STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this **17TH** day of **May** year of **2024**, by and between **Victory** Charter School in **Nampa**, Idaho ("the School"), and **Alexandra Allen** ("the Certified Personnel").

WITNESSETH:

1. The School hereby employs the Certified Personnel pursuant to Section 33-5206(3), Idaho Code for the duration of the **2024-2025** school year, consisting of a period of **185** days, and agrees to pay the Certified Personnel for said services a sum of **Sixty-five Thousand** Dollars ($ **65,000**), of which **$5,416.66** shall be payable on the **25th** day(s) of the months **August**, year of **2024** to **July** year of **2025**, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.

2. Assignment(s): **FTE 1.0 Fifth Grade** 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 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.

VICTORY CHARTER SCHOOL **NAMPA**, STATE OF IDAHO

_____ CERTIFIED PERSONNEL

_____ CHAIRMAN, BOARD OF DIRECTORS

Attest: _____ ADMINISTRATOR OR CLERK

This contract form was prepared pursuant to Section 33-5206(3), Idaho Code, and approved by the State Superintendent of Public Instruction as a contract which may be used by charter schools.

STATE OF IDAHO: CATEGORY 2 CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this **17th** day of **May** year of **2024**, by and between **Victory** Charter School in **Nampa**, Idaho ("the School"), and **Brooke Allen** ("the Certified Personnel").

WITNESSETH:

1. The School hereby employs the Certified Personnel pursuant to Section 33-5206(3), Idaho Code, for the duration of the **2024-2025** school year, consisting of a period of **185** days, and agrees to pay the Certified Personnel for said services a sum of **Thirty Thousand** Dollars ($ **30,000**), of which **$2,500.00** shall be payable on the **25th** day(s) of the months **August**, year of **2024**, to **July**, year of **2025**, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.

2. Assignment(s): **FTE .5 Kindergarten** 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 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.

VICTORY CHARTER SCHOOL **NAMPA**, STATE OF IDAHO

_____ CERTIFIED PERSONNEL

_____ CHAIRMAN, BOARD OF DIRECTORS

Attest: _____ ADMINISTRATOR OR CLERK

This contract form was prepared pursuant to Section 33-5206(3), Idaho Code, and approved by the State Superintendent of Public Instruction as a contract which may be used by charter schools.

STATE OF IDAHO: CATEGORY 2 CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this **17th** day of **May** year of **2024**, by and between **Victory** Charter School in **Nampa**, Idaho ("the School"), and **Joshua Bernard** ("the Certified Personnel").

WITNESSETH:

1. The School hereby employs the Certified Personnel pursuant to Section 33-5206(3), Idaho Code, for the duration of the **2024-2025** 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** Dollars ($ **62,000**), of which **$5,166.66** shall be payable on the **25th** day(s) of the months **August**, year of **2024**, to **July**, year of **2025**, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.

2. Assignment(s): **FTE 1.0 Eighth Grade History & Math, HS Social Studies, and JH Cross Country and Track Coach** 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 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.

VICTORY CHARTER SCHOOL **NAMPA**, STATE OF IDAHO

_____ CERTIFIED PERSONNEL

_____ CHAIRMAN, BOARD OF DIRECTORS

Attest: _____ ADMINISTRATOR OR CLERK

This contract form was prepared pursuant to Section 33-5206(3), Idaho Code, and approved by the State Superintendent of Public Instruction as a contract which may be used by charter schools.

STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this **17TH** day of **May** year of **2024**, by and between **Victory** Charter School in **Nampa**, Idaho ("the School"), and **Dee Bower** ("the Certified Personnel").

WITNESSETH:

1. The School hereby employs the Certified Personnel pursuant to Section 33-5206(3), Idaho Code for the duration of the **2024-2025** school year, consisting of a period of **185** days, and agrees to pay the Certified Personnel for said services a sum of **Thirty-seven Thousand five hundred** Dollars ($ **37,500**), of which **$3,125.00** shall be payable on the **25th** day(s) of the months **August**, year of **2024** to **July** year of **2025**, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.

2. Assignment(s): **FTE .17 High School Career 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 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.

