

STATE OF IDAHO CATEGORY A TEACHERS CONTRACT

THIS CONTRACT, made this 19th day of June year of 2012, by and between the Coeur d'Alene Charter Academy in Coeur d'Alene, Idaho ("the School"), and COLLEEN ALVES ("the Teacher").

WITNESSETH:

1. The School hereby employs the Teacher pursuant to Section 33-514(2)(a), Idaho Code, for the duration of the 2012-2013 school year, consisting of a period of 192 days, and agrees to pay the Teacher for said services a base sum of FORTY-SEVEN THOUSAND TWO HUNDRED EIGHTY Dollars (\$ 47,280) of which 3,940.00 shall be payable on the 25th day of the months September year of 2012 to August year of 2013 inclusive, and such other monetary benefits as accorded to its certificated employees by the District.
2. Teaching assignment(s): SOCIAL STUDIES
and such other duties as may be assigned by the School for which the Teacher is properly certified and endorsed.
3. The Teacher agrees to perform all teaching assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required 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. 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. 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 agreement.
7. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of either a Master Contract or the compensation established the Board of Trustees pursuant to Section 33-1274, Idaho Code, as such terms are applicable for the same school year as this Contract.

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

COEUR D'ALENE CHARTER ACADEMY KOOTENAI COUNTY, STATE OF IDAHO

Colleen Alves
TEACHER

By C. Robert Nelson Vice, CHAIRMAN
BOARD OF DIRECTORS

Attest: [Signature]
CFO/BUSINESS MANAGER

STATE OF IDAHO
SUPPLEMENTARY CONTRACT FORM

THIS AGREEMENT, Made this 14th day of AUGUST year of 2012, by and between Coeur d'Alene Charter Academy, Coeur d'Alene, Kootenai County, State of Idaho (hereinafter called the Academy) Party of the First Part, and COLLEEN ALVES (hereinafter called the Employee), Party of the Second Part,

WITNESSETH:

The Academy hereby contracts to hire the Employee to perform an extra duty assignment as provided in the job description as ADMIN. INTERN for the 2012-2013 school year, beginning on the 20th day of August, in the year of 2012, and extending to the 14th day of June, in the year of 2013, at the compensation rate or fixed amount of TWO THOUSAND FIVE HUNDRED DOLLARS (\$ 2,500) until the Employee's contract has been fulfilled. Said compensation shall be paid in monthly installments on the 25th day of each month for the performance of the extra duty assignment, beginning in the month of September in the year of 2012, and ending in the month of August in the year of 2013.

EMPLOYEE will, at all times, faithfully perform all of the duties that may be required pursuant to the express and implicit terms hereof, to the reasonable satisfaction of the Academy. Such duties shall be rendered at Academy premises and such other place or places as the Academy shall in good faith require or as the interests, needs, business or opportunity of the Academy shall require.

The Terms of Employment of this contract shall be in effect as given above for the length of time and extra duty expected, and are separate and apart from any certificated employee's regular teaching duties and any annual, renewable or limited one (1) year contract.

No property rights shall attach to this contract.

This contract excludes any expectation of employment beyond the terms given herein, under procedural requirements of Idaho Code, Section 33-515A.

IN WITNESS WHEREOF the Academy has caused this instrument to be executed in its name by its proper official and the Employee has executed the same all on the date first above written.

PARTY OF THE FIRST PART

BY

Paul Iron

CHAIRMAN, GOVERNING BOARD

Colleen Alves

PARTY OF THE SECOND PART

Attest:

[Signature]
CFO/Business Manager

STATE OF IDAHO SUPPLEMENTAL CONTRACT FORM

THIS AGREEMENT, Made this 21st day of May year of 2012, by and between Coeur d'Alene Charter Academy in Coeur d'Alene, Idaho ("the School"), and Tera Armstrong ("the Employee"),

WITNESSETH:

The School hereby contracts to hire the Employee to perform an extra duty assignment as provided in the job description as JV Volleyball Coach for a period of 192 days, beginning on the 20th day of August, in the year of 2012, and extending to the 14th day of June, in the year of 2013, at the compensation rate or fixed amount of One thousand, six hundred dollars (\$1,600⁰⁰) until the Employee's contract has been fulfilled. Said compensation shall be paid on the 25th day of the checkout and evaluation month for the assigned activity.

EMPLOYEE will, at all times, faithfully perform all of the duties that may be required pursuant to the express and implicit terms hereof, to the reasonable satisfaction of the School. Such duties shall be rendered at School premises and such other place or places as the School shall in good faith require or as the interests, needs, business or opportunity of the School shall require.

The Terms of Employment of this Contract shall be in effect as given above for the length of time and extra duty expected, and are separate and apart from any certificated employee's regular duties and any Category A, B, Continuing or Retired Teacher Contract.

No property rights shall attach to this Contract.

This Contract excludes any expectation of employment beyond the terms given herein, under procedural requirements of Idaho Code, Section 33-515A(1).

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

COEUR D'ALENE CHARTER ACADEMY, KOOTENAI COUNTY, STATE OF IDAHO

Tera Armstrong
EMPLOYEE

By C. Robert Nelson Vice, CHAIRMAN
BOARD OF DIRECTORS

Attest: [Signature]
CFO/BUSINESS MANAGER

STATE OF IDAHO CONTINUING TEACHERS CONTRACT

THIS CONTRACT, made this 19TH day of June year of 2012 by and between Coeur d'Alene Charter Academy in Coeur d'Alene, Idaho ("the School"), and CHRIS BAKER ("the Teacher").

WITNESSETH:

1. The School hereby employs the Teacher pursuant to Section 33-515, Idaho Code, for the duration of the 2012-2013 school year consisting of a period of 192 days, and agrees to pay the Teacher for said services a base sum of FIFTY THOUSAND SEVEN HUNDRED FIFTY-SIX Dollars (\$ 50,756) of which 4229.67 shall be payable on the 25th day of the months September year of 2012 to August year of 2013 inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Teaching assignment(s): ENGLISH and such other duties as may be assigned by the School for which the Teacher is properly certified and endorsed.
3. The Teacher agrees to perform all teaching assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required 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 33-522, Idaho Code, resulting in the termination or reduction of the employment relationship between the School and the Teacher.
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 either a Master Contract or the compensation established the Board of Trustees pursuant to Section 33-1274, Idaho Code, as such terms are applicable for the same school year as this Contract.

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

COEUR D'ALENE CHARTER ACADEMY, KOOTENAI COUNTY, STATE OF IDAHO

Chris Baker 6/5/12
TEACHER

By C. Robert Nelson VICE CHAIRMAN
BOARD OF DIRECTORS

Attest: [Signature]
CFO/BUSINESS MANAGER

STATE OF IDAHO CATEGORY A TEACHERS CONTRACT

THIS CONTRACT, made this 19th day of June year of 2012, by and between the Coeur d'Alene Charter Academy in Coeur d'Alene, Idaho ("the School"), and ELISA BARRY ("the Teacher").

WITNESSETH:

1. The School hereby employs the Teacher pursuant to Section 33-514(2)(a), Idaho Code, for the duration of the 2012-2013 school year, consisting of a period of 192 days, and agrees to pay the Teacher for said services a base sum of ~~THIRTY-THREE THOUSAND THIRTY-THREE~~ Dollars (\$ 33,033) of which 2752.75 shall be payable on the 25th day of the months September year of 2012 to August year of 2013 inclusive, and such other monetary benefits as accorded to its certificated employees by the District.
2. Teaching assignment(s): SPANISH, ENGLISH and such other duties as may be assigned by the School for which the Teacher is properly certified and endorsed.
3. The Teacher agrees to perform all teaching assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required 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. 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. 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 agreement.
7. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of either a Master Contract or the compensation established the Board of Trustees pursuant to Section 33-1274, Idaho Code, as such terms are applicable for the same school year as this Contract.

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

COEUR D'ALENE CHARTER ACADEMY KOOTENAI COUNTY, STATE OF IDAHO

Elisa Barry TEACHER By C. Robert Nelson VICE CHAIRMAN
BOARD OF DIRECTORS

Attest: [Signature]
CFO/BUSINESS MANAGER

STATE OF IDAHO CONTINUING TEACHERS CONTRACT


THIS CONTRACT, made this 19TH day of June year of 2012 by and between Coeur d'Alene Charter Academy in Coeur d'Alene, Idaho ("the School"), and ROB BASS ("the Teacher").

WITNESSETH:

1. The School hereby employs the Teacher pursuant to Section 33-515, Idaho Code, for the duration of the 2012-2013 school year consisting of a period of 192 days, and agrees to pay the Teacher for said services a base sum of FOURTY-FIVE THOUSAND FOUR HUNDRED EIGHTY SIX Dollars (\$ 45,486) of which 37,905.50 shall be payable on the 25th day of the months September year of 2012 to August year of 2013 inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Teaching assignment(s): MATH, PHYSICS, COMPUTERS and such other duties as may be assigned by the School for which the Teacher is properly certified and endorsed.
3. The Teacher agrees to perform all teaching assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required 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 33-522, Idaho Code, resulting in the termination or reduction of the employment relationship between the School and the Teacher.
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 either a Master Contract or the compensation established the Board of Trustees pursuant to Section 33-1274, Idaho Code, as such terms are applicable for the same school year as this Contract.

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

COEUR D'ALENE CHARTER ACADEMY, KOOTENAI COUNTY, STATE OF IDAHO


TEACHER

6/1/2012

By C. Robert Nelson VICE CHAIRMAN
BOARD OF DIRECTORS

Attest: 
CFO/BUSINESS MANAGER

STATE OF IDAHO SUPPLEMENTAL CONTRACT FORM

THIS AGREEMENT, Made this 19th day of June year of 2012, by and between Coeur d'Alene Charter Academy in Coeur d'Alene, Idaho ("the School"), and ROBERT BASS ("the Employee"),

WITNESSETH:

The School hereby contracts to hire the Employee to perform an extra duty assignment as provided in the job description as TECHNOLOGY SPECIALIST for a period of one year, beginning on the 1st day of July, in the year of 2012, and extending to the 30th day of June, in the year of 2013, at the compensation rate or fixed amount of SEVEN THOUSAND ONE HUNDRED FORTY (\$ 7,140) until the Employee's contract has been fulfilled. Said compensation shall be paid in monthly installments on the 25th day of each month for the performance of the extra duty assignment, beginning in the month of July in the year of 2012, and ending in the month of June in the year of 2013.

EMPLOYEE will, at all times, faithfully perform all of the duties that may be required pursuant to the express and implicit terms hereof, to the reasonable satisfaction of the School. Such duties shall be rendered at School premises and such other place or places as the School shall in good faith require or as the interests, needs, business or opportunity of the School shall require.

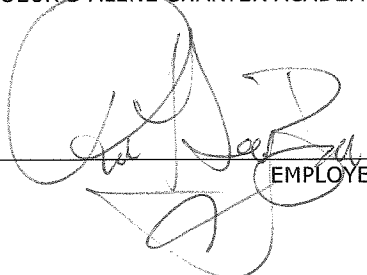
The Terms of Employment of this Contract shall be in effect as given above for the length of time and extra duty expected, and are separate and apart from any certificated employee's regular duties and any Category A, B, Continuing or Retired Teacher Contract.

No property rights shall attach to this Contract.

This Contract excludes any expectation of employment beyond the terms given herein, under procedural requirements of Idaho Code, Section 33-515A(1).

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

COEUR D'ALENE CHARTER ACADEMY, KOOTENAI COUNTY, STATE OF IDAHO



EMPLOYEE

By C. Robert Nelson Vice CHAIRMAN
BOARD OF DIRECTORS

Attest: 
CFO/BUSINESS MANAGER

STATE OF IDAHO SUPPLEMENTAL CONTRACT FORM

THIS AGREEMENT, Made this 19th day of June year of 2012, by and between Coeur d'Alene Charter Academy in Coeur d'Alene, Idaho ("the School"), and ROBERT BASS ("the Employee"),

WITNESSETH:

The School hereby contracts to hire the Employee to perform an extra duty assignment as provided in the job description as EXTRA CLASS ASSIGNMENT for a period of 192 days, beginning on the 20th day of August, in the year of 2012, and extending to the 14th day of June, in the year of 2013, at the compensation rate or fixed amount of SIX-THOUSAND AND 00/100 (\$6,000) until the Employee's contract has been fulfilled. Said compensation shall be paid in monthly installments on the 25th day of each month for the performance of the extra duty assignment, beginning in the month of September in the year of 2012, and ending in the month of August in the year of 2013.

EMPLOYEE will, at all times, faithfully perform all of the duties that may be required pursuant to the express and implicit terms hereof, to the reasonable satisfaction of the School. Such duties shall be rendered at School premises and such other place or places as the School shall in good faith require or as the interests, needs, business or opportunity of the School shall require.

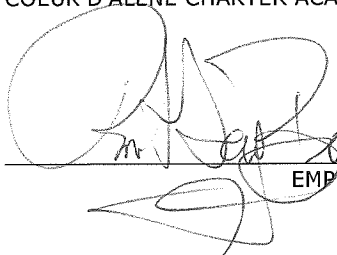
The Terms of Employment of this Contract shall be in effect as given above for the length of time and extra duty expected, and are separate and apart from any certificated employee's regular duties and any Category A, B, Continuing or Retired Teacher Contract.

No property rights shall attach to this Contract.

This Contract excludes any expectation of employment beyond the terms given herein, under procedural requirements of Idaho Code, Section 33-515A(1).


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

COEUR D'ALENE CHARTER ACADEMY, KOOTENAI COUNTY, STATE OF IDAHO



EMPLOYEE

By C. Robert Nelson Vice CHAIRMAN
BOARD OF DIRECTORS

Attest: 
CFO/BUSINESS MANAGER

STATE OF IDAHO
SUPPLEMENTARY CONTRACT FORM

THIS AGREEMENT, Made this 14th day of AUGUST year of 2012, by and between Coeur d'Alene Charter Academy, Coeur d'Alene, Kootenai County, State of Idaho (hereinafter called the Academy) Party of the First Part, and ROB BASS (hereinafter called the Employee), Party of the Second Part,

WITNESSETH:

The Academy hereby contracts to hire the Employee to perform an extra duty assignment as provided in the job description as TECHNOLOGY FUND SUPPLEMENT for the 2012-2013 school year, beginning on the 20th day of August, in the year of 2012, and extending to the 14th day of June, in the year of 2013, at the compensation rate or fixed amount of SIX THOUSAND AND 00/100 (\$ 6,000) until the Employee's contract has been fulfilled. Said compensation shall be paid in monthly installments on the 25th day of each month for the performance of the extra duty assignment, beginning in the month of September in the year of 2012, and ending in the month of August in the year of 2013.

EMPLOYEE will, at all times, faithfully perform all of the duties that may be required pursuant to the express and implicit terms hereof, to the reasonable satisfaction of the Academy. Such duties shall be rendered at Academy premises and such other place or places as the Academy shall in good faith require or as the interests, needs, business or opportunity of the Academy shall require.

The Terms of Employment of this contract shall be in effect as given above for the length of time and extra duty expected, and are separate and apart from any certificated employee's regular teaching duties and any annual, renewable or limited one (1) year contract.

No property rights shall attach to this contract.

This contract excludes any expectation of employment beyond the terms given herein, under procedural requirements of Idaho Code, Section 33-515A.

IN WITNESS WHEREOF the Academy has caused this instrument to be executed in its name by its proper official and the Employee has executed the same all on the date first above written.

