

# STATE OF IDAHO CHARTER ADMINISTRATOR CONTRACT

THIS CONTRACT, made this 17th day of June year of 2013, 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 (220 days per year), beginning in the month and day of July 1, year of 2013, through the month and day of June 30, year of 2014, at a base salary of SEVENTY-SEVEN THOUSAND SEVEN HUNDRED FORTY-FOUR (\$ 77,744 ) 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 \$ 6,478.66 on the 25th day(s) of each month beginning in July, year of 2013, to June, year of 2014, 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 1, in the year 2013, 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 year of performance hereunder to consider employing the Administrator beyond the last year designated in this contract. If the School elects to employ the Administrator beyond the last year designated in this Contract, it shall offer the Administrator a new Contract that reflects the new terms of employment, unless one of the parties notifies the other party by the sooner of the date this Contract expires or the July 1<sup>st</sup> following the last school year of employment under this Contract, of the intent to discontinue employment.
4. It is hereby mutually stipulated and agreed by and between the parties hereto that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, otherwise than is herein expressly stated, and that no property rights attach to this Contract beyond the term of this Contract.

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

[Signature]  
ADMINISTRATOR

By [Signature], CHAIRMAN  
BOARD OF DIRECTORS

Attest: [Signature]  
CLERK

# STATE OF IDAHO CHARTER ADMINISTRATOR CONTRACT

THIS CONTRACT, made this 17th day of June year of 2013, by and between Coeur d'Alene Charter Academy, Coeur d'Alene, Idaho ("the School"), and BRETT DEPOW ("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 1, year of 2013, through the month and day of June 30, year of 2014, at a base salary of SIXTY-FIVE THOUSAND AND 00/100 DOLLARS (\$ 65,000) per year, plus any additional annual increments, and such other monetary benefits accorded by the School to employees under contract for this position which may be described in a separate addendum. Said salary shall be paid in equal monthly installments in the amount of \$ 5,416.66 on the 25th day(s) of each month beginning in July, year of 2013, to June, year of 2014, 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 1, in the year 2013, 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 year of performance hereunder to consider employing the Administrator beyond the last year designated in this contract. If the School elects to employ the Administrator beyond the last year designated in this Contract, it shall offer the Administrator a new Contract that reflects the new terms of employment, unless one of the parties notifies the other party by the sooner of the date this Contract expires or the July 1<sup>st</sup> following the last school year of employment under this Contract, of the intent to discontinue employment.
4. It is hereby mutually stipulated and agreed by and between the parties hereto that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, otherwise than is herein expressly stated, and that no property rights attach to this Contract beyond the term of this Contract.

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

Brett Depow  
ADMINISTRATOR

By Paul Fran, CHAIRMAN  
BOARD OF DIRECTORS

Attest: M Thompson  
CLERK

## STATE OF IDAHO CATEGORY 2 TEACHERS CONTRACT


THIS CONTRACT, made this 17<sup>th</sup> day of June year of 2013, by and between Coeur d'Alene Charter Academy in Coeur d'Alene, Idaho ("the School"), and Kayla Johnson ("the Teacher").

WITNESSETH:

1. The School hereby employs the Teacher pursuant to Idaho Code § 33-514(2)(b) for the duration of the 2013-2014 school year, consisting of a period of 192 days, and agrees to pay the Teacher for said services a sum of Thirty-Six Thousand Eight Hundred Forty-Nine Dollars (\$36,849) of which \$3,070.75 shall be payable on the 25th day(s) of the months September year of 2013 to August year of 2014 inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Teaching assignment(s): Sixth 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 Contract the same as if fully set forth herein, and that no property rights attach to this Contract beyond the term of this Contract.
5. A full year under this Contract will count towards renewable contract status, in accordance with Section 33-515, Idaho Code.
6. Any material false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this agreement.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to Board Policy applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

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

  
\_\_\_\_\_  
TEACHER

By  \_\_\_\_\_, CHAIRMAN  
BOARD OF DIRECTORS

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

## STATE OF IDAHO CATEGORY 2 TEACHERS CONTRACT


THIS CONTRACT, made this 17<sup>th</sup> day of June year of 2013, by and between Coeur d'Alene Charter Academy in Coeur d'Alene, Idaho ("the School"), and Robert Miles ("the Teacher").