VICTORY CHARTER SCHOOL **NAMPA**, STATE OF IDAHO

_____ CERTIFIED PERSONNEL

_____ CHAIRMAN, BOARD OF DIRECTORS

Attest: _____ ADMINISTRATOR OR CLERK

This contract form was prepared pursuant to Section 33-5206(3), Idaho Code, and approved by the State Superintendent of Public Instruction as a contract which may be used by charter schools.

STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this **17TH** day of **May** year of **2024**, by and between **Victory** Charter School in **Nampa**, Idaho ("the School"), and **Laura Burns** ("the Certified Personnel").

WITNESSETH:

1. The School hereby employs the Certified Personnel pursuant to Section 33-5206(3), Idaho Code for the duration of the **2024-2025** school year, consisting of a period of **185** days, and agrees to pay the Certified Personnel for said services a sum of **Sixty Thousand** Dollars ($ **60,000**), of which **$5,000.00** shall be payable on the **25th** day(s) of the months **August**, year of **2024** to **July** year of **2025**, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.

2. Assignment(s): **FTE 1.0 Third Grade** 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 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.

VICTORY CHARTER SCHOOL **NAMPA**, STATE OF IDAHO

_____ CERTIFIED PERSONNEL

_____ CHAIRMAN, BOARD OF DIRECTORS

Attest: _____ ADMINISTRATOR OR CLERK

This contract form was prepared pursuant to Section 33-5206(3), Idaho Code, and approved by the State Superintendent of Public Instruction as a contract which may be used by charter schools.

STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this **17TH** day of **May** year of **2024**, by and between **Victory** Charter School in **Nampa**, Idaho ("the School"), and **Kristel Cedergreen** ("the Certified Personnel").

WITNESSETH:

1. The School hereby employs the Certified Personnel pursuant to Section 33-5206(3), Idaho Code for the duration of the **2024-2025** school year, consisting of a period of **185** days, and agrees to pay the Certified Personnel for said services a sum of **Forty Thousand** Dollars ($ **40,000**), of which **$3,333.33** shall be payable on the **25th** day(s) of the months **August**, year of **2024** to **July** year of **2025**, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.

2. Assignment(s): **FTE .5 Grade 7 Math 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 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.

VICTORY CHARTER SCHOOL **NAMPA**, STATE OF IDAHO

_____ CERTIFIED PERSONNEL

_____ CHAIRMAN, BOARD OF DIRECTORS

Attest: _____ ADMINISTRATOR OR CLERK

This contract form was prepared pursuant to Section 33-5206(3), Idaho Code, and approved by the State Superintendent of Public Instruction as a contract which may be used by charter schools.

STATE OF IDAHO: CATEGORY 2 CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this **17th** day of **May** year of **2024**, by and between **Victory** Charter School in **Nampa**, Idaho ("the School"), and **Caitlin Densberger** ("the Certified Personnel").

WITNESSETH:

1. The School hereby employs the Certified Personnel pursuant to Section 33-5206(3), Idaho Code, for the duration of the **2024-2025** school year, consisting of a period of **185** days, and agrees to pay the Certified Personnel for said services a sum of **Sixty Thousand** Dollars ($ **60,000**), of which **$5,000.00** shall be payable on the **25th** day(s) of the months **August**, year of **2024**, to **July**, year of **2025**, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.

2. Assignment(s): **FTE 1.0 High School English and Economics** 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 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.

VICTORY CHARTER SCHOOL **NAMPA**, STATE OF IDAHO

_____ CERTIFIED PERSONNEL

_____ CHAIRMAN, BOARD OF DIRECTORS

Attest: _____ ADMINISTRATOR OR CLERK

This contract form was prepared pursuant to Section 33-5206(3), Idaho Code, and approved by the State Superintendent of Public Instruction as a contract which may be used by charter schools.

STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this **17TH** day of **May** year of **2024**, by and between **Victory** Charter School in **Nampa**, Idaho ("the School"), and **Mandy Frank** ("the Certified Personnel").