PARTY OF THE FIRST PART

BY

Paul Fran

CHAIRMAN, GOVERNING BOARD

Rob Bass

PARTY OF THE SECOND PART

Attest:

[Signature]

CFO/Business Manager

STATE OF IDAHO SUPPLEMENTAL CONTRACT FORM

THIS AGREEMENT, Made this 21st day of May year of 2012, by and between Coeur d'Alene Charter Academy in Coeur d'Alene, Idaho ("the School"), and David Dexter ("the Employee"),

WITNESSETH:

The School hereby contracts to hire the Employee to perform an extra duty assignment as provided in the job description as Varsity Soccer Coach for a period of 192 days, beginning on the 20th day of August, in the year of 2012, and extending to the 14th day of June, in the year of 2013, at the compensation rate or fixed amount of Three thousand two hundred dollars (\$3,200⁰⁰) until the Employee's contract has been fulfilled. Said compensation shall be paid on the 25th day of the checkout and evaluation month for the assigned activity.

EMPLOYEE will, at all times, faithfully perform all of the duties that may be required pursuant to the express and implicit terms hereof, to the reasonable satisfaction of the School. Such duties shall be rendered at School premises and such other place or places as the School shall in good faith require or as the interests, needs, business or opportunity of the School shall require.

The Terms of Employment of this Contract shall be in effect as given above for the length of time and extra duty expected, and are separate and apart from any certificated employee's regular duties and any Category A, B, Continuing or Retired Teacher Contract.

No property rights shall attach to this Contract.

This Contract excludes any expectation of employment beyond the terms given herein, under procedural requirements of Idaho Code, Section 33-515A(1).

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

COEUR D'ALENE CHARTER ACADEMY, KOOTENAI COUNTY, STATE OF IDAHO


EMPLOYEE

By C. Robert Nelson Vice, CHAIRMAN
BOARD OF DIRECTORS

Attest: 
CFO/BUSINESS MANAGER

STATE OF IDAHO CONTINUING TEACHERS CONTRACT

THIS CONTRACT, made this 19TH day of June year of 2012 by and between Coeur d'Alene Charter Academy in Coeur d'Alene, Idaho ("the School"), and TRACY BENSON-VAUGHAN the Teacher").

WITNESSETH:

1. The School hereby employs the Teacher pursuant to Section 33-515, Idaho Code, for the duration of the 2012-2013 school year consisting of a period of 192 days, and agrees to pay the Teacher for said services a base sum of THIRTY-SIX THOUSAND EIGHT HUNDRED FIFTY Dollars (\$ 36,850) of which 3670.83 shall be payable on the 25th day of the months September year of 2012 to August year of 2013 inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Teaching assignment(s): DRAMA, SPEECH, ENGLISH and such other duties as may be assigned by the School for which the Teacher is properly certified and endorsed.
3. The Teacher agrees to perform all teaching assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required 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 33-522, Idaho Code, resulting in the termination or reduction of the employment relationship between the School and the Teacher.
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 either a Master Contract or the compensation established the Board of Trustees pursuant to Section 33-1274, Idaho Code, as such terms are applicable for the same school year as this Contract.

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

COEUR D'ALENE CHARTER ACADEMY, KOOTENAI COUNTY, STATE OF IDAHO



TEACHER

By C. Robert Nelson Vice CHAIRMAN

BOARD OF DIRECTORS

Attest: 

CFO/BUSINESS MANAGER

STATE OF IDAHO SUPPLEMENTAL CONTRACT FORM

THIS AGREEMENT, Made this 19th day of June year of 2012, by and between Coeur d'Alene Charter Academy in Coeur d'Alene, Idaho ("the School"), and TRACEY VAUGHAN ("the Employee"),

WITNESSETH:

The School hereby contracts to hire the Employee to perform an extra duty assignment as provided in the job description as DRAMA COACH for a period of 192 days, beginning on the 20th day of August, in the year of 2012, and extending to the 14th day of June, in the year of 2013, at the compensation rate or fixed amount of THREE THOUSAND TWO HUNDRED (\$3,200) until the Employee's contract has been fulfilled. Said compensation shall be paid in monthly installments on the 25th day of each month for the performance of the extra duty assignment, beginning in the month of September in the year of 2012, and ending in the month of August in the year of 2013.

EMPLOYEE will, at all times, faithfully perform all of the duties that may be required pursuant to the express and implicit terms hereof, to the reasonable satisfaction of the School. Such duties shall be rendered at School premises and such other place or places as the School shall in good faith require or as the interests, needs, business or opportunity of the School shall require.


The Terms of Employment of this Contract shall be in effect as given above for the length of time and extra duty expected, and are separate and apart from any certificated employee's regular duties and any Category A, B, Continuing or Retired Teacher Contract.

No property rights shall attach to this Contract.

This Contract excludes any expectation of employment beyond the terms given herein, under procedural requirements of Idaho Code, Section 33-515A(1).

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

COEUR D'ALENE CHARTER ACADEMY, KOOTENAI COUNTY, STATE OF IDAHO



EMPLOYEE

By C. Robert Nelson Vice CHAIRMAN
BOARD OF DIRECTORS

Attest: 

CFO/BUSINESS MANAGER

STATE OF IDAHO SUPPLEMENTAL CONTRACT FORM

THIS AGREEMENT, Made this 19th day of June year of 2012, by and between Coeur d'Alene Charter Academy in Coeur d'Alene, Idaho ("the School"), and TRACEY VAUGHAN ("the Employee"),

WITNESSETH:

The School hereby contracts to hire the Employee to perform an extra duty assignment as provided in the job description as SPEECH COACH for a period of 192 days, beginning on the 20th day of August, in the year of 2012, and extending to the 14th day of June, in the year of 2013, at the compensation rate or fixed amount of FIVE HUNDRED DOLLARS (\$500) until the Employee's contract has been fulfilled. Said compensation shall be paid in monthly installments on the 25th day of each month for the performance of the extra duty assignment, beginning in the month of September in the year of 2012, and ending in the month of August in the year of 2013.

EMPLOYEE will, at all times, faithfully perform all of the duties that may be required pursuant to the express and implicit terms hereof, to the reasonable satisfaction of the School. Such duties shall be rendered at School premises and such other place or places as the School shall in good faith require or as the interests, needs, business or opportunity of the School shall require.

The Terms of Employment of this Contract shall be in effect as given above for the length of time and extra duty expected, and are separate and apart from any certificated employee's regular duties and any Category A, B, Continuing or Retired Teacher Contract.

No property rights shall attach to this Contract.

This Contract excludes any expectation of employment beyond the terms given herein, under procedural requirements of Idaho Code, Section 33-515A(1).

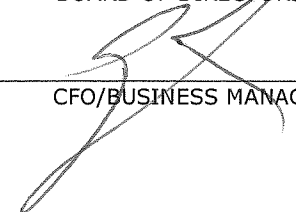
IN WITNESS WHEREOF the School has caused this Contract to be executed in its name by its proper officials and the Employee has executed the same all on the date first above written.

COEUR D'ALENE CHARTER ACADEMY, KOOTENAI COUNTY, STATE OF IDAHO



EMPLOYEE

By C. Robert Nelson Vice CHAIRMAN
BOARD OF DIRECTORS

Attest: 

CFO/BUSINESS MANAGER

STATE OF IDAHO CONTINUING TEACHERS CONTRACT

THIS CONTRACT, made this 19TH day of June year of 2012 by and between Coeur d'Alene Charter Academy in Coeur d'Alene, Idaho ("the School"), and CATHY BIERNE ("the Teacher").

WITNESSETH:

1. The School hereby employs the Teacher pursuant to Section 33-515, Idaho Code, for the duration of the 2012-2013 school year consisting of a period of 192 days, and agrees to pay the Teacher for said services a base sum of FIFTY THOUSAND SEVEN HUNDRED FIFTY-FOUR Dollars (\$ 50,754) of which 4,229.50 shall be payable on the 25th day of the months September year of 2012 to August year of 2013 inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Teaching assignment(s): 6th GRADE and such other duties as may be assigned by the School for which the Teacher is properly certified and endorsed.
3. The Teacher agrees to perform all teaching assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required 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 33-522, Idaho Code, resulting in the termination or reduction of the employment relationship between the School and the Teacher.
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 either a Master Contract or the compensation established the Board of Trustees pursuant to Section 33-1274, Idaho Code, as such terms are applicable for the same school year as this Contract.

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

COEUR D'ALENE CHARTER ACADEMY, KOOTENAI COUNTY, STATE OF IDAHO

Cathy M. Bierne
TEACHER

By Paul Fran, CHAIRMAN
BOARD OF DIRECTORS

Attest: [Signature]
CFO/BUSINESS MANAGER

STATE OF IDAHO CATEGORY A TEACHERS CONTRACT

THIS CONTRACT, made this 15th day of May year of 2012, by and between the Coeur d'Alene Charter Academy in Coeur d'Alene, Idaho ("the School"), and KRISTA BRAUN ("the Teacher").

WITNESSETH:

1. The School hereby employs the Teacher pursuant to Section 33-514(2)(a), Idaho Code, for the duration of the 2012-2013 school year, consisting of a period of 192 days, and agrees to pay the Teacher for said services a base sum of THIRTY-THREE THOUSAND THIRTY-THREE Dollars (\$ 33,033) of which 2752.75 shall be payable on the 25th day of the months September year of 2012 to August year of 2013 inclusive, and such other monetary benefits as accorded to its certificated employees by the District.
2. Teaching assignment(s): MUSIC and such other duties as may be assigned by the School for which the Teacher is properly certified and endorsed.
3. The Teacher agrees to perform all teaching assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required 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. 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. 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 agreement.
7. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of either a Master Contract or the compensation established the Board of Trustees pursuant to Section 33-1274, Idaho Code, as such terms are applicable for the same school year as this Contract.

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

COEUR D'ALENE CHARTER ACADEMY KOOTENAI COUNTY, STATE OF IDAHO

Krista Braun
TEACHER

By C. Robert Nelson Vice CHAIRMAN
BOARD OF DIRECTORS

Attest: [Signature]
CFO/BUSINESS MANAGER

STATE OF IDAHO
SUPPLEMENTARY CONTRACT FORM

THIS AGREEMENT, Made this 14th day of AUGUST year of 2012, by and between Coeur d'Alene Charter Academy, Coeur d'Alene , Kootenai County, State of Idaho (hereinafter called the Academy) Party of the First Part, and KRISTA BRAND (hereinafter called the Employee), Party of the Second Part,

WITNESSETH:

The Academy hereby contracts to hire the Employee to perform an extra duty assignment as provided in the job description as JAZZ CHOIR for the 2012-2013 school year, beginning on the 20th day of August, in the year of 2012, and extending to the 14th day of June, in the year of 2013, at the compensation rate or fixed amount of TWO-THOUSAND FIVE-HUNDRED AND ⁰⁰/₁₀₀ (\$ 2,500) until the Employee's contract has been fulfilled. Said compensation shall be paid in monthly installments on the 25th day of each month for the performance of the extra duty assignment, beginning in the month of September in the year of 2012, and ending in the month of August in the year of 2013.

EMPLOYEE will, at all times, faithfully perform all of the duties that may be required pursuant to the express and implicit terms hereof, to the reasonable satisfaction of the Academy. Such duties shall be rendered at Academy premises and such other place or places as the Academy shall in good faith require or as the interests, needs, business or opportunity of the Academy shall require.

The Terms of Employment of this contract shall be in effect as given above for the length of time and extra duty expected, and are separate and apart from any certificated employee's regular teaching duties and any annual, renewable or limited one (1) year contract.

No property rights shall attach to this contract.

This contract excludes any expectation of employment beyond the terms given herein, under procedural requirements of Idaho Code, Section 33-515A.


IN WITNESS WHEREOF the Academy has caused this instrument to be executed in its name by its proper official and the Employee has executed the same all on the date first above written.

PARTY OF THE FIRST PART

BY



CHAIRMAN, GOVERNING BOARD



PARTY OF THE SECOND PART

Attest:



CFO/Business Manager

STATE OF IDAHO
SUPPLEMENTAL CONTRACT FORM

THIS AGREEMENT, Made this 21st day of May year of 2012, by and between Coeur d'Alene Charter Academy in Coeur d'Alene, Idaho ("the School"), and Krista Brand ("the Employee"),

WITNESSETH:

The School hereby contracts to hire the Employee to perform an extra duty assignment as provided in the job description as HS. Varsity Volleyball Coach for a period of 192 days, beginning on the 20th day of August, in the year of 2012, and extending to the 14th day of June, in the year of 2013, at the compensation rate or fixed amount of Three thousand, two hundred dollars (\$3,200.00) until the Employee's contract has been fulfilled. Said compensation shall be paid in monthly installments on the 25th day of each month for the performance of the extra duty assignment, beginning in the month of September in the year of 2012, and ending in the month of August in the year of 2013.

EMPLOYEE will, at all times, faithfully perform all of the duties that may be required pursuant to the express and implicit terms hereof, to the reasonable satisfaction of the School. Such duties shall be rendered at School premises and such other place or places as the School shall in good faith require or as the interests, needs, business or opportunity of the School shall require.

The Terms of Employment of this Contract shall be in effect as given above for the length of time and extra duty expected, and are separate and apart from any certificated employee's regular duties and any Category A, B, Continuing or Retired Teacher Contract.

No property rights shall attach to this Contract.

This Contract excludes any expectation of employment beyond the terms given herein, under procedural requirements of Idaho Code, Section 33-515A(1).

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

COEUR D'ALENE CHARTER ACADEMY, KOOTENAI COUNTY, STATE OF IDAHO

Krista Brand
EMPLOYEE

By C. Robert Nelson VICE CHAIRMAN
BOARD OF DIRECTORS

Attest: [Signature]
CFO/BUSINESS MANAGER

STATE OF IDAHO CHARTER ADMINISTRATOR CONTRACT

THIS CONTRACT, made this 19th day of June year of 2012, by and between Coeur d'Alene Charter Academy, Coeur d'Alene, Idaho ("the School"), and Brett Depew ("the Administrator").

WITNESSETH:

1. That the School hereby employs said Administrator to perform the duties of Vice-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 year (210 days per year), beginning in the month and day of July 1st, year of 2012, through the month and day of June 30th, year of 2013, at a base salary of Fifty-six thousand one hundred dollars (\$56,100) 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 \$4,675.00 on the 25th day of each month beginning in July, year of 2012, to June, year of 2013, inclusive.
2. In consideration of the promises and agreement of the School hereinbefore recited, the Administrator agrees to assume the duties above recited at 4904 N. Duncan Dr, Coeur d'Alene, Idaho on July 1st, in the year 2012, 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 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 2012-13 contract 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.

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.

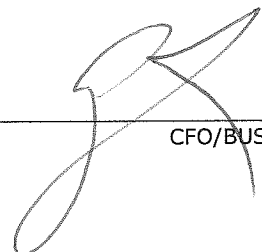
COEUR D'ALENE CHARTER ACADEMY, KOOTENAI COUNTY, STATE OF IDAHO



 ADMINISTRATOR

By  ViceCHAIRMAN

 BOARD OF DIRECTORS

Attest: 

 CFO/BUSINESS MANAGER

STATE OF IDAHO CONTINUING TEACHERS CONTRACT

THIS CONTRACT, made this 19TH day of June year of 2012 by and between Coeur d'Alene Charter Academy in Coeur d'Alene, Idaho ("the School"), and DARRON GABRIELSON ("the Teacher").

WITNESSETH:

1. The School hereby employs the Teacher pursuant to Section 33-515, Idaho Code, for the duration of the 2012-2013 school year consisting of a period of 192 days, and agrees to pay the Teacher for said services a base sum of SIXTY-THOUSAND SIX HUNDRED FORTY-EIGHT Dollars (\$ 60,648) of which \$5,054 shall be payable on the 25th day of the months September year of 2012 to August year of 2013 inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Teaching assignment(s): MATH
and such other duties as may be assigned by the School for which the Teacher is properly certified and endorsed.
3. The Teacher agrees to perform all teaching assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required 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 33-522, Idaho Code, resulting in the termination or reduction of the employment relationship between the School and the Teacher.
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 either a Master Contract or the compensation established the Board of Trustees pursuant to Section 33-1274, Idaho Code, as such terms are applicable for the same school year as this Contract.