WITNESSETH:

1. The School hereby employs the Teacher pursuant to Idaho Code § 33-514(2)(b) for the duration of the 2013-2014 school year, consisting of a period of 192 days, and agrees to pay the Teacher for said services a sum of Thirty-Nine Thousand Six Hundred Thirty-Three Dollars (\$39,633) of which \$3,302.75 shall be payable on the 25th day(s) of the months September year of 2013 to August year of 2014 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 Contract the same as if fully set forth herein, and that no property rights attach to this Contract beyond the term of this Contract.
5. A full year under this Contract will count towards renewable contract status, in accordance with Section 33-515, Idaho Code.
6. Any material false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this agreement.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to Board Policy applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

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

  
\_\_\_\_\_  
TEACHER

By  \_\_\_\_\_, CHAIRMAN  
BOARD OF DIRECTORS

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

# STATE OF IDAHO RENEWABLE TEACHERS CONTRACT


THIS CONTRACT, made this 17th day of June year of 2013, 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 Idaho Code § 33-515 for the duration of the 2013-2014 school year consisting of a period of 192 days, and agrees to pay the Teacher for said services a sum of Fifty-Two Thousand Five Hundred Ninety-Two Dollars (\$52,592) of which 4,382.67 shall be payable on the 25th day(s) of the months September year of 2013 to August year of 2014 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 33-522A, 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 Board Policy applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

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

  
 \_\_\_\_\_  
 6/14/13  
 TEACHER

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

# STATE OF IDAHO RENEWABLE TEACHERS CONTRACT

THIS CONTRACT, made this 17th day of June year of 2013, by and between Coeur d'Alene Charter Academy in Coeur d'Alene, Idaho ("the School"), and Jean Robinson ("the Teacher").

WITNESSETH:

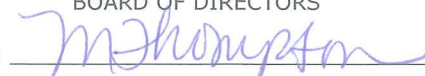
1. The School hereby employs the Teacher pursuant to Idaho Code § 33-515 for the duration of the 2013-2014 school year consisting of a period of 192 days, and agrees to pay the Teacher for said services a sum of Fifty-Eight Thousand Five Hundred Twenty Dollars (\$58,520) of which \$4,876.67 shall be payable on the 25th day(s) of the months September year of 2013 to August year of 2014 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 33-522A, 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 Board Policy applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

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

  
TEACHER

By , CHAIRMAN  
BOARD OF DIRECTORS

Attest:   
ADMINISTRATOR OR CLERK

# STATE OF IDAHO RENEWABLE TEACHERS CONTRACT

THIS CONTRACT, made this 17th day of June year of 2013, by and between Coeur d'Alene Charter Academy in Coeur d'Alene, Idaho ("the School"), and Frank Hallett ("the Teacher").

**WITNESSETH:**

1. The School hereby employs the Teacher pursuant to Idaho Code § 33-515 for the duration of the 2013-2014 school year consisting of a period of 192 days, and agrees to pay the Teacher for said services a sum of Sixty-One Thousand Six Hundred Sixty-Eight Dollars (\$61,668) of which \$5,139.00 shall be payable on the 25th day(s) of the months September year of 2013 to August year of 2014 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 33-522A, 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 Board Policy applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

IN WITNESS WHEREOF the School has caused this Contract to be executed in its name by its proper officials and the 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 Paul Fran, CHAIRMAN  
BOARD OF DIRECTORS

Attest: M Thompson  
ADMINISTRATOR OR CLERK

## STATE OF IDAHO CATEGORY 2 TEACHERS CONTRACT

THIS CONTRACT, made this 17<sup>th</sup> day of June year of 2013, by and between Coeur d'Alene Charter Academy in Coeur d'Alene, Idaho ("the School"), and Cindy Roth ("the Teacher").

WITNESSETH:


1. The School hereby employs the Teacher pursuant to Idaho Code § 33-514(2)(b) for the duration of the 2013-2014 school year, consisting of a period of 192 days, and agrees to pay the Teacher for said services a sum of Forty-One Thousand Fifty Two Dollars (\$41,052) of which \$3,421.00 shall be payable on the 25th day(s) of the months September year of 2013 to August year of 2014 inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Teaching assignment(s): English, Publications 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. A full year under this Contract will count towards renewable contract status, in accordance with Section 33-515, Idaho Code.
6. Any material false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this agreement.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to Board Policy applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