WITNESSETH:

1. The School hereby employs the Certified Personnel pursuant to Section 33-5206(3), Idaho Code for the duration of the **2024-2025** school year, consisting of a period of **185** days, and agrees to pay the Certified Personnel for said services a sum of **Ninety Thousand** Dollars ($ **90,000**), of which **$7,500.00** shall be payable on the **25th** day(s) of the months **August**, year of **2024** to **July** year of **2025**, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.

2. Assignment(s): **FTE 1.0 Second Grade and Athletic Director** 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 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.

VICTORY CHARTER SCHOOL **NAMPA**, STATE OF IDAHO

_____ CERTIFIED PERSONNEL

_____ CHAIRMAN, BOARD OF DIRECTORS

Attest: _____ ADMINISTRATOR OR CLERK

This contract form was prepared pursuant to Section 33-5206(3), Idaho Code, and approved by the State Superintendent of Public Instruction as a contract which may be used by charter schools.

STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this **17TH** day of **May** year of **2024**, by and between **Victory** Charter School in **Nampa**, Idaho ("the School"), and **Rebecca Freeman** ("the Certified Personnel").

WITNESSETH:

1. The School hereby employs the Certified Personnel pursuant to Section 33-5206(3), Idaho Code for the duration of the **2024-2025** school year, consisting of a period of **185** days, and agrees to pay the Certified Personnel for said services a sum of **Sixty Thousand** Dollars ($ **60,000**), of which **$5,000.00** shall be payable on the **25th** day(s) of the months **August**, year of **2024** to **July** year of **2025**, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.

2. Assignment(s): **FTE 1.0 High School Math** 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 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.

VICTORY CHARTER SCHOOL **NAMPA**, STATE OF IDAHO

_____ CERTIFIED PERSONNEL

_____ CHAIRMAN, BOARD OF DIRECTORS

Attest: _____ ADMINISTRATOR OR CLERK

This contract form was prepared pursuant to Section 33-5206(3), Idaho Code, and approved by the State Superintendent of Public Instruction as a contract which may be used by charter schools.

STATE OF IDAHO: CATEGORY 2 CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 17th day of June year of 2024, by and between Victory Charter School in Nampa, Idaho ("the School"), and Laura Heritage ("the Certified Personnel").

WITNESSETH:

1. The School hereby employs the Certified Personnel pursuant to Section 33-5206(3), Idaho Code, for the duration of the 2024-2025 school year, consisting of a period of 185 days, and agrees to pay the Certified Personnel for said services a sum of Seventy-Five Thousand Dollars ($ 75,000), of which $6,250. shall be payable on the 25th day(s) of the months August, year of 2024, to July, year of 2025, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.

2. Assignment(s): FTE 1.0 High School English, Yearbook and Speech 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 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.

VICTORY CHARTER SCHOOL NAMPA, STATE OF IDAHO

_____ CERTIFIED PERSONNEL

_____ CHAIRMAN, BOARD OF DIRECTORS

Attest: _____ ADMINISTRATOR OR CLERK

This contract form was prepared pursuant to Section 33-5206(3), Idaho Code, and approved by the State Superintendent of Public Instruction as a contract which may be used by charter schools.

STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this **17TH** day of **May** year of **2024**, by and between **Victory** Charter School in **Nampa**, Idaho ("the School"), and **Tayler Hilton** ("the Certified Personnel").

WITNESSETH:

1. The School hereby employs the Certified Personnel pursuant to Section 33-5206(3), Idaho Code for the duration of the **2024-2025** school year, consisting of a period of **185** days, and agrees to pay the Certified Personnel for said services a sum of **Seventy Thousand** Dollars ($ **70,000**), of which **$5,833.33** shall be payable on the **25th** day(s) of the months **August**, year of **2024** to **July** year of **2025**, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.

2. Assignment(s): **FTE 1.0 Special Education Grades K-12** 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 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.

VICTORY CHARTER SCHOOL **NAMPA**, STATE OF IDAHO

_____ CERTIFIED PERSONNEL

_____ CHAIRMAN, BOARD OF DIRECTORS

Attest: _____ ADMINISTRATOR OR CLERK

This contract form was prepared pursuant to Section 33-5206(3), Idaho Code, and approved by the State Superintendent of Public Instruction as a contract which may be used by charter schools.

STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this **17TH** day of **May** year of **2024**, by and between **Victory** Charter School in **Nampa**, Idaho ("the School"), and **Tera Luce** ("the Certified Personnel").

WITNESSETH:

1. The School hereby employs the Certified Personnel pursuant to Section 33-5206(3), Idaho Code for the duration of the **2024-2025** school year, consisting of a period of **185** days, and agrees to pay the Certified Personnel for said services a sum of **Forty-five Thousand** Dollars ($ **45,000**), of which **$3,750.00** shall be payable on the **25th** day(s) of the months **August**, year of **2024** to **July** year of **2025**, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.

2. Assignment(s): **FTE .5 Sixth Grade and Title One Coordinator** 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 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.

VICTORY CHARTER SCHOOL **NAMPA**, STATE OF IDAHO

_____ CERTIFIED PERSONNEL

_____ CHAIRMAN, BOARD OF DIRECTORS

Attest: _____ ADMINISTRATOR OR CLERK

This contract form was prepared pursuant to Section 33-5206(3), Idaho Code, and approved by the State Superintendent of Public Instruction as a contract which may be used by charter schools.

STATE OF IDAHO: CATEGORY 2 CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this **17th** day of **May** year of **2024**, by and between **Victory** Charter School in **Nampa**, Idaho ("the School"), and **Carolina Ochoa-Roloff** ("the Certified Personnel").

WITNESSETH:

1. The School hereby employs the Certified Personnel pursuant to Section 33-5206(3), Idaho Code, for the duration of the **2024-2025** school year, consisting of a period of **185** days, and agrees to pay the Certified Personnel for said services a sum of **Eighty Thousand** Dollars ($ **80,000**), of which **$6,666.66** shall be payable on the **25th** day(s) of the months **August**, year of **2024**, to **July**, year of **2025**, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.

2. Assignment(s): **FTE 1.0 High School Spanish** 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 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.

VICTORY CHARTER SCHOOL **NAMPA**, STATE OF IDAHO

_____ CERTIFIED PERSONNEL

_____ CHAIRMAN, BOARD OF DIRECTORS

Attest: _____ ADMINISTRATOR OR CLERK

This contract form was prepared pursuant to Section 33-5206(3), Idaho Code, and approved by the State Superintendent of Public Instruction as a contract which may be used by charter schools.

STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this **17TH** day of **May** year of **2024**, by and between **Victory** Charter School in **Nampa**, Idaho ("the School"), and **Christina Renschler** ("the Certified Personnel").

WITNESSETH:

1. The School hereby employs the Certified Personnel pursuant to Section 33-5206(3), Idaho Code for the duration of the **2024-2025** school year, consisting of a period of **185** days, and agrees to pay the Certified Personnel for said services a sum of **Eighty Thousand** Dollars ($ **80,000**), of which **$6,666.66** shall be payable on the **25th** day(s) of the months **August**, year of **2024** to **July** year of **2025**, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.

2. Assignment(s): **FTE .5 Grade 7 and .5 Grade 8 ELA** 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 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.

VICTORY CHARTER SCHOOL **NAMPA**, STATE OF IDAHO

_____ CERTIFIED PERSONNEL

_____ CHAIRMAN, BOARD OF DIRECTORS

Attest: _____ ADMINISTRATOR OR CLERK

This contract form was prepared pursuant to Section 33-5206(3), Idaho Code, and approved by the State Superintendent of Public Instruction as a contract which may be used by charter schools.

STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this **17TH** day of **May** year of **2024**, by and between **Victory** Charter School in **Nampa**, Idaho ("the School"), and **Ali Riley** ("the Certified Personnel").

WITNESSETH:

1. The School hereby employs the Certified Personnel pursuant to Section 33-5206(3), Idaho Code for the duration of the **2024-2025** 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** Dollars ($ **62,500**), of which **$5,208.33** shall be payable on the **25th** day(s) of the months **August**, year of **2024** to **July** year of **2025**, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.

2. Assignment(s): **FTE 1.0 Music Grades 1-12 and HS Girls Basketball Asst. Coach** 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 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.