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

COEUR D'ALENE CHARTER ACADEMY, KOOTENAI COUNTY, STATE OF IDAHO

Darren Gabrielson
TEACHER

By C. Robert Nelson Vice CHAIRMAN
BOARD OF DIRECTORS

Attest: [Signature]
CFO/BUSINESS MANAGER

STATE OF IDAHO SUPPLEMENTAL CONTRACT FORM

THIS AGREEMENT, Made this 19th day of June year of 2012, by and between Coeur d'Alene Charter Academy in Coeur d'Alene, Idaho ("the School"), and DARRIN GABRIELSON ("the Employee"),

WITNESSETH:

The School hereby contracts to hire the Employee to perform an extra duty assignment as provided in the job description as ACADEMIC TEAM COACH for a period of 192 days, beginning on the 20th day of August, in the year of 2012, and extending to the 14th day of June, in the year of 2013, at the compensation rate or fixed amount of THREE-THOUSAND TWO-HUNDRED (\$3,200) until the Employee's contract has been fulfilled. Said compensation shall be paid in monthly installments on the 25th day of each month for the performance of the extra duty assignment, beginning in the month of September in the year of 2012, and ending in the month of August in the year of 2013.

EMPLOYEE will, at all times, faithfully perform all of the duties that may be required pursuant to the express and implicit terms hereof, to the reasonable satisfaction of the School. Such duties shall be rendered at School premises and such other place or places as the School shall in good faith require or as the interests, needs, business or opportunity of the School shall require.

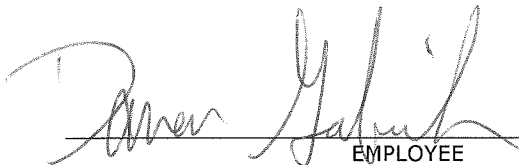
The Terms of Employment of this Contract shall be in effect as given above for the length of time and extra duty expected, and are separate and apart from any certificated employee's regular duties and any Category A, B, Continuing or Retired Teacher Contract.

No property rights shall attach to this Contract.

This Contract excludes any expectation of employment beyond the terms given herein, under procedural requirements of Idaho Code, Section 33-515A(1).

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

COEUR D'ALENE CHARTER ACADEMY, KOOTENAI COUNTY, STATE OF IDAHO



EMPLOYEE

By C. Robert Nelson Vice CHAIRMAN
BOARD OF DIRECTORS

Attest: 

CFO/BUSINESS MANAGER

STATE OF IDAHO SUPPLEMENTAL CONTRACT FORM

THIS AGREEMENT, Made this 19th day of June year of 2012, by and between Coeur d'Alene Charter Academy in Coeur d'Alene, Idaho ("the School"), and DARREN GABRIELSEN ("the Employee"),

WITNESSETH:

The School hereby contracts to hire the Employee to perform an extra duty assignment as provided in the job description as STUDY HALL MONITOR for a period of 192 days, beginning on the 20th day of August, in the year of 2012, and extending to the 14th day of June, in the year of 2013, at the compensation rate or fixed amount of TWO THOUSAND FIVE HUNDRED (\$ 2500.) until the Employee's contract has been fulfilled. Said compensation shall be paid in monthly installments on the 25th day of each month for the performance of the extra duty assignment, beginning in the month of September in the year of 2012, and ending in the month of August in the year of 2013.

EMPLOYEE will, at all times, faithfully perform all of the duties that may be required pursuant to the express and implicit terms hereof, to the reasonable satisfaction of the School. Such duties shall be rendered at School premises and such other place or places as the School shall in good faith require or as the interests, needs, business or opportunity of the School shall require.

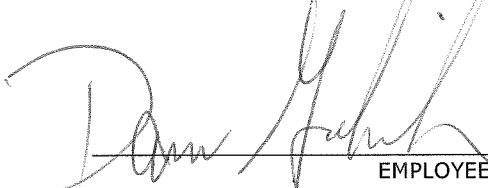
The Terms of Employment of this Contract shall be in effect as given above for the length of time and extra duty expected, and are separate and apart from any certificated employee's regular duties and any Category A, B, Continuing or Retired Teacher Contract.

No property rights shall attach to this Contract.

This Contract excludes any expectation of employment beyond the terms given herein, under procedural requirements of Idaho Code, Section 33-515A(1).

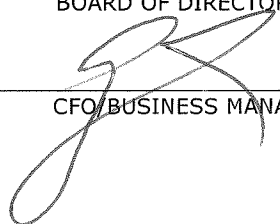
IN WITNESS WHEREOF the School has caused this Contract to be executed in its name by its proper officials and the Employee has executed the same all on the date first above written.

COEUR D'ALENE CHARTER ACADEMY, KOOTENAI COUNTY, STATE OF IDAHO



EMPLOYEE

By C. Robert Nelson Vice CHAIRMAN
BOARD OF DIRECTORS

Attest: 
CFO/BUSINESS MANAGER

STATE OF IDAHO CATEGORY A TEACHERS CONTRACT

THIS CONTRACT, made this 26th day of JULY year of 2012, by and between the Coeur d'Alene Charter Academy in Coeur d'Alene, Idaho ("the School"), and SANDI GOGGIN ("the Teacher").

WITNESSETH:

1. The School hereby employs the Teacher pursuant to Section 33-514(2)(a), Idaho Code, for the duration of the 2012-2013 school year, consisting of a period of 192 days, and agrees to pay the Teacher for said services a base sum of Forty-eight thousand nine hundred eighty-six Dollars (\$ 48,986) of which 4082.17 shall be payable on the 25th day of the months September year of 2012 to August year of 2013 inclusive, and such other monetary benefits as accorded to its certificated employees by the District.
2. Teaching assignment(s): MATH
and such other duties as may be assigned by the School for which the Teacher is properly certified and endorsed.
3. The Teacher agrees to perform all teaching assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required 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. 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. 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 agreement.
7. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of either a Master Contract or the compensation established the Board of Trustees pursuant to Section 33-1274, Idaho Code, as such terms are applicable for the same school year as this Contract.

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

COEUR D'ALENE CHARTER ACADEMY KOOTENAI COUNTY, STATE OF IDAHO

[Signature]
TEACHER

By C. Robert Nelson Vice CHAIRMAN
BOARD OF DIRECTORS

Attest: [Signature]
CFO/BUSINESS MANAGER

STATE OF IDAHO
SUPPLEMENTAL CONTRACT FORM

THIS AGREEMENT, Made this 21st day of May year of 2012, by and between Coeur d'Alene Charter Academy in Coeur d'Alene, Idaho ("the School"), and Doug Grant ("the Employee"),

WITNESSETH:

The School hereby contracts to hire the Employee to perform an extra duty assignment as provided in the job description as Varsity Girls Basketball for a period of 192 days, beginning on the 20th day of August, in the year of 2012, and extending to the 14th day of June, in the year of 2013, at the compensation rate or fixed amount of Three thousand two hundred dollars (\$3,200) until the Employee's contract has been fulfilled. Said compensation shall be paid on the 25th day of the checkout and evaluation month for the assigned activity.

EMPLOYEE will, at all times, faithfully perform all of the duties that may be required pursuant to the express and implicit terms hereof, to the reasonable satisfaction of the School. Such duties shall be rendered at School premises and such other place or places as the School shall in good faith require or as the interests, needs, business or opportunity of the School shall require.

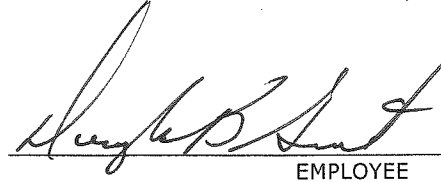
The Terms of Employment of this Contract shall be in effect as given above for the length of time and extra duty expected, and are separate and apart from any certificated employee's regular duties and any Category A, B, Continuing or Retired Teacher Contract.

No property rights shall attach to this Contract.

This Contract excludes any expectation of employment beyond the terms given herein, under procedural requirements of Idaho Code, Section 33-515A(1).

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

COEUR D'ALENE CHARTER ACADEMY, KOOTENAI COUNTY, STATE OF IDAHO


EMPLOYEE

By C. Robert Nelson Vice CHAIRMAN
BOARD OF DIRECTORS

Attest: 
CFO/BUSINESS MANAGER

STATE OF IDAHO CATEGORY A TEACHERS CONTRACT

THIS CONTRACT, made this 19th day of June year of 2012, by and between the Coeur d'Alene Charter Academy in Coeur d'Alene, Idaho ("the School"), and FRANK HALLETT ("the Teacher").

WITNESSETH:

- The School hereby employs the Teacher pursuant to Section 33-514(2)(a), Idaho Code, for the duration of the 2012-2013 school year, consisting of a period of 192 days, and agrees to pay the Teacher for said services a base sum of ~~SIXTY-ONE THOUSAND SIX HUNDRED SIXTY EIGHT~~ Dollars (\$ 61,668) of which \$5,139 shall be payable on the 25th day of the months September year of 2012 to August year of 2013 inclusive, and such other monetary benefits as accorded to its certificated employees by the District.
- Teaching assignment(s): SCIENCE
and such other duties as may be assigned by the School for which the Teacher is properly certified and endorsed.
- The Teacher agrees to perform all teaching assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
- 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.
- Any material false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.
- 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 agreement.
- The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of either a Master Contract or the compensation established the Board of Trustees pursuant to Section 33-1274, Idaho Code, as such terms are applicable for the same school year as this Contract.

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

COEUR D'ALENE CHARTER ACADEMY KOOTENAI COUNTY, STATE OF IDAHO

Frank Hallett
TEACHER

By C. Robert Nelson Vice CHAIRMAN
BOARD OF DIRECTORS

Attest: [Signature]
CFO/BUSINESS MANAGER

STATE OF IDAHO
SUPPLEMENTARY CONTRACT FORM

THIS AGREEMENT, Made this 19th day of JUNE year of 2012, by and between Coeur d'Alene Charter Academy, Coeur d'Alene, Kootenai County, State of Idaho (hereinafter called the Academy) Party of the First Part, and Frank Hallett (hereinafter called the Employee), Party of the Second Part,

WITNESSETH:

The Academy hereby contracts to hire the Employee to perform an extra duty assignment as provided in the job description as Varsity Basketball Coach for the 2012-2013 school year, beginning on the 20nd day of August, in the year of 2012, and extending to the 14th day of June, in the year of 2013, at the compensation rate or fixed amount of Three thousand, two hundred dollars (\$3,200) until the Employee's contract has been fulfilled. Said compensation shall be paid in monthly installments on the 25th day of each month for the performance of the extra duty assignment, beginning in the month of September in the year of 2012, and ending in the month of August in the year of 2013.

EMPLOYEE will, at all times, faithfully perform all of the duties that may be required pursuant to the express and implicit terms hereof, to the reasonable satisfaction of the Academy. Such duties shall be rendered at Academy premises and such other place or places as the Academy shall in good faith require or as the interests, needs, business or opportunity of the Academy shall require.

The Terms of Employment of this contract shall be in effect as given above for the length of time and extra duty expected, and are separate and apart from any certificated employee's regular teaching duties and any annual, renewable or limited one (1) year contract.

No property rights shall attach to this contract.

This contract excludes any expectation of employment beyond the terms given herein, under procedural requirements of Idaho Code, Section 33-515A.

IN WITNESS WHEREOF the Academy has caused this instrument to be executed in its name by its proper official and the Employee has executed the same all on the date first above written.

PARTY OF THE FIRST PART

BY

C. Robert Nelson

Vice CHAIRMAN, GOVERNING BOARD

Frank Hallett

PARTY OF THE SECOND PART

Attest:

[Signature]
CFO/Business Manager

STATE OF IDAHO CONTINUING TEACHERS CONTRACT

THIS CONTRACT, made this 19TH day of June year of 2012 by and between Coeur d'Alene Charter Academy in Coeur d'Alene, Idaho ("the School"), and VIRGINIA HAMMOND ("the Teacher").

WITNESSETH:

1. The School hereby employs the Teacher pursuant to Section 33-515, Idaho Code, for the duration of the 2012-2013 school year consisting of a period of 192 days, and agrees to pay the Teacher for said services a base sum of FIFTY-TWO THOUSAND FIVE HUNDRED NINETY-TWO Dollars (\$ 52,592) of which 43,826.7 shall be payable on the 25th day of the months September year of 2012 to August year of 2013 inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Teaching assignment(s): MATH and such other duties as may be assigned by the School for which the Teacher is properly certified and endorsed.
3. The Teacher agrees to perform all teaching assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required 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 33-522, Idaho Code, resulting in the termination or reduction of the employment relationship between the School and the Teacher.
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 either a Master Contract or the compensation established the Board of Trustees pursuant to Section 33-1274, Idaho Code, as such terms are applicable for the same school year as this Contract.

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

COEUR D'ALENE CHARTER ACADEMY, KOOTENAI COUNTY, STATE OF IDAHO

Virginia Hammond
TEACHER

By C. Robert Nelson Vice CHAIRMAN
BOARD OF DIRECTORS

Attest: [Signature]
CFO/BUSINESS MANAGER

STATE OF IDAHO SUPPLEMENTAL CONTRACT FORM

THIS AGREEMENT, Made this 19th day of June year of 2012, by and between Coeur d'Alene Charter Academy in Coeur d'Alene, Idaho ("the School"), and VIRGINIA HAMMOND ("the Employee"),

WITNESSETH:

The School hereby contracts to hire the Employee to perform an extra duty assignment as provided in the job description as MATH COUNTS COACH for a period of 192 days, beginning on the 20th day of August, in the year of 2012, and extending to the 14th day of June, in the year of 2013, at the compensation rate or fixed amount of FIVE HUNDRED DOLLARS (\$500) until the Employee's contract has been fulfilled. Said compensation shall be paid in monthly installments on the 25th day of each month for the performance of the extra duty assignment, beginning in the month of September in the year of 2012, and ending in the month of August in the year of 2013.

EMPLOYEE will, at all times, faithfully perform all of the duties that may be required pursuant to the express and implicit terms hereof, to the reasonable satisfaction of the School. Such duties shall be rendered at School premises and such other place or places as the School shall in good faith require or as the interests, needs, business or opportunity of the School shall require.

The Terms of Employment of this Contract shall be in effect as given above for the length of time and extra duty expected, and are separate and apart from any certificated employee's regular duties and any Category A, B, Continuing or Retired Teacher Contract.

No property rights shall attach to this Contract.

This Contract excludes any expectation of employment beyond the terms given herein, under procedural requirements of Idaho Code, Section 33-515A(1).

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

COEUR D'ALENE CHARTER ACADEMY, KOOTENAI COUNTY, STATE OF IDAHO

<p><u>Virginia Hammond</u> EMPLOYEE</p>	<p>By <u>C. Robert Nelson</u> Vice CHAIRMAN BOARD OF DIRECTORS</p>
	<p>Attest: <u>[Signature]</u> CFO/BUSINESS MANAGER</p>

STATE OF IDAHO CATEGORY A TEACHERS CONTRACT

THIS CONTRACT, made this 19th day of June year of 2012, by and between the Coeur d'Alene Charter Academy in Coeur d'Alene, Idaho ("the School"), and MICHAEL HARRISON ("the Teacher").

WITNESSETH:

- The School hereby employs the Teacher pursuant to Section 33-514(2)(a), Idaho Code, for the duration of the 2012-2013 school year, consisting of a period of 192 days, and agrees to pay the Teacher for said services a base sum of THIRTY-SEVENTHOUSAND EIGHTHUNDRED ^{THIRTY} ~~SEVEN~~ Dollars (\$ 37,838) of which 3,153.17 shall be payable on the 25th day of the months September year of 2012 to August year of 2013 inclusive, and such other monetary benefits as accorded to its certificated employees by the District.
- Teaching assignment(s): MUSIC
and such other duties as may be assigned by the School for which the Teacher is properly certified and endorsed.
- The Teacher agrees to perform all teaching assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
- 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.
- Any material false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.
- 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 agreement.
- The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of either a Master Contract or the compensation established the Board of Trustees pursuant to Section 33-1274, Idaho Code, as such terms are applicable for the same school year as this Contract.