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

  
TEACHER

By , CHAIRMAN  
BOARD OF DIRECTORS

Attest:   
ADMINISTRATOR OR CLERK



# STATE OF IDAHO SUPPLEMENTAL CONTRACT FORM

THIS CONTRACT, Made this \_\_\_\_\_ day of \_\_\_\_\_ year of \_\_\_\_\_, by and between Coeur d'Alene Charter Academy in Coeur d'Alene, Idaho ("the School"), and CINDY ROTH ("the Employee"),

**WITNESSETH:**

1. The School hereby contracts to hire the Employee to perform an extra duty assignment as provided in the job description as SPEECH + DEBATE COACH for a period beginning on the 19th day of August, in the year of 2013, and extending to the 13th day of June, in the year of 2014, at the compensation rate or fixed amount of THREE THOUSAND TWO HUNDRED DOLLARS (\$ 3,200 ) until this Contract has been fulfilled. Said compensation shall be paid on the 25<sup>th</sup> day of the final check out month for the extra duty assignment.
2. The 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.
3. The Terms of Employment of this Contract shall remain in effect for the period set forth above and concerns the extra duty described herein. This Contract is separate and apart from any certificated employee's regular duties and any Category 1, 2, 3, Renewable, or Retired Teacher Contract.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, the duly adopted rules of the State Board of Education 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. It is further understood that this Contract excludes any expectation of employment beyond the terms given herein, and the procedural requirements of Section 33-515A, Idaho Code.

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]  
CLERK OF THE BOARD

## STATE OF IDAHO CATEGORY 2 TEACHERS CONTRACT

THIS CONTRACT, made this 17<sup>th</sup> day of June year of 2013, by and between Coeur d'Alene Charter Academy in Coeur d'Alene, Idaho ("the School"), and Sandi Goggin ("the Teacher").

WITNESSETH:

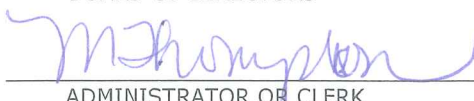
1. The School hereby employs the Teacher pursuant to Idaho Code § 33-514(2)(b) for the duration of the 2013-2014 school year, consisting of a period of 192 days, and agrees to pay the Teacher for said services a sum of Fifty Thousand Seven Hundred Fifty-Six Dollars (\$50,756) of which \$4,229.67 shall be payable on the 25th day(s) of the months September year of 2013 to August year of 2014 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 Contract the same as if fully set forth herein, and that no property rights attach to this Contract beyond the term of this Contract.
5. A full year under this Contract will count towards renewable contract status, in accordance with Section 33-515, Idaho Code.
6. Any material false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this agreement.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to Board Policy applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

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

  
\_\_\_\_\_  
TEACHER

By  \_\_\_\_\_, CHAIRMAN  
BOARD OF DIRECTORS

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

# STATE OF IDAHO RENEWABLE TEACHERS CONTRACT

THIS CONTRACT, made this 17th day of June year of 2013, 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 Idaho Code § 33-515 for the duration of the 2013-2014 school year consisting of a period of 192 days, and agrees to pay the Teacher for said services a sum of Sixty-Three Thousand Four Hundred Sixty-Eight Dollars (\$63,468) of which \$5,289.00 shall be payable on the 25th day(s) of the months September year of 2013 to August year of 2014 inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Teaching assignment(s): Sixth 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 33-522A, 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 Board Policy applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

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

Nancy J. Larsen  
 \_\_\_\_\_  
 Nancy J. Larsen  
 TEACHER

By Paul Fran, CHAIRMAN  
 \_\_\_\_\_  
 BOARD OF DIRECTORS  
 Attest: M. Thompson  
 \_\_\_\_\_  
 ADMINISTRATOR OR CLERK

# STATE OF IDAHO RENEWABLE TEACHERS CONTRACT

THIS CONTRACT, made this 17th day of June year of 2013, by and between Coeur d'Alene Charter Academy in Coeur d'Alene, Idaho ("the School"), and William Proser ("the Teacher").

