, to July, year of 2024, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Assignment(s): Reading Intervention Teacher and such other duties as may be assigned by the school for which the Certified Personnel is properly certified and endorsed.
3. The Certified Personnel agrees to perform all assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, such duly adopted rules of the State Board of Education that apply to public charter schools, and the policies of the School which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein, and that no property rights attach to this Contract beyond the term of this Contract.
5. A full year under this Contract will count towards renewable contract status, in accordance with Section 33-515, Idaho Code.
6. Any material false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

IN WITNESS WHEREOF the School has caused this Contract to be executed in its name by its proper officials and the Certified Personnel has executed the same all on the date first above written.

Richard McKenna CHARTER SCHOOL, Mountain Home, STATE OF IDAHO

Jennifer S. Garner-Castro CERTIFIED PERSONNEL

[Signature] CHAIRMAN, BOARD OF DIRECTORS

Attest: Jessica Morrison ADMINISTRATOR OR CLERK

# STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

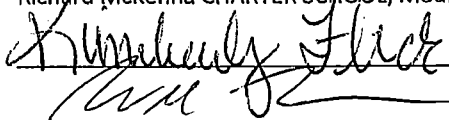
THIS CONTRACT, made this 7th day of June year of 2023, by and between Richard McKenna Charter School in Mountain Home, Idaho ("the School"), and Kimberly Flick ("the Certified Personnel").

## WITNESSETH:

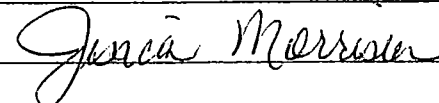
1. The School hereby employs the Certified Personnel pursuant to Section 33-5206(4), Idaho Code for the duration of the **2023-2024** school year, consisting of a period of **185 days**, and agrees to pay the Certified Personnel for said services a sum of **Sixty Two Thousand Five Hundred Ninety Two Dollars (\$62,592.00)**, of which **\$5216.00** shall be payable on the 25th day(s) of the months August, year of 2023, to July, year of 2024, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Assignment(s): **Secondary Special Education Services** and such other duties as may be assigned by the School for which the Certified Personnel is properly certified and endorsed.
3. The Certified Personnel agrees to perform all assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, such duly adopted rules of the State Board of Education that apply to public charter schools, and the policies of the School which are, by reference, incorporated herein and made a part of this agreement the same as if fully set forth herein.
5. Any material false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.
6. The School Board of Directors may terminate or reduce the full-time equivalency status of this contract upon conclusion of the school year stated in Section 1 of this contract, without owing any further compensation, in the event that the Board institutes a reduction in force pursuant to Section 33-522A, Idaho Code, resulting in the termination or reduction of the employment relationship between the School and the Certified Personnel.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

IN WITNESS WHEREOF the School has caused this Contract to be executed in its name by its proper officials and the Certified Personnel has executed the same all on the date first above written.

Richard McKenna CHARTER SCHOOL, Mountain Home, STATE OF IDAHO

 CERTIFIED PERSONNEL

 CHAIRMAN, BOARD OF DIRECTORS

Attest:  ADMINISTRATOR OR CLERK

**STATE OF IDAHO: CATEGORY 2 CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT**

THIS CONTRACT, made this 7th day of June year of 2023, by and between Richard McKenna Charter School in Mountain Home, Idaho ("the School"), and Kizsha Beverly Hughes ("the Certified Personnel").

WITNESSETH:

1. The School hereby employs the Certified Personnel pursuant to Section 33-5206(4), Idaho Code, for the duration of the **2023-2024** school year, consisting of a period of **164** days, and agrees to pay the Certified Personnel for said services a sum of **Fifty One Thousand Eight hundred forty seven Dollars (\$51,847.00)**, of which **\$4320.58** shall be payable on the 25th day(s) of the months August, year of 2023, to July, year of 2024, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Assignment(s): **Elementary Teacher (Grades 2-3)** and such other duties as may be assigned by the school for which the Certified Personnel is properly certified and endorsed.
3. The Certified Personnel agrees to perform all assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, such duly adopted rules of the State Board of Education that apply to public charter schools, and the policies of the School which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein, and that no property rights attach to this Contract beyond the term of this Contract.
5. A full year under this Contract will count towards renewable contract status, in accordance with Section 33-515, Idaho Code
6. Any material false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

IN WITNESS WHEREOF the School has caused this Contract to be executed in its name by its proper officials and the Certified Personnel has executed the same all on the date first above written.

Richard McKenna CHARTER SCHOOL, Mountain Home, STATE OF IDAHO

Kizsha L. Beverly-Hughes CERTIFIED PERSONNEL

[Signature] CHAIRMAN, BOARD OF DIRECTORS

Attest: Jessica Morrison ADMINISTRATOR OR CLERK