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

COEUR D'ALENE CHARTER ACADEMY KOOTENAI COUNTY, STATE OF IDAHO

Michael Harrison
TEACHER

By C. Robert Nelson Vice CHAIRMAN
BOARD OF DIRECTORS

Attest: [Signature]
CFO/BUSINESS MANAGER

STATE OF IDAHO
SUPPLEMENTARY CONTRACT FORM

THIS AGREEMENT, Made this 14th day of AUGUST year of 2012, by and between Coeur d'Alene Charter Academy, Coeur d'Alene, Kootenai County, State of Idaho (hereinafter called the Academy) Party of the First Part, and MICHAEL NARRISON (hereinafter called the Employee), Party of the Second Part,

WITNESSETH:

The Academy hereby contracts to hire the Employee to perform an extra duty assignment as provided in the job description as EXTRA CLASS ASSIGNMENT for the 2012-2013 school year, beginning on the 20th day of August, in the year of 2012, and extending to the 14th day of June, in the year of 2013, at the compensation rate or fixed amount of SIX THOUSAND AND 00/100 (\$ 6,000) until the Employee's contract has been fulfilled. Said compensation shall be paid in monthly installments on the 25th day of each month for the performance of the extra duty assignment, beginning in the month of September in the year of 2012, and ending in the month of August in the year of 2013.

EMPLOYEE will, at all times, faithfully perform all of the duties that may be required pursuant to the express and implicit terms hereof, to the reasonable satisfaction of the Academy. Such duties shall be rendered at Academy premises and such other place or places as the Academy shall in good faith require or as the interests, needs, business or opportunity of the Academy shall require.

The Terms of Employment of this contract shall be in effect as given above for the length of time and extra duty expected, and are separate and apart from any certificated employee's regular teaching duties and any annual, renewable or limited one (1) year contract.

No property rights shall attach to this contract.

This contract excludes any expectation of employment beyond the terms given herein, under procedural requirements of Idaho Code, Section 33-515A.

IN WITNESS WHEREOF the Academy has caused this instrument to be executed in its name by its proper official and the Employee has executed the same all on the date first above written.

PARTY OF THE FIRST PART

BY

Paul [Signature]

CHAIRMAN, GOVERNING BOARD

[Signature]

PARTY OF THE SECOND PART

Attest:

[Signature]
CFO/Business Manager

STATE OF IDAHO CATEGORY A TEACHERS CONTRACT

THIS CONTRACT, made this 19th day of June year of 2012, by and between the Coeur d'Alene Charter Academy in Coeur d'Alene, Idaho ("the School"), and JESSICA NREHOR ("the Teacher").

WITNESSETH:

1. The School hereby employs the Teacher pursuant to Section 33-514(2)(a), Idaho Code, for the duration of the 2012-2013 school year, consisting of a period of 192 days, and agrees to pay the Teacher for said services a base sum of SIX THOUSAND AND 00/100 Dollars (\$ 6000) of which 500 shall be payable on the 25th day of the months September year of 2012 to August year of 2013 inclusive, and such other monetary benefits as accorded to its certificated employees by the District.
2. Teaching assignment(s): 6th GRADE STRINGS and such other duties as may be assigned by the School for which the Teacher is properly certified and endorsed.
3. The Teacher agrees to perform all teaching assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required 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. 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. 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 agreement.
7. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of either a Master Contract or the compensation established the Board of Trustees pursuant to Section 33-1274, Idaho Code, as such terms are applicable for the same school year as this Contract.

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

COEUR D'ALENE CHARTER ACADEMY KOOTENAI COUNTY, STATE OF IDAHO

Jessica Nrehor
TEACHER

By C. Robert Nelson CHAIRMAN
BOARD OF DIRECTORS

Attest: [Signature]
CFO/BUSINESS MANAGER

STATE OF IDAHO
SUPPLEMENTAL CONTRACT FORM

THIS AGREEMENT, Made this 21st day of May year of 2012, by and between Coeur d'Alene Charter Academy in Coeur d'Alene, Idaho ("the School"), and Mark A. Jerome ("the Employee"),

WITNESSETH:

The School hereby contracts to hire the Employee to perform an extra duty assignment as provided in the job description as Middle School b-ball - "A" B" for a period of 192 days, beginning on the 20th day of August, in the year of 2012, and extending to the 14th day of June, in the year of 2013, at the compensation rate or fixed amount of two thousand, two hundred dollars (\$2,200) until the Employee's contract has been fulfilled. Said compensation shall be paid on the 25th day of the checkout and evaluation month for the assigned activity.

EMPLOYEE will, at all times, faithfully perform all of the duties that may be required pursuant to the express and implicit terms hereof, to the reasonable satisfaction of the School. Such duties shall be rendered at School premises and such other place or places as the School shall in good faith require or as the interests, needs, business or opportunity of the School shall require.

The Terms of Employment of this Contract shall be in effect as given above for the length of time and extra duty expected, and are separate and apart from any certificated employee's regular duties and any Category A, B, Continuing or Retired Teacher Contract.

No property rights shall attach to this Contract.

This Contract excludes any expectation of employment beyond the terms given herein, under procedural requirements of Idaho Code, Section 33-515A(1).

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

COEUR D'ALENE CHARTER ACADEMY, KOOTENAI COUNTY, STATE OF IDAHO

Mark A. Jerome
EMPLOYEE

By C. Robert Nelson Vice CHAIRMAN
BOARD OF DIRECTORS

Attest: [Signature]
CFO/BUSINESS MANAGER

STATE OF IDAHO CONTINUING TEACHERS CONTRACT

THIS CONTRACT, made this 19TH day of June year of 2012 by and between Coeur d'Alene Charter Academy in Coeur d'Alene, Idaho ("the School"), and GERI JOHNSON-NAGLER ("the Teacher").

WITNESSETH:

1. The School hereby employs the Teacher pursuant to Section 33-515, Idaho Code, for the duration of the 2012-2013 school year consisting of a period of 192 days, and agrees to pay the Teacher for said services a base sum of FIFTY-THREE THOUSAND SEVEN HUNDRED TWENTY-ONE Dollars (\$ 53,721) of which 4476.75 shall be payable on the 25th day of the months September year of 2012 to August year of 2013 inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Teaching assignment(s): 6th GRADE and such other duties as may be assigned by the School for which the Teacher is properly certified and endorsed.
3. The Teacher agrees to perform all teaching assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required 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 33-522, Idaho Code, resulting in the termination or reduction of the employment relationship between the School and the Teacher.
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 either a Master Contract or the compensation established the Board of Trustees pursuant to Section 33-1274, Idaho Code, as such terms are applicable for the same school year as this Contract.

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

COEUR D'ALENE CHARTER ACADEMY, KOOTENAI COUNTY, STATE OF IDAHO

Geri D. Nagler
TEACHER

By C. Robert Nelson Vice CHAIRMAN
BOARD OF DIRECTORS

Attest: [Signature]
CFO/BUSINESS MANAGER

STATE OF IDAHO CATEGORY A TEACHERS CONTRACT

THIS CONTRACT, made this 15th day of May year of 2012, by and between the Coeur d'Alene Charter Academy in Coeur d'Alene, Idaho ("the School"), and KAYLA JOHNSON ("the Teacher").

WITNESSETH:

- The School hereby employs the Teacher pursuant to Section 33-514(2)(a), Idaho Code, for the duration of the 2012-2013 school year, consisting of a period of 192 days, and agrees to pay the Teacher for said services a base sum of THIRTY-FOUR THOUSAND THREE HUNDRED SIXTY-SEVEN Dollars (\$ 34,367) of which [#]2863.92 shall be payable on the 25th day of the months September year of 2012 to August year of 2013 inclusive, and such other monetary benefits as accorded to its certificated employees by the District.
- Teaching assignment(s): 6th GRADE
and such other duties as may be assigned by the School for which the Teacher is properly certified and endorsed.
- The Teacher agrees to perform all teaching assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
- 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.
- Any material false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.
- 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 agreement.
- The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of either a Master Contract or the compensation established the Board of Trustees pursuant to Section 33-1274, Idaho Code, as such terms are applicable for the same school year as this Contract.

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

COEUR D'ALENE CHARTER ACADEMY KOOTENAI COUNTY, STATE OF IDAHO

[Signature]
TEACHER

By [Signature], CHAIRMAN
BOARD OF DIRECTORS

Attest: [Signature]
CFO/BUSINESS MANAGER

STATE OF IDAHO SUPPLEMENTAL CONTRACT FORM

THIS AGREEMENT, Made this 21st day of May year of 2012, by and between Coeur d'Alene Charter Academy in Coeur d'Alene, Idaho ("the School"), and Kayla Johnson ("the Employee"),

WITNESSETH:

The School hereby contracts to hire the Employee to perform an extra duty assignment as provided in the job description as Assistant Tennis Coach for a period of 192 days, beginning on the 20th day of August, in the year of 2012, and extending to the 14th day of June, in the year of 2013, at the compensation rate or fixed amount of One Thousand One hundred Dollars (\$1,100--) until the Employee's contract has been fulfilled. Said compensation shall be paid on the 25th day of the checkout and evaluation month for the assigned activity.

EMPLOYEE will, at all times, faithfully perform all of the duties that may be required pursuant to the express and implicit terms hereof, to the reasonable satisfaction of the School. Such duties shall be rendered at School premises and such other place or places as the School shall in good faith require or as the interests, needs, business or opportunity of the School shall require.

The Terms of Employment of this Contract shall be in effect as given above for the length of time and extra duty expected, and are separate and apart from any certificated employee's regular duties and any Category A, B, Continuing or Retired Teacher Contract.

No property rights shall attach to this Contract.

This Contract excludes any expectation of employment beyond the terms given herein, under procedural requirements of Idaho Code, Section 33-515A(1).

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

COEUR D'ALENE CHARTER ACADEMY, KOOTENAI COUNTY, STATE OF IDAHO

Kayla Johnson
EMPLOYEE

By C. Robert Nelson Vice CHAIRMAN
BOARD OF DIRECTORS

Attest: [Signature]
CFO/BUSINESS MANAGER

STATE OF IDAHO CONTINUING TEACHERS CONTRACT

THIS CONTRACT, made this 19TH day of June year of 2012 by and between Coeur d'Alene Charter Academy in Coeur d'Alene, Idaho ("the School"), and HEATHER KETCHUM ("the Teacher").

WITNESSETH:

1. The School hereby employs the Teacher pursuant to Section 33-515, Idaho Code, for the duration of the 2012-2013 school year consisting of a period of 192 days, and agrees to pay the Teacher for said services a base sum of FORTY-FIVE THOUSAND SIX HUNDRED THIRTY-SIX Dollars (\$ 45,636) of which \$3803 shall be payable on the 25th day of the months September year of 2012 to August year of 2013 inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Teaching assignment(s): ART
and such other duties as may be assigned by the School for which the Teacher is properly certified and endorsed.
3. The Teacher agrees to perform all teaching assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required 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 33-522, Idaho Code, resulting in the termination or reduction of the employment relationship between the School and the Teacher.
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 either a Master Contract or the compensation established the Board of Trustees pursuant to Section 33-1274, Idaho Code, as such terms are applicable for the same school year as this Contract.

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

COEUR D'ALENE CHARTER ACADEMY, KOOTENAI COUNTY, STATE OF IDAHO

Heather Ketchum
TEACHER

By C. Robert Nelson CHAIRMAN
BOARD OF DIRECTORS

Attest: [Signature]
CFO/BUSINESS MANAGER

STATE OF IDAHO CONTINUING TEACHERS CONTRACT

THIS CONTRACT, made this 19TH day of June year of 2012 by and between Coeur d'Alene Charter Academy in Coeur d'Alene, Idaho ("the School"), and NANCY LARSEN ("the Teacher").

WITNESSETH:

1. The School hereby employs the Teacher pursuant to Section 33-515, Idaho Code, for the duration of the 2012-2013 school year consisting of a period of 192 days, and agrees to pay the Teacher for said services a base sum of SIXTY-ONE THOUSAND SIX HUNDRED SIXTY-EIGHT Dollars (\$ 61,668) of which 5139 shall be payable on the 25th day of the months September year of 2012 to August year of 2013 inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Teaching assignment(s): 6th GRADE and such other duties as may be assigned by the School for which the Teacher is properly certified and endorsed.
3. The Teacher agrees to perform all teaching assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required 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 33-522, Idaho Code, resulting in the termination or reduction of the employment relationship between the School and the Teacher.
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 either a Master Contract or the compensation established the Board of Trustees pursuant to Section 33-1274, Idaho Code, as such terms are applicable for the same school year as this Contract.

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

COEUR D'ALENE CHARTER ACADEMY, KOOTENAI COUNTY, STATE OF IDAHO

Nancy Larsen
TEACHER

By C. Robert Nelson Vice, CHAIRMAN
BOARD OF DIRECTORS

Attest: [Signature]
CFO/BUSINESS MANAGER

STATE OF IDAHO CATEGORY A TEACHERS CONTRACT

THIS CONTRACT, made this 19th day of June year of 2012, by and between the Coeur d'Alene Charter Academy in Coeur d'Alene, Idaho ("the School"), and LYNDA LEBLANC ("the Teacher").

WITNESSETH:

- The School hereby employs the Teacher pursuant to Section 33-514(2)(a), Idaho Code, for the duration of the 2012-2013 school year, consisting of a period of 192 days, and agrees to pay the Teacher for said services a base sum of Forty-seven thousand four hundred ^{Twenty} nine Dollars (\$ 47,429) of which 39,524 shall be payable on the 25th day of the month September year of 2012 to August year of 2013 inclusive, and such other monetary benefits as accorded to its certificated employees by the District.
- Teaching assignment(s): FRONCH, ENGLISH and such other duties as may be assigned by the School for which the Teacher is properly certified and endorsed.
- The Teacher agrees to perform all teaching assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
- 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.
- Any material false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.
- 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 agreement.
- The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of either a Master Contract or the compensation established the Board of Trustees pursuant to Section 33-1274, Idaho Code, as such terms are applicable for the same school year as this Contract.

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

COEUR D'ALENE CHARTER ACADEMY KOOTENAI COUNTY, STATE OF IDAHO

Lynda LeBlanc
TEACHER

By *C. Robert Nelson* Vic. CHAIRMAN
BOARD OF DIRECTORS

Attest: *[Signature]*
CFO/BUSINESS MANAGER

STATE OF IDAHO CATEGORY A TEACHERS CONTRACT

THIS CONTRACT, made this 15th day of May year of 2012, by and between the Coeur d'Alene Charter Academy in Coeur d'Alene, Idaho ("the School"), and SCOTT MacPHEE ("the Teacher").

WITNESSETH:

1. The School hereby employs the Teacher pursuant to Section 33-514(2)(a), Idaho Code, for the duration of the 2012-2013 school year, consisting of a period of 192 days, and agrees to pay the Teacher for said services a base sum of ~~THIRTY THOUSAND THREE HUNDRED NINETY-TWO~~ Dollars (\$ 30,393) of which ^{\$}2,532.75 shall be payable on the 25th day of the months September year of 2012 to August year of 2013 inclusive, and such other monetary benefits as accorded to its certificated employees by the District.
2. Teaching assignment(s): LANGUAGE ARTS, HISTORY and such other duties as may be assigned by the School for which the Teacher is properly certified and endorsed.
3. The Teacher agrees to perform all teaching assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required 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. 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. 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 agreement.
7. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of either a Master Contract or the compensation established the Board of Trustees pursuant to Section 33-1274, Idaho Code, as such terms are applicable for the same school year as this Contract.