VICTORY CHARTER SCHOOL **NAMPA**, STATE OF IDAHO

_____ CERTIFIED PERSONNEL

_____ CHAIRMAN, BOARD OF DIRECTORS

Attest: _____ ADMINISTRATOR OR CLERK

This contract form was prepared pursuant to Section 33-5206(3), Idaho Code, and approved by the State Superintendent of Public Instruction as a contract which may be used by charter schools.

STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this **17TH** day of **May** year of **2024**, by and between **Victory** Charter School in **Nampa**, Idaho ("the School"), and **Marianne Saunders** ("the Certified Personnel").

WITNESSETH:

1. The School hereby employs the Certified Personnel pursuant to Section 33-5206(3), Idaho Code for the duration of the **2024-2025** school year, consisting of a period of **185** days, and agrees to pay the Certified Personnel for said services a sum of **Forty-four Thousand** Dollars ($**44,000**), of which **$3,666.66** shall be payable on the **25th** day(s) of the months **August**, year of **2024** to **July** year of **2025**, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.

2. Assignment(s): **FTE .4 Victory High School Music and FTE .1 Liberty Music ($4K)** 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 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.

VICTORY CHARTER SCHOOL **NAMPA**, STATE OF IDAHO

_____ CERTIFIED PERSONNEL

_____ CHAIRMAN, BOARD OF DIRECTORS

Attest: _____ ADMINISTRATOR OR CLERK

This contract form was prepared pursuant to Section 33-5206(3), Idaho Code, and approved by the State Superintendent of Public Instruction as a contract which may be used by charter schools.

STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this **17TH** day of **May** year of **2024**, by and between **Victory** Charter School in **Nampa**, Idaho ("the School"), and **Leela Schafer** ("the Certified Personnel").

WITNESSETH:

1. The School hereby employs the Certified Personnel pursuant to Section 33-5206(3), Idaho Code for the duration of the **2024-2025** school year, consisting of a period of **185** days, and agrees to pay the Certified Personnel for said services a sum of **Fifty-six Thousand** Dollars ($ **56,000**), of which **$4,666.66** shall be payable on the **25th** day(s) of the months **August**, year of **2024** to **July** year of **2025**, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.

2. Assignment(s): **FTE .5 PE Grades 1-8, HS Health, and FTE .2 Liberty HS Health ($5K)** 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 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.

VICTORY CHARTER SCHOOL **NAMPA**, STATE OF IDAHO

_____ CERTIFIED PERSONNEL

_____ CHAIRMAN, BOARD OF DIRECTORS

Attest: _____ ADMINISTRATOR OR CLERK

This contract form was prepared pursuant to Section 33-5206(3), Idaho Code, and approved by the State Superintendent of Public Instruction as a contract which may be used by charter schools.

STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this **17TH** day of **May** year of **2024**, by and between **Victory** Charter School in **Nampa**, Idaho ("the School"), and **Shiloh Stallcop** ("the Certified Personnel").

WITNESSETH:

1. The School hereby employs the Certified Personnel pursuant to Section 33-5206(3), Idaho Code for the duration of the **2024-2025** school year, consisting of a period of **185** days, and agrees to pay the Certified Personnel for said services a sum of **Eighty Thousand** Dollars ($ **80,000**), of which **$6,666.66** shall be payable on the **25th** day(s) of the months **August**, year of **2024** to **July** year of **2025**, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.

2. Assignment(s): **FTE 1.0 Fourth Grade** 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 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.

VICTORY CHARTER SCHOOL **NAMPA**, STATE OF IDAHO

_____ CERTIFIED PERSONNEL

_____ CHAIRMAN, BOARD OF DIRECTORS

Attest: _____ ADMINISTRATOR OR CLERK

This contract form was prepared pursuant to Section 33-5206(3), Idaho Code, and approved by the State Superintendent of Public Instruction as a contract which may be used by charter schools.

STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 17th day of May year of 2024, by and between Victory Charter School in Nampa, Idaho ("the School"), and Suzanne Stimpson ("the Certified Personnel").