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

COEUR D'ALENE CHARTER ACADEMY KOOTENAI COUNTY, STATE OF IDAHO

S. MacPhee
TEACHER

By Paul Fran, CHAIRMAN
BOARD OF DIRECTORS

Attest: [Signature]
CFO/BUSINESS MANAGER

Coeur d'Alene Charter Academy
 Certified Teacher Salary Index School Year 2009-2010

*SCOTT MacPHERSON
 2012-13*

Base 31,750 Standard

Grade	Level	MA						ES/DR*
		BA	BA+12	BA+24	BA+36	MA+12	MA+24	MA+36
0	Uncertified	31,750	31,750	31,750	31,750	31,750	31,750	31,750
	Standard	31,750	32,385	33,033	33,693	34,366	35,052	35,754
1	Deficient	31,750	32,385	33,033	33,693	34,366	35,052	35,754
	Standard	32,385	33,033	33,693	34,367	35,054	35,753	37,094
2	Deficient	32,385	33,033	33,693	34,367	35,054	35,753	37,094
	Standard	33,033	33,693	34,367	35,054	35,755	37,094	38,485
3	Deficient	33,033	33,693	34,367	35,054	35,755	37,094	38,485
	Standard	33,693	34,367	35,055	35,755	37,095	38,485	39,929
4	Deficient	33,693	34,367	35,055	35,755	37,095	38,485	39,929
	Standard	34,367	35,055	35,756	37,096	38,486	39,928	41,426
5	Deficient	34,367	35,055	35,756	37,096	38,486	39,928	41,426
	Standard	35,055	35,756	37,096	38,487	39,930	41,425	42,979
6	Deficient	35,055	35,756	37,096	38,487	39,930	41,425	42,979
	Standard	35,756	37,096	38,488	39,931	41,427	42,979	44,591
7	Deficient	35,756	37,096	38,488	39,931	41,427	42,979	44,591
	Standard	37,096	38,488	39,931	41,428	42,981	44,590	46,263
8	Deficient	37,096	38,488	39,931	41,428	42,981	44,590	46,263
	Standard	38,488	39,931	41,428	42,982	44,592	46,263	47,998
9	Deficient	38,488	39,931	41,428	42,982	44,592	46,263	47,998
	Standard	39,931	41,428	42,982	44,593	46,265	47,997	49,798
10	Deficient	39,931	41,428	42,982	44,593	46,265	47,997	49,798
	Standard	39,931	42,982	44,594	46,266	47,999	49,797	51,666
11	Deficient	39,931	42,982	44,594	46,266	47,999	49,797	51,666
	Standard	39,931	42,982	44,594	48,001	49,799	51,665	53,603
12	Deficient	39,931	42,982	44,594	48,001	49,799	51,665	53,603
	Standard	39,931	42,982	44,594	49,801	51,667	53,602	55,613
13 &over	Deficient	39,931	42,982	44,594	49,801	51,667	53,602	55,613
	Standard	39,931	42,982	44,594	51,668	53,604	55,612	57,699

Additions:

Masters Degree = \$1760

Doctorate Degree = \$3520

Longevity > 15 years certified teaching = \$1000

The policy document "Certified Staff Salary Index" is an integral part of this index.

+ 2% # 36,471
x 5/6 TH # 30,393

STATE OF IDAHO CONTINUING TEACHERS CONTRACT

THIS CONTRACT, made this 19TH day of June year of 2012 by and between Coeur d'Alene Charter Academy in Coeur d'Alene, Idaho ("the School"), and BUTCH MARSHALL ("the Teacher").

WITNESSETH:

1. The School hereby employs the Teacher pursuant to Section 33-515, Idaho Code, for the duration of the 2012-2013 school year consisting of a period of 192 days, and agrees to pay the Teacher for said services a base sum of FIFTY-FOUR THOUSAND FOUR HUNDRED NINETEEN Dollars (\$54,497) of which 45,142 shall be payable on the 25th day of the month of September year of 2012 to August year of 2013 inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Teaching assignment(s): 6th GRADE and such other duties as may be assigned by the School for which the Teacher is properly certified and endorsed.
3. The Teacher agrees to perform all teaching assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required 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 33-522, Idaho Code, resulting in the termination or reduction of the employment relationship between the School and the Teacher.
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 either a Master Contract or the compensation established the Board of Trustees pursuant to Section 33-1274, Idaho Code, as such terms are applicable for the same school year as this Contract.

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

COEUR D'ALENE CHARTER ACADEMY, KOOTENAI COUNTY, STATE OF IDAHO

Butch Marshall
TEACHER

By C. Robert Nelson Vice CHAIRMAN
BOARD OF DIRECTORS

Attest: [Signature]
CFO/BUSINESS MANAGER

STATE OF IDAHO SUPPLEMENTAL CONTRACT FORM

THIS AGREEMENT, Made this 21st day of May year of 2012, by and between Coeur d'Alene Charter Academy in Coeur d'Alene, Idaho ("the School"), and Butch Marshall ("the Employee"),

WITNESSETH:

The School hereby contracts to hire the Employee to perform an extra duty assignment as provided in the job description as Girls MS. Basketball Coach for a period of 192 days, beginning on the 20th day of August, in the year of 2012, and extending to the 14th day of June, in the year of 2013, at the compensation rate or fixed amount of Two Thousand, Two Hundred Dollars (\$2,200.00) until the Employee's contract has been fulfilled. Said compensation shall be paid in monthly installments on the 25th day of each month for the performance of the extra duty assignment, beginning in the month of September in the year of 2012, and ending in the month of August in the year of 2013.

EMPLOYEE will, at all times, faithfully perform all of the duties that may be required pursuant to the express and implicit terms hereof, to the reasonable satisfaction of the School. Such duties shall be rendered at School premises and such other place or places as the School shall in good faith require or as the interests, needs, business or opportunity of the School shall require.

The Terms of Employment of this Contract shall be in effect as given above for the length of time and extra duty expected, and are separate and apart from any certificated employee's regular duties and any Category A, B, Continuing or Retired Teacher Contract.

No property rights shall attach to this Contract.

This Contract excludes any expectation of employment beyond the terms given herein, under procedural requirements of Idaho Code, Section 33-515A(1).

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

COEUR D'ALENE CHARTER ACADEMY, KOOTENAI COUNTY, STATE OF IDAHO

Butch Marshall
EMPLOYEE

By C. Robert Nelson Vice CHAIRMAN
BOARD OF DIRECTORS

Attest: [Signature]
CFO/BUSINESS MANAGER

STATE OF IDAHO CONTINUING TEACHERS CONTRACT


THIS CONTRACT, made this 19TH day of June year of 2012 by and between Coeur d'Alene Charter Academy in Coeur d'Alene, Idaho ("the School"), and MIKE McCORMACK ("the Teacher").

WITNESSETH:

1. The School hereby employs the Teacher pursuant to Section 33-515, Idaho Code, for the duration of the 2012-2013 school year consisting of a period of 192 days, and agrees to pay the Teacher for said services a base sum of ~~THIRTY-NINE THOUSAND TWO HUNDRED FIFTY EIGHT~~ Dollars (\$ 39,258) of which 32,765.00 shall be payable on the 25th day of the months September year of 2012 to August year of 2013 inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Teaching assignment(s): SCIENCE
and such other duties as may be assigned by the School for which the Teacher is properly certified and endorsed.
3. The Teacher agrees to perform all teaching assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required 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 33-522, Idaho Code, resulting in the termination or reduction of the employment relationship between the School and the Teacher.
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 either a Master Contract or the compensation established the Board of Trustees pursuant to Section 33-1274, Idaho Code, as such terms are applicable for the same school year as this Contract.

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

COEUR D'ALENE CHARTER ACADEMY, KOOTENAI COUNTY, STATE OF IDAHO



TEACHER

By C. Robert Nelson Vice CHAIRMAN

BOARD OF DIRECTORS

Attest: 

CFO/BUSINESS MANAGER

STATE OF IDAHO SUPPLEMENTAL CONTRACT FORM

THIS AGREEMENT, Made this 19th day of June year of 2012, by and between Coeur d'Alene Charter Academy in Coeur d'Alene, Idaho ("the School"), and MIKE McCORMACIK ("the Employee"),

WITNESSETH:

The School hereby contracts to hire the Employee to perform an extra duty assignment as provided in the job description as NHS ADVISOR for a period of 192 days, beginning on the 20th day of August, in the year of 2012, and extending to the 14th day of June, in the year of 2013, at the compensation rate or fixed amount of THREE HUNDRED DOLLARS (\$ 300) until the Employee's contract has been fulfilled. Said compensation shall be paid in monthly installments on the 25th day of each month for the performance of the extra duty assignment, beginning in the month of September in the year of 2012, and ending in the month of August in the year of 2013.

EMPLOYEE will, at all times, faithfully perform all of the duties that may be required pursuant to the express and implicit terms hereof, to the reasonable satisfaction of the School. Such duties shall be rendered at School premises and such other place or places as the School shall in good faith require or as the interests, needs, business or opportunity of the School shall require.

The Terms of Employment of this Contract shall be in effect as given above for the length of time and extra duty expected, and are separate and apart from any certificated employee's regular duties and any Category A, B, Continuing or Retired Teacher Contract.

No property rights shall attach to this Contract.

This Contract excludes any expectation of employment beyond the terms given herein, under procedural requirements of Idaho Code, Section 33-515A(1).

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

COEUR D'ALENE CHARTER ACADEMY, KOOTENAI COUNTY, STATE OF IDAHO

Mike McCormacik
EMPLOYEE

By C. Robert Nelson Vic CHAIRMAN
BOARD OF DIRECTORS

Attest: [Signature]
CFO/BUSINESS MANAGER

STATE OF IDAHO SUPPLEMENTAL CONTRACT FORM

THIS AGREEMENT, Made this 19th day of June year of 2012, by and between Coeur d'Alene Charter Academy in Coeur d'Alene, Idaho ("the School"), and SHERA McHUGH ("the Employee"),

WITNESSETH:

The School hereby contracts to hire the Employee to perform an extra duty assignment as provided in the job description as ASST. TRACK COACH for a period of 192 days, beginning on the 20th day of August, in the year of 2012, and extending to the 14th day of June, in the year of 2013, at the compensation rate or fixed amount of ONE THOUSAND ONE HUNDRED (\$ 1,100) until the Employee's contract has been fulfilled. Said compensation shall be paid on the 25th day of the checkout and evaluation month for the assigned activity.

EMPLOYEE will, at all times, faithfully perform all of the duties that may be required pursuant to the express and implicit terms hereof, to the reasonable satisfaction of the School. Such duties shall be rendered at School premises and such other place or places as the School shall in good faith require or as the interests, needs, business or opportunity of the School shall require.

The Terms of Employment of this Contract shall be in effect as given above for the length of time and extra duty expected, and are separate and apart from any certificated employee's regular duties and any Category A, B, Continuing or Retired Teacher Contract.

No property rights shall attach to this Contract.

This Contract excludes any expectation of employment beyond the terms given herein, under procedural requirements of Idaho Code, Section 33-515A(1).

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

COEUR D'ALENE CHARTER ACADEMY, KOOTENAI COUNTY, STATE OF IDAHO

C. Shearn
EMPLOYEE

By C. Robert Nelson Vice, CHAIRMAN
BOARD OF DIRECTORS

Attest: [Signature]
CFO/BUSINESS MANAGER

STATE OF IDAHO SUPPLEMENTAL CONTRACT FORM

THIS AGREEMENT, Made this 19th day of June year of 2012, by and between Coeur d'Alene Charter Academy in Coeur d'Alene, Idaho ("the School"), and JHEA McHUGH ("the Employee"),

WITNESSETH:

The School hereby contracts to hire the Employee to perform an extra duty assignment as provided in the job description as MS VOLLEYBALL COACH for a period of 192 days, beginning on the 20th day of August, in the year of 2012, and extending to the 14th day of June, in the year of 2013, at the compensation rate or fixed amount of TWO THOUSAND TWO HUNDRED (\$2200) until the Employee's contract has been fulfilled. Said compensation shall be paid on the 25th day of the checkout and evaluation month for the assigned activity.

EMPLOYEE will, at all times, faithfully perform all of the duties that may be required pursuant to the express and implicit terms hereof, to the reasonable satisfaction of the School. Such duties shall be rendered at School premises and such other place or places as the School shall in good faith require or as the interests, needs, business or opportunity of the School shall require.

The Terms of Employment of this Contract shall be in effect as given above for the length of time and extra duty expected, and are separate and apart from any certificated employee's regular duties and any Category A, B, Continuing or Retired Teacher Contract.

No property rights shall attach to this Contract.

This Contract excludes any expectation of employment beyond the terms given herein, under procedural requirements of Idaho Code, Section 33-515A(1).

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

COEUR D'ALENE CHARTER ACADEMY, KOOTENAI COUNTY, STATE OF IDAHO

C. Sheaugh
EMPLOYEE

By C. Robert Nelson Vice CHAIRMAN
BOARD OF DIRECTORS

Attest: [Signature]
CFO/BUSINESS MANAGER

STATE OF IDAHO CATEGORY A TEACHERS CONTRACT

THIS CONTRACT, made this ^{21st} 15th day of May year of 2012, by and between the Coeur d'Alene Charter Academy in Coeur d'Alene, Idaho ("the School"), and ROBERT MILES ("the Teacher").

WITNESSETH:

- The School hereby employs the Teacher pursuant to Section 33-514(2)(a), Idaho Code, for the duration of the 2012-2013 school year, consisting of a period of 192 days, and agrees to pay the Teacher for said services a base sum of ~~THIRTY-EIGHT THOUSAND TWO HUNDRED SIXTY-FIVE~~ Dollars (\$ 38,265) of which \$ 3188.75 shall be payable on the 25th day of the months September year of 2012 to August year of 2013 inclusive, and such other monetary benefits as accorded to its certificated employees by the District.
- Teaching assignment(s): SOCIAL STUDIES
and such other duties as may be assigned by the School for which the Teacher is properly certified and endorsed.
- The Teacher agrees to perform all teaching assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
- 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.
- Any material false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.
- 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 agreement.
- The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of either a Master Contract or the compensation established the Board of Trustees pursuant to Section 33-1274, Idaho Code, as such terms are applicable for the same school year as this Contract.

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

COEUR D'ALENE CHARTER ACADEMY KOOTENAI COUNTY, STATE OF IDAHO

[Signature]
TEACHER

By C. Robert Nelson Vice CHAIRMAN
BOARD OF DIRECTORS

Attest: [Signature]
CFO/BUSINESS MANAGER

STATE OF IDAHO
SUPPLEMENTAL CONTRACT FORM

THIS AGREEMENT, Made this 21st day of May year of 2012, by and between Coeur d'Alene Charter Academy in Coeur d'Alene, Idaho ("the School"), and ROBERT MILES ("the Employee"),

WITNESSETH:

The School hereby contracts to hire the Employee to perform an extra duty assignment as provided in the job description as EXTRA-CLASS ASSIGNMENT for a period of 192 days, beginning on the 20th day of August, in the year of 2012, and extending to the 14th day of June, in the year of 2013, at the compensation rate or fixed amount of SIXTHOUSAND AND ⁰⁰ DOLLARS (\$6,000) until the Employee's contract has been fulfilled. Said compensation shall be paid in monthly installments on the 25th day of each month for the performance of the extra duty assignment, beginning in the month of September in the year of 2012, and ending in the month of August in the year of 2013.

EMPLOYEE will, at all times, faithfully perform all of the duties that may be required pursuant to the express and implicit terms hereof, to the reasonable satisfaction of the School. Such duties shall be rendered at School premises and such other place or places as the School shall in good faith require or as the interests, needs, business or opportunity of the School shall require.


The Terms of Employment of this Contract shall be in effect as given above for the length of time and extra duty expected, and are separate and apart from any certificated employee's regular duties and any Category A, B, Continuing or Retired Teacher Contract.

No property rights shall attach to this Contract.

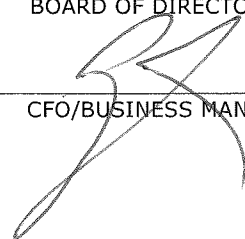
This Contract excludes any expectation of employment beyond the terms given herein, under procedural requirements of Idaho Code, Section 33-515A(1).

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

COEUR D'ALENE CHARTER ACADEMY, KOOTENAI COUNTY, STATE OF IDAHO


EMPLOYEE

By  Vice CHAIRMAN
BOARD OF DIRECTORS

Attest: 
CFO/BUSINESS MANAGER

STATE OF IDAHO CONTINUING TEACHERS CONTRACT

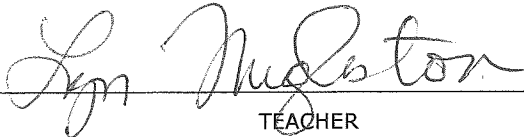
THIS CONTRACT, made this 19TH day of June year of 2012 by and between Coeur d'Alene Charter Academy in Coeur d'Alene, Idaho ("the School"), and ALYONDE MUGLESTON ("the Teacher").

WITNESSETH:

1. The School hereby employs the Teacher pursuant to Section 33-515, Idaho Code, for the duration of the 2012-2013 school year consisting of a period of 192 days, and agrees to pay the Teacher for said services a base sum of THIRTY-NINE THOUSAND TWO HUNDRED FIFTY EIGHT Dollars (\$ 39,258) of which 327650 shall be payable on the 25th day of the months September year of 2012 to August year of 2013 inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Teaching assignment(s): LATIN and such other duties as may be assigned by the School for which the Teacher is properly certified and endorsed.
3. The Teacher agrees to perform all teaching assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required 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 33-522, Idaho Code, resulting in the termination or reduction of the employment relationship between the School and the Teacher.
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 either a Master Contract or the compensation established the Board of Trustees pursuant to Section 33-1274, Idaho Code, as such terms are applicable for the same school year as this Contract.

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

COEUR D'ALENE CHARTER ACADEMY, KOOTENAI COUNTY, STATE OF IDAHO


TEACHER

By  Vice, CHAIRMAN
BOARD OF DIRECTORS

Attest: 
CFO/BUSINESS MANAGER

STATE OF IDAHO
SUPPLEMENTARY CONTRACT FORM

THIS AGREEMENT, Made this 14th day of AUGUST year of 2012, by and between Coeur d'Alene Charter Academy, Coeur d'Alene, Kootenai County, State of Idaho (hereinafter called the Academy) Party of the First Part, and ALYNNEE MUGGESTON (hereinafter called the Employee), Party of the Second Part,

WITNESSETH:

The Academy hereby contracts to hire the Employee to perform an extra duty assignment as provided in the job description as EXTRA CLASS ASSIGNMENT for the 2012-2013 school year, beginning on the 20th day of August, in the year of 2012, and extending to the 14th day of June, in the year of 2013, at the compensation rate or fixed amount of SIX-THOUSAND AND 00/100 (\$ 6,000) until the Employee's contract has been fulfilled. Said compensation shall be paid in monthly installments on the 25th day of each month for the performance of the extra duty assignment, beginning in the month of September in the year of 2012, and ending in the month of August in the year of 2013.

EMPLOYEE will, at all times, faithfully perform all of the duties that may be required pursuant to the express and implicit terms hereof, to the reasonable satisfaction of the Academy. Such duties shall be rendered at Academy premises and such other place or places as the Academy shall in good faith require or as the interests, needs, business or opportunity of the Academy shall require.

The Terms of Employment of this contract shall be in effect as given above for the length of time and extra duty expected, and are separate and apart from any certificated employee's regular teaching duties and any annual, renewable or limited one (1) year contract.

No property rights shall attach to this contract.

This contract excludes any expectation of employment beyond the terms given herein, under procedural requirements of Idaho Code, Section 33-515A.

IN WITNESS WHEREOF the Academy has caused this instrument to be executed in its name by its proper official and the Employee has executed the same all on the date first above written.

PARTY OF THE FIRST PART

BY

Paul Fran

CHAIRMAN, GOVERNING BOARD

Alynnée Muggeston

PARTY OF THE SECOND PART

Attest:

[Signature]
CFO/Business Manager

STATE OF IDAHO CHARTER ADMINISTRATOR CONTRACT


THIS CONTRACT, made this 19th day of June year of 2012, by and between Coeur d'Alene Charter Academy, Coeur d'Alene, Idaho ("the School"), and Dan Nicklay ("the Administrator").

WITNESSETH:

1. That the School hereby employs said Administrator to perform the duties of 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 year (____ days per year), beginning in the month and day of July 1st, year of 2012, through the month and day of June 30th, year of 2013, at a base salary of Seventy-five thousand four hundred eighty dollars (\$75,480) 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 \$6,290.00 on the 25th day of each month beginning in July, year of 2012, to June, year of 2013, inclusive.
2. In consideration of the promises and agreement of the School herinbefore recited, the Administrator agrees to assume the duties above recited at 4904 N. Duncan Dr, Coeur d'Alene, Idaho on July 1st, in the year 2012, 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 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 2012-13 contract 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.

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.

COEUR D'ALENE CHARTER ACADEMY, KOOTENAI COUNTY, STATE OF IDAHO



 ADMINISTRATOR

By  _____ Vice, CHAIRMAN
 BOARD OF DIRECTORS

Attest: 

 CFO/BUSINESS MANAGER

STATE OF IDAHO SUPPLEMENTAL CONTRACT FORM

THIS AGREEMENT, Made this 21st day of May year of 2012, by and between Coeur d'Alene Charter Academy in Coeur d'Alene, Idaho ("the School"), and Caleb Orr ("the Employee"),

WITNESSETH:

The School hereby contracts to hire the Employee to perform an extra duty assignment as provided in the job description as Assistant Spring Term Coach for a period of 192 days, beginning on the 20th day of August, in the year of 2012, and extending to the 14th day of June, in the year of 2013, at the compensation rate or fixed amount of One thousand One hundred Dollars (\$1,100⁰⁰) until the Employee's contract has been fulfilled. Said compensation shall be paid on the 25th day of the checkout and evaluation month for the assigned activity.

EMPLOYEE will, at all times, faithfully perform all of the duties that may be required pursuant to the express and implicit terms hereof, to the reasonable satisfaction of the School. Such duties shall be rendered at School premises and such other place or places as the School shall in good faith require or as the interests, needs, business or opportunity of the School shall require.

The Terms of Employment of this Contract shall be in effect as given above for the length of time and extra duty expected, and are separate and apart from any certificated employee's regular duties and any Category A, B, Continuing or Retired Teacher Contract.

No property rights shall attach to this Contract.

This Contract excludes any expectation of employment beyond the terms given herein, under procedural requirements of Idaho Code, Section 33-515A(1).

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

COEUR D'ALENE CHARTER ACADEMY, KOOTENAI COUNTY, STATE OF IDAHO


EMPLOYEE

By C. Robert Nelson Vice CHAIRMAN
BOARD OF DIRECTORS

Attest: 
CFO/BUSINESS MANAGER

STATE OF IDAHO
SUPPLEMENTAL CONTRACT FORM

THIS AGREEMENT, Made this 21st day of May year of 2012, by and between Coeur d'Alene Charter Academy in Coeur d'Alene, Idaho ("the School"), and Caleb Orr ("the Employee"),

WITNESSETH:

The School hereby contracts to hire the Employee to perform an extra duty assignment as provided in the job description as Assistant Cross Country Coach for a period of 192 days, beginning on the 20th day of August, in the year of 2012, and extending to the 14th day of June, in the year of 2013, at the compensation rate or fixed amount of One thousand, six hundred dollars (\$1,600⁰⁰) until the Employee's contract has been fulfilled. Said compensation shall be paid on the 25th day of the checkout and evaluation month for the assigned activity.

EMPLOYEE will, at all times, faithfully perform all of the duties that may be required pursuant to the express and implicit terms hereof, to the reasonable satisfaction of the School. Such duties shall be rendered at School premises and such other place or places as the School shall in good faith require or as the interests, needs, business or opportunity of the School shall require.

The Terms of Employment of this Contract shall be in effect as given above for the length of time and extra duty expected, and are separate and apart from any certificated employee's regular duties and any Category A, B, Continuing or Retired Teacher Contract.

No property rights shall attach to this Contract.

This Contract excludes any expectation of employment beyond the terms given herein, under procedural requirements of Idaho Code, Section 33-515A(1).

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

COEUR D'ALENE CHARTER ACADEMY, KOOTENAI COUNTY, STATE OF IDAHO


EMPLOYEE

By  *Vice* CHAIRMAN
BOARD OF DIRECTORS

Attest: 
CFO/BUSINESS MANAGER

STATE OF IDAHO CONTINUING TEACHERS CONTRACT

THIS CONTRACT, made this 19TH day of June year of 2012 by and between Coeur d'Alene Charter Academy in Coeur d'Alene, Idaho ("the School"), and BILL PROSEER ("the Teacher").

WITNESSETH:

1. The School hereby employs the Teacher pursuant to Section 33-515, Idaho Code, for the duration of the 2012-2013 school year consisting of a period of 192 days, and agrees to pay the Teacher for said services a base sum of SIXTY-NINE THOUSAND TWO HUNDRED FORTY-SIX Dollars (\$ 69,246) of which 5770.50 shall be payable on the 25th day of the months September year of 2012 to August year of 2013 inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Teaching assignment(s): ENGLISH and such other duties as may be assigned by the School for which the Teacher is properly certified and endorsed.
3. The Teacher agrees to perform all teaching assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required 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 33-522, Idaho Code, resulting in the termination or reduction of the employment relationship between the School and the Teacher.
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 either a Master Contract or the compensation established the Board of Trustees pursuant to Section 33-1274, Idaho Code, as such terms are applicable for the same school year as this Contract.

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


COEUR D'ALENE CHARTER ACADEMY, KOOTENAI COUNTY, STATE OF IDAHO



TEACHER

By C. Robert Nelson Vice, CHAIRMAN

BOARD OF DIRECTORS

Attest: 

CFO/BUSINESS MANAGER

STATE OF IDAHO CONTINUING TEACHERS CONTRACT

THIS CONTRACT, made this 19TH day of June year of 2012 by and between Coeur d'Alene Charter Academy in Coeur d'Alene, Idaho ("the School"), and JEFF RIGG ("the Teacher").

WITNESSETH:

1. The School hereby employs the Teacher pursuant to Section 33-515, Idaho Code, for the duration of the 2012-2013 school year consisting of a period of 192 days, and agrees to pay the Teacher for said services a base sum of ~~Forty-Four Thousand Fifty One~~ Dollars (\$ 44,051) of which 3670.92 shall be payable on the 25th day of the months September year of 2012 to August year of 2013 inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Teaching assignment(s): PE, HEALTH, STUDY SKILLS and such other duties as may be assigned by the School for which the Teacher is properly certified and endorsed.
3. The Teacher agrees to perform all teaching assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required 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 33-522, Idaho Code, resulting in the termination or reduction of the employment relationship between the School and the Teacher.
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 either a Master Contract or the compensation established the Board of Trustees pursuant to Section 33-1274, Idaho Code, as such terms are applicable for the same school year as this Contract.

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

COEUR D'ALENE CHARTER ACADEMY, KOOTENAI COUNTY, STATE OF IDAHO

Jeff Rigg
TEACHER

By C. Robert Nelson Vice, CHAIRMAN
BOARD OF DIRECTORS

Attest: [Signature]
CFO/BUSINESS MANAGER

STATE OF IDAHO
SUPPLEMENTARY CONTRACT FORM

THIS AGREEMENT, Made this 14th day of AUGUST year of 2012, by and between Coeur d'Alene Charter Academy, Coeur d'Alene, Kootenai County, State of Idaho (hereinafter called the Academy) Party of the First Part, and JEFF RIGG (hereinafter called the Employee), Party of the Second Part,

WITNESSETH:

The Academy hereby contracts to hire the Employee to perform an extra duty assignment as provided in the job description as (2) EXTRA CLASS ASSIGNMENT for the 2012-2013 school year, beginning on the 20th day of August, in the year of 2012, and extending to the 14th day of June, in the year of 2013, at the compensation rate or fixed amount of TWELVE THOUSAND AND ⁰⁰/₁₀₀ (\$12,000) until the Employee's contract has been fulfilled. Said compensation shall be paid in monthly installments on the 25th day of each month for the performance of the extra duty assignment, beginning in the month of September in the year of 2012, and ending in the month of August in the year of 2013.

EMPLOYEE will, at all times, faithfully perform all of the duties that may be required pursuant to the express and implicit terms hereof, to the reasonable satisfaction of the Academy. Such duties shall be rendered at Academy premises and such other place or places as the Academy shall in good faith require or as the interests, needs, business or opportunity of the Academy shall require.

The Terms of Employment of this contract shall be in effect as given above for the length of time and extra duty expected, and are separate and apart from any certificated employee's regular teaching duties and any annual, renewable or limited one (1) year contract.

No property rights shall attach to this contract.

This contract excludes any expectation of employment beyond the terms given herein, under procedural requirements of Idaho Code, Section 33-515A.

IN WITNESS WHEREOF the Academy has caused this instrument to be executed in its name by its proper official and the Employee has executed the same all on the date first above written.

PARTY OF THE FIRST PART

BY

Paul [Signature]

CHAIRMAN, GOVERNING BOARD

Jeff Rigg [Signature]

PARTY OF THE SECOND PART

Attest:

[Signature]
CFO/Business Manager

STATE OF IDAHO CONTINUING TEACHERS CONTRACT

THIS CONTRACT, made this 19TH day of June year of 2012 by and between Coeur d'Alene Charter Academy in Coeur d'Alene, Idaho ("the School"), and JEAN ROBINSON ("the Teacher").

WITNESSETH:

1. The School hereby employs the Teacher pursuant to Section 33-515, Idaho Code, for the duration of the 2012-2013 school year consisting of a period of 192 days, and agrees to pay the Teacher for said services a base sum of ~~FIFTY-SEVENTHOUSANDTHREEHUNDRED~~ ^{SEVENTY} ~~THREE~~ Dollars (\$ 57,373) of which 4781.08 shall be payable on the 25th day of the months September year of 2012 to August year of 2013 inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Teaching assignment(s): SCIENCE and such other duties as may be assigned by the School for which the Teacher is properly certified and endorsed.
3. The Teacher agrees to perform all teaching assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required 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 33-522, Idaho Code, resulting in the termination or reduction of the employment relationship between the School and the Teacher.
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 either a Master Contract or the compensation established the Board of Trustees pursuant to Section 33-1274, Idaho Code, as such terms are applicable for the same school year as this Contract.

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

COEUR D'ALENE CHARTER ACADEMY, KOOTENAI COUNTY, STATE OF IDAHO

Jean A. Robinson
TEACHER

By C. Robert Nelson Vic. CHAIRMAN
BOARD OF DIRECTORS

Attest: [Signature]
CFO/BUSINESS MANAGER

STATE OF IDAHO CATEGORY A TEACHERS CONTRACT

THIS CONTRACT, made this 15th day of May year of 2012, by and between the Coeur d'Alene Charter Academy in Coeur d'Alene, Idaho ("the School"), and CINDY ROTH ("the Teacher").

WITNESSETH:

- The School hereby employs the Teacher pursuant to Section 33-514(2)(a), Idaho Code, for the duration of the 2012-2013 school year, consisting of a period of 192 days, and agrees to pay the Teacher for said services a base sum of THIRTY-NINE THOUSAND FIVE HUNDRED NINETY-EIGHT Dollars (\$ 39,598) of which 3300.00 shall be payable on the 25th day of the months September year of 2012 to August year of 2013 inclusive, and such other monetary benefits as accorded to its certificated employees by the District.
- Teaching assignment(s): LANGUAGE ARTS, COMMUNICATIONS and such other duties as may be assigned by the School for which the Teacher is properly certified and endorsed.
- The Teacher agrees to perform all teaching assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
- 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.
- Any material false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.
- 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 agreement.
- The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of either a Master Contract or the compensation established the Board of Trustees pursuant to Section 33-1274, Idaho Code, as such terms are applicable for the same school year as this Contract.