WITNESSETH:

1. The School hereby employs the Certified Personnel pursuant to Section 33-5206(3), Idaho Code for the duration of the 2024-2025 school year, of a period consisting of 185 days, and agrees to pay the Certified Personnel for said services a sum of Zero Dollars ($ 0), of which 0.00 shall be payable on the 25th day(s) of the months August, year of 2024 to July year of 2025, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.

2. Assignment(s): 0.7 FTE Speech -Legacy .25FTE, Victory .2FTE and Liberty .25FTE 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 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.

Victory CHARTER SCHOOL Canyon County, STATE OF IDAHO

_____ CERTIFIED PERSONNEL

_____ CHAIRMAN, BOARD OF DIRECTORS

Attest: _____ ADMINISTRATOR OR CLERK

This contract form was prepared pursuant to Section 33-5206(3), Idaho Code, and approved by the State Superintendent of Public Instruction as a contract which may be used by charter schools.

STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this **17TH** day of **May** year of **2024**, by and between **Victory** Charter School in **Nampa**, Idaho ("the School"), and **Joy Stockett** ("the Certified Personnel").

WITNESSETH:

1. The School hereby employs the Certified Personnel pursuant to Section 33-5206(3), Idaho Code for the duration of the **2024-2025** school year, consisting of a period of **185** days, and agrees to pay the Certified Personnel for said services a sum of **Eighty Thousand** Dollars ($ **80,000**), of which **$6,666.66** shall be payable on the **25th** day(s) of the months **August**, year of **2024** to **July** year of **2025**, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.

2. Assignment(s): **FTE 1.0 First Grade** 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 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.

VICTORY CHARTER SCHOOL **NAMPA**, STATE OF IDAHO

_____ CERTIFIED PERSONNEL

_____ CHAIRMAN, BOARD OF DIRECTORS

Attest: _____ ADMINISTRATOR OR CLERK

This contract form was prepared pursuant to Section 33-5206(3), Idaho Code, and approved by the State Superintendent of Public Instruction as a contract which may be used by charter schools.

STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this **17TH** day of **May** year of **2024**, by and between **Victory** Charter School in **Nampa**, Idaho ("the School"), and **Jessica Story** ("the Certified Personnel").

WITNESSETH:

1. The School hereby employs the Certified Personnel pursuant to Section 33-5206(3), Idaho Code for the duration of the **2024-2025** school year, consisting of a period of **185** days, and agrees to pay the Certified Personnel for said services a sum of **Thirty-five Thousand** Dollars ($ **35,000**), of which **$2,916.66** shall be payable on the **25th** day(s) of the months **August**, year of **2024** to **July** year of **2025**, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.

2. Assignment(s): **FTE .5 High School 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 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.

VICTORY CHARTER SCHOOL **NAMPA**, STATE OF IDAHO

_____ CERTIFIED PERSONNEL

_____ CHAIRMAN, BOARD OF DIRECTORS

Attest: _____ ADMINISTRATOR OR CLERK

This contract form was prepared pursuant to Section 33-5206(3), Idaho Code, and approved by the State Superintendent of Public Instruction as a contract which may be used by charter schools.

STATE OF IDAHO: CATEGORY 2 CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this **17th** day of **May** year of **2024**, by and between **Victory** Charter School in **Nampa**, Idaho ("the School"), and **Carson Thomas** ("the Certified Personnel").

WITNESSETH:

1. The School hereby employs the Certified Personnel pursuant to Section 33-5206(3), Idaho Code, for the duration of the **2024-2025** school year, consisting of a period of **185** days, and agrees to pay the Certified Personnel for said services a sum of **Thirty-one Thousand** Dollars ($ **31,000**), of which **$2,583.33** shall be payable on the **25th** day(s) of the months **August**, year of **2024**, to **July**, year of **2025**, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.

2. Assignment(s): **FTE .5 Sixth Grade and $1K JH Boys Basketball Coach** 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 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.

VICTORY CHARTER SCHOOL **NAMPA**, STATE OF IDAHO

_____ CERTIFIED PERSONNEL

_____ CHAIRMAN, BOARD OF DIRECTORS

Attest: _____ ADMINISTRATOR OR CLERK

This contract form was prepared pursuant to Section 33-5206(3), Idaho Code, and approved by the State Superintendent of Public Instruction as a contract which may be used by charter schools.

STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this **17TH** day of **May** year of **2024**, by and between **Victory** Charter School in **Nampa**, Idaho ("the School"), and **Vicki Thomas** ("the Certified Personnel").

WITNESSETH:

1. The School hereby employs the Certified Personnel pursuant to Section 33-5206(3), Idaho Code for the duration of the **2024-2025** school year, consisting of a period of **185** days, and agrees to pay the Certified Personnel for said services a sum of **Eighty Thousand** Dollars ($ **80,000**), of which **$6,666.66** shall be payable on the **25th** day(s) of the months **August**, year of **2024** to **July** year of **2025**, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.

2. Assignment(s): **FTE 1.0 Science Grades 2-8 and HS Physical 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 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.

VICTORY CHARTER SCHOOL **NAMPA**, STATE OF IDAHO

_____ CERTIFIED PERSONNEL

_____ CHAIRMAN, BOARD OF DIRECTORS

Attest: _____ ADMINISTRATOR OR CLERK

This contract form was prepared pursuant to Section 33-5206(3), Idaho Code, and approved by the State Superintendent of Public Instruction as a contract which may be used by charter schools.

STATE OF IDAHO: STANDARD CHARTER ADMINISTRATOR CONTRACT

THIS CONTRACT, made this **17th** day of **May** year of **2024**, by and between **Victory** Charter School, **Nampa**, Idaho ("the School"), and **Tera Luce** ("the Administrator").

WITNESSETH:

1. That the School hereby employs said Administrator to perform the duties of **Co-Principal** so designated by the Administrator is properly certified and endorsed to perform said duties for a period of **1** years (**220** months or days per year), beginning in the month and day of **July 1st**, year of **2024**, through the month and day of **June 30th**, year of **2025**, at a base salary of **Fifty Thousand Dollars** ($ **50,000**) 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 $ **4,166.66** on the **25th** day(s) of each month beginning in **July**, year of **2024**, to **June**, year of **2025**, inclusive.

2. In consideration of the promises and agreement of the School hereinbefore recited, the Administrator agrees to assume the duties above recited at **Nampa**, Idaho on **July 1st**, in the year **2024**, 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 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 **2024-2025** 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 1st 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.

VICTORY CHARTER SCHOOL in **NAMPA**, STATE OF IDAHO

_____ ADMINISTRATOR

_____ CHAIRMAN, BOARD OF DIRECTORS

Attest: _____ CLERK

This contract form was prepared pursuant to Section 33-5206(3), Idaho Code, and approved by the State Superintendent of Public Instruction, as a contract which may be used by charter schools. A "Benefits Addendum" approved by the charter board of directors shall be attached to the contract.

STATE OF IDAHO: STANDARD CHARTER ADMINISTRATOR CONTRACT

THIS CONTRACT, made this **17th** day of **May** year of **2024**, by and between **Victory** Charter School, **Nampa**, Idaho ("the School"), and **Marianne Saunders** ("the Administrator").

WITNESSETH:

1. That the School hereby employs said Administrator to perform the duties of **Co-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 **1** years (**220** months or days per year), beginning in the month and day of **July 1st**, year of **2024**, through the month and day of **June 30th**, year of **2025**, at a base salary of **Sixty Thousand Dollars** ($ **60,000**) 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 $ **5,000.00** on the **25th** day(s) of each month beginning in **July**, year of **2024**, to **June**, year of **2025**, inclusive.

2. In consideration of the promises and agreement of the School hereinbefore recited, the Administrator agrees to assume the duties above recited at **Nampa**, Idaho on **July 1st**, in the year **2024**, 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 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 **2024-2025** 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 1st 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.

VICTORY CHARTER SCHOOL in **NAMPA**, STATE OF IDAHO

_____ ADMINISTRATOR

_____ CHAIRMAN, BOARD OF DIRECTORS

Attest: _____ CLERK

This contract form was prepared pursuant to Section 33-5206(3), Idaho Code, and approved by the State Superintendent of Public Instruction, as a contract which may be used by charter schools. A "Benefits Addendum" approved by the charter board of directors shall be attached to the contract.