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

COEUR D'ALENE CHARTER ACADEMY KOOTENAI COUNTY, STATE OF IDAHO

Cindy Roth
TEACHER

By Paul Fran, CHAIRMAN
BOARD OF DIRECTORS

Attest: [Signature]
CFO/BUSINESS MANAGER

STATE OF IDAHO SUPPLEMENTAL CONTRACT FORM

THIS AGREEMENT, Made this 15th day of May year of 2012, by and between Coeur d'Alene Charter Academy in Coeur d'Alene, Idaho ("the School"), and CINDY ROTH ("the Employee"),

WITNESSETH:

The School hereby contracts to hire the Employee to perform an extra duty assignment as provided in the job description as EXTRA CLASS ASSIGNMENT for a period of 192 days, beginning on the 20th day of August, in the year of 2012, and extending to the 14th day of June, in the year of 2013, at the compensation rate or fixed amount of SIX THOUSAND AND 00/100 DOLLAR (\$ 6,000) until the Employee's contract has been fulfilled. Said compensation shall be paid in monthly installments on the 25th day of each month for the performance of the extra duty assignment, beginning in the month of September in the year of 2012, and ending in the month of August in the year of 2013.

EMPLOYEE will, at all times, faithfully perform all of the duties that may be required pursuant to the express and implicit terms hereof, to the reasonable satisfaction of the School. Such duties shall be rendered at School premises and such other place or places as the School shall in good faith require or as the interests, needs, business or opportunity of the School shall require.

The Terms of Employment of this Contract shall be in effect as given above for the length of time and extra duty expected, and are separate and apart from any certificated employee's regular duties and any Category A, B, Continuing or Retired Teacher Contract.

No property rights shall attach to this Contract.

This Contract excludes any expectation of employment beyond the terms given herein, under procedural requirements of Idaho Code, Section 33-515A(1).

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

COEUR D'ALENE CHARTER ACADEMY, KOOTENAI COUNTY, STATE OF IDAHO

Cindy Roth
EMPLOYEE

By Paul Fran, CHAIRMAN
BOARD OF DIRECTORS

Attest: [Signature]
CFO/BUSINESS MANAGER

STATE OF IDAHO
SUPPLEMENTAL CONTRACT FORM

THIS AGREEMENT, Made this 19th day of June year of 2012, by and between Coeur d'Alene Charter Academy in Coeur d'Alene, Idaho ("the School"), and CINDY ROTH ("the Employee"),

WITNESSETH:

The School hereby contracts to hire the Employee to perform an extra duty assignment as provided in the job description as DEBATE COACH for a period of 192 days, beginning on the 20th day of August, in the year of 2012, and extending to the 14th day of June, in the year of 2013, at the compensation rate or fixed amount of TWO THOUSAND SEVEN HUNDRED (\$2,700) until the Employee's contract has been fulfilled. Said compensation shall be paid in monthly installments on the 25th day of each month for the performance of the extra duty assignment, beginning in the month of September in the year of 2012, and ending in the month of August in the year of 2013.

EMPLOYEE will, at all times, faithfully perform all of the duties that may be required pursuant to the express and implicit terms hereof, to the reasonable satisfaction of the School. Such duties shall be rendered at School premises and such other place or places as the School shall in good faith require or as the interests, needs, business or opportunity of the School shall require.

The Terms of Employment of this Contract shall be in effect as given above for the length of time and extra duty expected, and are separate and apart from any certificated employee's regular duties and any Category A, B, Continuing or Retired Teacher Contract.

No property rights shall attach to this Contract.

This Contract excludes any expectation of employment beyond the terms given herein, under procedural requirements of Idaho Code, Section 33-515A(1).

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

COEUR D'ALENE CHARTER ACADEMY, KOOTENAI COUNTY, STATE OF IDAHO

C. Roth
EMPLOYEE

By C. Robert Nelson Vice-CHAIRMAN
BOARD OF DIRECTORS

Attest: [Signature]
CFO/BUSINESS MANAGER

STATE OF IDAHO CATEGORY A TEACHERS CONTRACT

THIS CONTRACT, made this 19th day of June year of 2012, by and between the Coeur d'Alene Charter Academy in Coeur d'Alene, Idaho ("the School"), and CHRIS SABATRE ("the Teacher").

WITNESSETH:

- The School hereby employs the Teacher pursuant to Section 33-514(2)(a), Idaho Code, for the duration of the 2012-2013 school year, consisting of a period of 192 days, and agrees to pay the Teacher for said services a base sum of FIFTY-SEVEN THOUSAND THREE HUNDRED SEVENTY TWO Dollars (\$ 57,372) of which 4781.00 shall be payable on the 25th day of the months September year of 2012 to August year of 2013 inclusive, and such other monetary benefits as accorded to its certificated employees by the District.
- Teaching assignment(s): MATH, PHYSICAL SCIENCE and such other duties as may be assigned by the School for which the Teacher is properly certified and endorsed.
- The Teacher agrees to perform all teaching assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
- 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.
- Any material false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.
- 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 agreement.
- The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of either a Master Contract or the compensation established the Board of Trustees pursuant to Section 33-1274, Idaho Code, as such terms are applicable for the same school year as this Contract.

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

COEUR D'ALENE CHARTER ACADEMY KOOTENAI COUNTY, STATE OF IDAHO

Chris Sabatre
TEACHER

By C. Robert Nelson Vice CHAIRMAN
BOARD OF DIRECTORS

Attest: [Signature]
CFO/BUSINESS MANAGER

STATE OF IDAHO
SUPPLEMENTARY CONTRACT FORM

THIS AGREEMENT, Made this 14th day of AUGUST year of 2012, by and between Coeur d'Alene Charter Academy, Coeur d'Alene, Kootenai County, State of Idaho (hereinafter called the Academy) Party of the First Part, and CHRIS SABATKE (hereinafter called the Employee), Party of the Second Part,

WITNESSETH:

The Academy hereby contracts to hire the Employee to perform an extra duty assignment as provided in the job description as EXTRA CLASS ASSIGNMENT for the 2012-2013 school year, beginning on the 20th day of August, in the year of 2012, and extending to the 14th day of June, in the year of 2013, at the compensation rate or fixed amount of SIX THOUSAND AND 00/100 (\$6,000) until the Employee's contract has been fulfilled. Said compensation shall be paid in monthly installments on the 25th day of each month for the performance of the extra duty assignment, beginning in the month of September in the year of 2012, and ending in the month of August in the year of 2013.

EMPLOYEE will, at all times, faithfully perform all of the duties that may be required pursuant to the express and implicit terms hereof, to the reasonable satisfaction of the Academy. Such duties shall be rendered at Academy premises and such other place or places as the Academy shall in good faith require or as the interests, needs, business or opportunity of the Academy shall require.

The Terms of Employment of this contract shall be in effect as given above for the length of time and extra duty expected, and are separate and apart from any certificated employee's regular teaching duties and any annual, renewable or limited one (1) year contract.

No property rights shall attach to this contract.

This contract excludes any expectation of employment beyond the terms given herein, under procedural requirements of Idaho Code, Section 33-515A.

IN WITNESS WHEREOF the Academy has caused this instrument to be executed in its name by its proper official and the Employee has executed the same all on the date first above written.

PARTY OF THE FIRST PART

BY

Paul [Signature]

CHAIRMAN, GOVERNING BOARD

Chris Sabatke

PARTY OF THE SECOND PART

Attest:

[Signature]
CFO/Business Manager

STATE OF IDAHO
SUPPLEMENTAL CONTRACT FORM

THIS AGREEMENT, Made this 21st day of May year of 2012, by and between Coeur d'Alene Charter Academy in Coeur d'Alene, Idaho ("the School"), and Chris Sabatke ("the Employee"),

WITNESSETH:

The School hereby contracts to hire the Employee to perform an extra duty assignment as provided in the job description as Varsity Tennis Coach for a period of 192 days, beginning on the 20th day of August, in the year of 2012, and extending to the 14th day of June, in the year of 2013, at the compensation rate or fixed amount of Three thousand, two hundred dollars (\$3,200⁰⁰) until the Employee's contract has been fulfilled. Said compensation shall be paid on the 25th day of the checkout and evaluation month for the assigned activity.

EMPLOYEE will, at all times, faithfully perform all of the duties that may be required pursuant to the express and implicit terms hereof, to the reasonable satisfaction of the School. Such duties shall be rendered at School premises and such other place or places as the School shall in good faith require or as the interests, needs, business or opportunity of the School shall require.

The Terms of Employment of this Contract shall be in effect as given above for the length of time and extra duty expected, and are separate and apart from any certificated employee's regular duties and any Category A, B, Continuing or Retired Teacher Contract.

No property rights shall attach to this Contract.

This Contract excludes any expectation of employment beyond the terms given herein, under procedural requirements of Idaho Code, Section 33-515A(1).

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

COEUR D'ALENE CHARTER ACADEMY, KOOTENAI COUNTY, STATE OF IDAHO

Chris Sabatke
EMPLOYEE

By C. Robert Nelson Vice, CHAIRMAN
BOARD OF DIRECTORS

Attest: [Signature]
CFO/BUSINESS MANAGER

STATE OF IDAHO CONTINUING TEACHERS CONTRACT

THIS CONTRACT, made this 19TH day of June year of 2012 by and between Coeur d'Alene Charter Academy in Coeur d'Alene, Idaho ("the School"), and JIM SCHAFFER ("the Teacher").

WITNESSETH:

1. The School hereby employs the Teacher pursuant to Section 33-515, Idaho Code, for the duration of the 2012-2013 school year consisting of a period of 185 days, and agrees to pay the Teacher for said services a base sum of SIXTY-THOUSAND ONE HUNDRED SIXTY-SIX Dollars (\$ 60,166) of which 503.84 shall be payable on the 25th day of the months September year of 2012 to August year of 2013 inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Teaching assignment(s): COUNSELING and such other duties as may be assigned by the School for which the Teacher is properly certified and endorsed.
3. The Teacher agrees to perform all teaching assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required 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 33-522, Idaho Code, resulting in the termination or reduction of the employment relationship between the School and the Teacher.
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 either a Master Contract or the compensation established the Board of Trustees pursuant to Section 33-1274, Idaho Code, as such terms are applicable for the same school year as this Contract.

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

COEUR D'ALENE CHARTER ACADEMY, KOOTENAI COUNTY, STATE OF IDAHO

James Z. Schaffer
TEACHER

By C. Robert Nelson Vice CHAIRMAN
BOARD OF DIRECTORS

Attest: [Signature]
CFO/BUSINESS MANAGER

COEUR D'ALENE CHARTER ACADEMY 2012-2013 SCHOOL CALENDAR

AUGUST				
M	T	W	Th	F
		1	2	3
6	7	8	9	10
13	14	15	16	17
20	21	22	23	24
27	28	29	30	31

SEPTEMBER				
M	T	W	Th	F
3	4	5	6	7
10	11	12	13	14
17	18	19	20	21
24	25	26	27	28

OCTOBER				
M	T	W	Th	F
1	2	3	4	5
8	9	10	11	12
15	16	17	18	19
22	23	24	25	26
29	30	31		

NOVEMBER				
M	T	W	Th	F
			1	2
5	6	7	8	9*
12	13	14	15	16
19	20	21	22	23
26	27	28	29	30

DECEMBER				
M	T	W	Th	F
3	4	5	6	7
10	11	12	13	14
17	18	19	20	21
24	25	26	27	28
31				

KEY:

Significant Dates

Dismissed Early

No School

SIGNIFICANT DATES

- August 20..... Teachers start
- August 27..... First day of school
- September 3..... Labor Day - **No School**
- October 5..... Staff Development - **No School**
- November 8 Parent Teacher Conferences:
 - *6th Grade ONLY No School (Nov. 8-9)
 - 7-12 Grades Dismissed at 12:30 PM
- P/T conferences: 6th grade by appt/ 7-12 grades - 2-6 PM
- November 12..... Veterans' Day Observed - School in Session
- November 21-23 Thanksgiving Break - **No School**
- Dec 24-Jan 4..... Christmas Break - **No School**
- January 7 School resumes
- January 21 Martin Luther King Jr. Day - **No School**
- January 22-24..... Finals: **All grades dismissed at 12:30 PM**
- January 25..... Staff Development - **No School**
- February 18..... Presidents' Day - **No School**
- April 1-5..... Spring Break - **No School**
- May 27 Memorial Day - **No School**
- May 29 (tentative).... Class of 2013 Graduation
- June 10-12..... Finals: **All grades dismissed at 12:30 PM**
- June 12..... Last Day of School
- June 14..... Last Day for Teachers

GRADING PERIODS / PROGRESS REPORTS

- September 26** - Mid-Quarter Progress Reports = 22 days
- October 31** - End of 1st Quarter = 46 days
- December 7** - Mid-Quarter Progress Reports = 24 days
- January 25** - End of 1st Semester = 47 days
- February 27** - Mid-Quarter Progress Reports = 22 days
- March 29** - End of 3rd Quarter = 44 days
- May 8** - Mid Quarter Progress Reports = 23 days
- June 12** - End of 2nd Semester = 47 days

JANUARY				
M	T	W	Th	F
	1	2	3	4
7	8	9	10	11
14	15	16	17	18
21	22	23	24	25
28	29	30	31	

FEBRUARY				
M	T	W	Th	F
				1
4	5	6	7	8
11	12	13	14	15
18	19	20	21	22
25	26	27	28	

MARCH				
M	T	W	Th	F
				1
4	5	6	7	8
11	12	13	14	15
18	19	20	21	22
25	26	27	28	29

APRIL				
M	T	W	Th	F
1	2	3	4	5
8	9	10	11	12
15	16	17	18	19
22	23	24	25	26
29	30			

MAY				
M	T	W	Th	F
		1	2	3
6	7	8	9	10
13	14	15	16	17
20	21	22	23	24
27	28	29	30	31

JUNE				
M	T	W	Th	F
3	4	5	6	7
10	11	12	13	14
17	18	19	20	21
24	25	26	27	28

STATE OF IDAHO CONTINUING TEACHERS CONTRACT

THIS CONTRACT, made this 19TH day of June year of 2012 by and between Coeur d'Alene Charter Academy in Coeur d'Alene, Idaho ("the School"), and KAREN SEGO-COUSHENOUR ("the Teacher").

WITNESSETH:

1. The School hereby employs the Teacher pursuant to Section 33-515, Idaho Code, for the duration of the 2012-2013 school year consisting of a period of 192 days, and agrees to pay the Teacher for said services a base sum of FORTY-FIVE THOUSAND SIX HUNDRED TWENTY-SEVEN Dollars (\$ 45,637) of which 3803.08 shall be payable on the 25th day of the months September year of 2012 to August year of 2013 inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Teaching assignment(s): SOCIAL STUDIES and such other duties as may be assigned by the School for which the Teacher is properly certified and endorsed.
3. The Teacher agrees to perform all teaching assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required 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 33-522, Idaho Code, resulting in the termination or reduction of the employment relationship between the School and the Teacher.
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 either a Master Contract or the compensation established the Board of Trustees pursuant to Section 33-1274, Idaho Code, as such terms are applicable for the same school year as this Contract.

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

COEUR D'ALENE CHARTER ACADEMY, KOOTENAI COUNTY, STATE OF IDAHO

Karen L. Coushenour
TEACHER

By C. Robert Nelson Vice CHAIRMAN
BOARD OF DIRECTORS

Attest: [Signature]
CFO/BUSINESS MANAGER

STATE OF IDAHO SUPPLEMENTAL CONTRACT FORM

THIS AGREEMENT, Made this 19th day of June year of 2012, by and between Coeur d'Alene Charter Academy in Coeur d'Alene, Idaho ("the School"), and KAREN COUGHENOUR ("the Employee"),

WITNESSETH:

The School hereby contracts to hire the Employee to perform an extra duty assignment as provided in the job description as CIVICS PROGRAMS for a period of 192 days, beginning on the 20th day of August, in the year of 2012, and extending to the 14th day of June, in the year of 2013, at the compensation rate or fixed amount of TWOTHOUSAND FIVE-HUNDRED (\$ 2,500.) until the Employee's contract has been fulfilled. Said compensation shall be paid in monthly installments on the 25th day of each month for the performance of the extra duty assignment, beginning in the month of September in the year of 2012, and ending in the month of August in the year of 2013.

EMPLOYEE will, at all times, faithfully perform all of the duties that may be required pursuant to the express and implicit terms hereof, to the reasonable satisfaction of the School. Such duties shall be rendered at School premises and such other place or places as the School shall in good faith require or as the interests, needs, business or opportunity of the School shall require.

The Terms of Employment of this Contract shall be in effect as given above for the length of time and extra duty expected, and are separate and apart from any certificated employee's regular duties and any Category A, B, Continuing or Retired Teacher Contract.

No property rights shall attach to this Contract.

This Contract excludes any expectation of employment beyond the terms given herein, under procedural requirements of Idaho Code, Section 33-515A(1).

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

COEUR D'ALENE CHARTER ACADEMY, KOOTENAI COUNTY, STATE OF IDAHO

Karen L. Coughenour
EMPLOYEE

By C. Robert Nelson Vice CHAIRMAN
BOARD OF DIRECTORS

Attest: [Signature]
CFO/BUSINESS MANAGER

STATE OF IDAHO SUPPLEMENTAL CONTRACT FORM

THIS AGREEMENT, Made this 19th day of June year of 2012, by and between Coeur d'Alene Charter Academy in Coeur d'Alene, Idaho ("the School"), and KAREN COUGHENOUR ("the Employee"),

WITNESSETH:

The School hereby contracts to hire the Employee to perform an extra duty assignment as provided in the job description as ASB ADVISOR for a period of 192 days, beginning on the 20th day of August, in the year of 2012, and extending to the 14th day of June, in the year of 2013, at the compensation rate or fixed amount of Two Thousand Five Hundred (\$ 2,500) until the Employee's contract has been fulfilled. Said compensation shall be paid in monthly installments on the 25th day of each month for the performance of the extra duty assignment, beginning in the month of September in the year of 2012, and ending in the month of August in the year of 2013.

EMPLOYEE will, at all times, faithfully perform all of the duties that may be required pursuant to the express and implicit terms hereof, to the reasonable satisfaction of the School. Such duties shall be rendered at School premises and such other place or places as the School shall in good faith require or as the interests, needs, business or opportunity of the School shall require.

The Terms of Employment of this Contract shall be in effect as given above for the length of time and extra duty expected, and are separate and apart from any certificated employee's regular duties and any Category A, B, Continuing or Retired Teacher Contract.

No property rights shall attach to this Contract.

This Contract excludes any expectation of employment beyond the terms given herein, under procedural requirements of Idaho Code, Section 33-515A(1).

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

COEUR D'ALENE CHARTER ACADEMY, KOOTENAI COUNTY, STATE OF IDAHO

Karen b. Coughenour By C. Robert Nelson Vice CHAIRMAN
 EMPLOYEE BOARD OF DIRECTORS

Attest: [Signature]
 CFO/BUSINESS MANAGER

STATE OF IDAHO CATEGORY A TEACHERS CONTRACT

THIS CONTRACT, made this 19th day of June year of 2012, by and between the Coeur d'Alene Charter Academy in Coeur d'Alene, Idaho ("the School"), and STACY SMITH ("the Teacher").

WITNESSETH:

1. The School hereby employs the Teacher pursuant to Section 33-514(2)(a), Idaho Code, for the duration of the 2012-2013 school year, consisting of a period of 192 days, and agrees to pay the Teacher for said services a base sum of FORTY-ONE THOUSAND EIGHT HUNDRED TWENTY Dollars (\$ 41,820) of which \$3,485 shall be payable on the 25th day of the months September year of 2012 to August year of 2013 inclusive, and such other monetary benefits as accorded to its certificated employees by the District.
2. Teaching assignment(s): SOCIAL STUDIES, STUDY SKILLS, PE, HEALTH and such other duties as may be assigned by the School for which the Teacher is properly certified and endorsed.
3. The Teacher agrees to perform all teaching assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required 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. 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. 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 agreement.
7. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of either a Master Contract or the compensation established the Board of Trustees pursuant to Section 33-1274, Idaho Code, as such terms are applicable for the same school year as this Contract.

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

COEUR D'ALENE CHARTER ACADEMY KOOTENAI COUNTY, STATE OF IDAHO

Stacy Smith
TEACHER

By C. Robert Nelson Vice, CHAIRMAN
BOARD OF DIRECTORS

Attest: [Signature]
CFO/BUSINESS MANAGER

STATE OF IDAHO CONTINUING TEACHERS CONTRACT

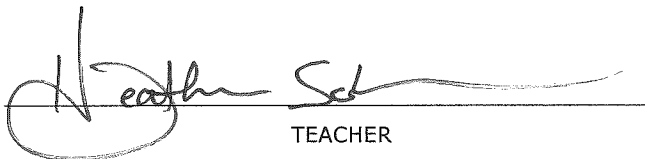
THIS CONTRACT, made this 19TH day of June year of 2012 by and between Coeur d'Alene Charter Academy in Coeur d'Alene, Idaho ("the School"), and HEATHER SOLSVIK ("the Teacher").

WITNESSETH:

1. The School hereby employs the Teacher pursuant to Section 33-515, Idaho Code, for the duration of the 2012-2013 school year consisting of a period of 192 days, and agrees to pay the Teacher for said services a base sum of Forty-seven thousand two hundred eighty Dollars (\$ 47280) of which 3940 shall be payable on the 25th day of the months September year of 2012 to August year of 2013 inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Teaching assignment(s): ENGLISH
and such other duties as may be assigned by the School for which the Teacher is properly certified and endorsed.
3. The Teacher agrees to perform all teaching assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required 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 33-522, Idaho Code, resulting in the termination or reduction of the employment relationship between the School and the Teacher.
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 either a Master Contract or the compensation established the Board of Trustees pursuant to Section 33-1274, Idaho Code, as such terms are applicable for the same school year as this Contract.

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

COEUR D'ALENE CHARTER ACADEMY, KOOTENAI COUNTY, STATE OF IDAHO


TEACHER

By C. Robert Nelson Vice CHAIRMAN
BOARD OF DIRECTORS

Attest: 
CFO/BUSINESS MANAGER

STATE OF IDAHO CONTINUING TEACHERS CONTRACT

THIS CONTRACT, made this 19TH day of June year of 2012 by and between Coeur d'Alene Charter Academy in Coeur d'Alene, Idaho ("the School"), and LYNNE STAMBRIDGE ("the Teacher").

WITNESSETH:

1. The School hereby employs the Teacher pursuant to Section 33-515, Idaho Code, for the duration of the 2012-2013 school year consisting of a period of 192 days, and agrees to pay the Teacher for said services a base sum of ~~FORTY-EIGHT THOUSAND NINE HUNDRED~~ ^{EXACT} ~~SIX~~ Dollars (\$ 48,986) of which 4082.17 shall be payable on the 25th day of the months September year of 2012 to August year of 2013 inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Teaching assignment(s): SOCIAL STUDIES and such other duties as may be assigned by the School for which the Teacher is properly certified and endorsed.
3. The Teacher agrees to perform all teaching assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required 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 33-522, Idaho Code, resulting in the termination or reduction of the employment relationship between the School and the Teacher.
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 either a Master Contract or the compensation established the Board of Trustees pursuant to Section 33-1274, Idaho Code, as such terms are applicable for the same school year as this Contract.

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

COEUR D'ALENE CHARTER ACADEMY, KOOTENAI COUNTY, STATE OF IDAHO

Lynne M. Stambidge
TEACHER

By C. Robert Nelson Vice CHAIRMAN
BOARD OF DIRECTORS

Attest: [Signature]
CFO/BUSINESS MANAGER

STATE OF IDAHO CONTINUING TEACHERS CONTRACT


THIS CONTRACT, made this 19TH day of June year of 2012 by and between Coeur d'Alene Charter Academy in Coeur d'Alene, Idaho ("the School"), and STIVE TAYLOR ("the Teacher").

WITNESSETH:

1. The School hereby employs the Teacher pursuant to Section 33-515, Idaho Code, for the duration of the 2012-2013 school year consisting of a period of 192 days, and agrees to pay the Teacher for said services a base sum of SIXTY-ONE THOUSAND SIX HUNDRED SIXTY-EIGHT Dollars (\$ 61,668) of which \$5139 shall be payable on the 25th day of the months September year of 2012 to August year of 2013 inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Teaching assignment(s): 6th GRADE and such other duties as may be assigned by the School for which the Teacher is properly certified and endorsed.
3. The Teacher agrees to perform all teaching assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required 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 33-522, Idaho Code, resulting in the termination or reduction of the employment relationship between the School and the Teacher.
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 either a Master Contract or the compensation established the Board of Trustees pursuant to Section 33-1274, Idaho Code, as such terms are applicable for the same school year as this Contract.

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

COEUR D'ALENE CHARTER ACADEMY, KOOTENAI COUNTY, STATE OF IDAHO



TEACHER

By C. Robert Nelson Vice CHAIRMAN
BOARD OF DIRECTORS

Attest: 

CFO/BUSINESS MANAGER

STATE OF IDAHO SUPPLEMENTAL CONTRACT FORM

THIS AGREEMENT, Made this 21st day of May year of 2012, by and between Coeur d'Alene Charter Academy in Coeur d'Alene, Idaho ("the School"), and Lewis Watkins ("the Employee"),

WITNESSETH:

The School hereby contracts to hire the Employee to perform an extra duty assignment as provided in the job description as Varsity Spring Track for a period of 192 days, beginning on the 20th day of August, in the year of 2012, and extending to the 14th day of June, in the year of 2013, at the compensation rate or fixed amount of Three thousand, two hundred dollars (\$3,200) until the Employee's contract has been fulfilled. Said compensation shall be paid on the 25th day of the checkout and evaluation month for the assigned activity.

EMPLOYEE will, at all times, faithfully perform all of the duties that may be required pursuant to the express and implicit terms hereof, to the reasonable satisfaction of the School. Such duties shall be rendered at School premises and such other place or places as the School shall in good faith require or as the interests, needs, business or opportunity of the School shall require.

The Terms of Employment of this Contract shall be in effect as given above for the length of time and extra duty expected, and are separate and apart from any certificated employee's regular duties and any Category A, B, Continuing or Retired Teacher Contract.

No property rights shall attach to this Contract.

This Contract excludes any expectation of employment beyond the terms given herein, under procedural requirements of Idaho Code, Section 33-515A(1).

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

COEUR D'ALENE CHARTER ACADEMY, KOOTENAI COUNTY, STATE OF IDAHO


EMPLOYEE

By C. Robert Nelson Vice, CHAIRMAN
BOARD OF DIRECTORS

Attest: 
CFO/BUSINESS MANAGER

STATE OF IDAHO SUPPLEMENTAL CONTRACT FORM

THIS AGREEMENT, Made this 21st day of May year of 2012, by and between Coeur d'Alene Charter Academy in Coeur d'Alene, Idaho ("the School"), and Lewis Watkins ("the Employee"),

WITNESSETH:

The School hereby contracts to hire the Employee to perform an extra duty assignment as provided in the job description as Varsity X-County for a period of 192 days, beginning on the 20th day of August, in the year of 2012, and extending to the 14th day of June, in the year of 2013, at the compensation rate or fixed amount of Three thousand, two hundred dollars (\$3,200) until the Employee's contract has been fulfilled. Said compensation shall be paid on the 25th day of the checkout and evaluation month for the assigned activity.

EMPLOYEE will, at all times, faithfully perform all of the duties that may be required pursuant to the express and implicit terms hereof, to the reasonable satisfaction of the School. Such duties shall be rendered at School premises and such other place or places as the School shall in good faith require or as the interests, needs, business or opportunity of the School shall require.

The Terms of Employment of this Contract shall be in effect as given above for the length of time and extra duty expected, and are separate and apart from any certificated employee's regular duties and any Category A, B, Continuing or Retired Teacher Contract.

No property rights shall attach to this Contract.

This Contract excludes any expectation of employment beyond the terms given herein, under procedural requirements of Idaho Code, Section 33-515A(1).

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

COEUR D'ALENE CHARTER ACADEMY, KOOTENAI COUNTY, STATE OF IDAHO


EMPLOYEE

By  Vice, CHAIRMAN
BOARD OF DIRECTORS

Attest: 
CFO/BUSINESS MANAGER

STATE OF IDAHO CONTINUING TEACHERS CONTRACT

THIS CONTRACT, made this 19TH day of June year of 2012 by and between Coeur d'Alene Charter Academy in Coeur d'Alene, Idaho ("the School"), and CARLA WHILE ("the Teacher").

WITNESSETH:

1. The School hereby employs the Teacher pursuant to Section 33-515, Idaho Code, for the duration of the 2012-2013 school year consisting of a period of 192 days, and agrees to pay the Teacher for said services a base sum of FIFTY-TWO THOUSAND SEVEN HUNDRED ONE Dollars (\$ 52,701) of which 4391.75 shall be payable on the 25th day of the months September year of 2012 to August year of 2013 inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Teaching assignment(s): MATH, SCIENCE and such other duties as may be assigned by the School for which the Teacher is properly certified and endorsed.
3. The Teacher agrees to perform all teaching assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required 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 33-522, Idaho Code, resulting in the termination or reduction of the employment relationship between the School and the Teacher.
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 either a Master Contract or the compensation established the Board of Trustees pursuant to Section 33-1274, Idaho Code, as such terms are applicable for the same school year as this Contract.

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

COEUR D'ALENE CHARTER ACADEMY, KOOTENAI COUNTY, STATE OF IDAHO

Carla While

TEACHER

By C. Robert Nelson Vice CHAIRMAN

BOARD OF DIRECTORS

Attest: _____

CFO/BUSINESS MANAGER

STATE OF IDAHO
SUPPLEMENTARY CONTRACT FORM

THIS AGREEMENT, Made this 18th day of September year of 2012, by and between Coeur d'Alene Charter Academy, Coeur d'Alene, Kootenai County, State of Idaho (hereinafter called the Academy) Party of the First Part, and Don Nicklay (hereinafter called the Employee), Party of the Second Part,

WITNESSETH:

The Academy hereby contracts to hire the Employee to perform an extra duty assignment as provided in the job description as Assistant Volleyball Coach for the 2012-2013 school year, beginning on the 20nd day of August, in the year of 2012, and extending to the 15th day of June, in the year of 2013, at the compensation rate or fixed amount of Six hundred dollars (\$600) until the Employee's contract has been fulfilled. Said compensation shall be paid on the 25th day of the final check out month for the extra duty assignment.

EMPLOYEE will, at all times, faithfully perform all of the duties that may be required pursuant to the express and implicit terms hereof, to the reasonable satisfaction of the Academy. Such duties shall be rendered at Academy premises and such other place or places as the Academy shall in good faith require or as the interests, needs, business or opportunity of the Academy shall require.

The Terms of Employment of this contract shall be in effect as given above for the length of time and extra duty expected, and are separate and apart from any certificated employee's regular teaching duties and any annual, renewable or limited one (1) year contract.

No property rights shall attach to this contract.

This contract excludes any expectation of employment beyond the terms given herein, under procedural requirements of Idaho Code, Section 33-515A.

IN WITNESS WHEREOF the Academy has caused this instrument to be executed in its name by its proper official and the Employee has executed the same all on the date first above written.

PARTY OF THE FIRST PART

BY

Paul Lee
CHAIRMAN, GOVERNING BOARD

[Signature]
PARTY OF THE SECOND PART

Attest:

[Signature]
ADMINISTRATOR