WITNESSETH:

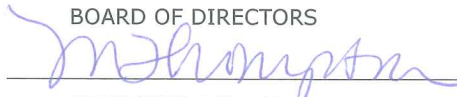
1. The School hereby employs the Teacher pursuant to Idaho Code § 33-515 for the duration of the 2013-2014 school year consisting of a period of 192 days, and agrees to pay the Teacher for said services a sum of Sixty-Nine Thousand Two Hundred Forty-Six Dollars (\$69,246) of which \$5,770.50 shall be payable on the 25th day(s) of the months July year of 2013 to June year of 2014 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 33-522A, 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 Board Policy applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

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

  
TEACHER

By , CHAIRMAN  
BOARD OF DIRECTORS

Attest:   
ADMINISTRATOR OR CLERK

# STATE OF IDAHO RENEWABLE TEACHERS CONTRACT

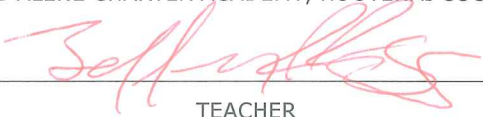
THIS CONTRACT, made this 17th day of June year of 2013, by and between Coeur d'Alene Charter Academy in Coeur d'Alene, Idaho ("the School"), and Jeff Rigg ("the Teacher").

WITNESSETH:

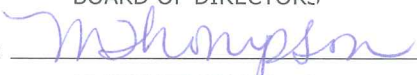
1. The School hereby employs the Teacher pursuant to Idaho Code § 33-515 for the duration of the 2013-2014 school year consisting of a period of 192 days, and agrees to pay the Teacher for said services a sum of Forty-Five Thousand Six Hundred Thirty-Five Dollars (\$45,635) of which \$3,802.92 shall be payable on the 25th day(s) of the months September year of 2013 to August year of 2014 inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Teaching assignment(s): Study Skills, Physical Education 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 33-522A, 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 Board Policy applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

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

  
\_\_\_\_\_  
TEACHER

By  \_\_\_\_\_, CHAIRMAN  
BOARD OF DIRECTORS

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

# STATE OF IDAHO RENEWABLE TEACHERS CONTRACT

THIS CONTRACT, made this 17th day of June year of 2013, by and between Coeur d'Alene Charter Academy in Coeur d'Alene, Idaho ("the School"), and Lynne Stembridge ("the Teacher").

WITNESSETH:

1. The School hereby employs the Teacher pursuant to Idaho Code § 33-515 for the duration of the 2013-2014 school year consisting of a period of 192 days, and agrees to pay the Teacher for said services a sum of Fifty Thousand Seven Hundred Fifty-Four Dollars (\$50,754) of which \$4,229.50 shall be payable on the 25th day(s) of the months September year of 2013 to August year of 2014 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 33-522A, 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 Board Policy applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

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

Lynne M Stembridge  
TEACHER

By Paul L..., CHAIRMAN  
BOARD OF DIRECTORS

Attest: M. Thompson  
ADMINISTRATOR OR CLERK

# STATE OF IDAHO RENEWABLE TEACHERS CONTRACT

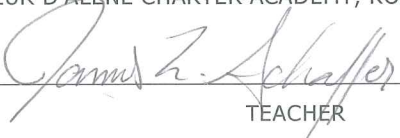
THIS CONTRACT, made this 17th day of June year of 2013, by and between Coeur d'Alene Charter Academy in Coeur d'Alene, Idaho ("the School"), and Jim Schaffer ("the Teacher").

WITNESSETH:

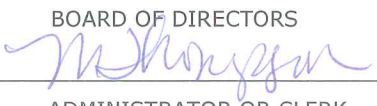
1. The School hereby employs the Teacher pursuant to Idaho Code § 33-515 for the duration of the 2013-2014 school year consisting of a period of 185 days, and agrees to pay the Teacher for said services a sum of Sixty Thousand One Hundred Sixty-Six Dollars (\$60,166) of which \$5,013.83 shall be payable on the 25th day(s) of the months September year of 2013 to August year of 2014 inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Teaching assignment(s): Counselor 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 33-522A, 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 Board Policy applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

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

  
\_\_\_\_\_  
TEACHER

By  \_\_\_\_\_, CHAIRMAN  
BOARD OF DIRECTORS

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

# Coeur d'Alene Charter Academy 2013-2014 School Calendar

## SIGNIFICANT DATES

- August 19..... Teachers start
- August 26..... First day of school
- September 2..... Labor Day - No School
- October 4..... Staff Development - No School
- November 7..... Parent Teacher Conferences:  
  - \*6th Grade ONLY No School (Nov. 7-8)
  - 7-12 Grades Dismissed at 12:30 PM
- P/T conferences: 7-12 grades 3-6 PM, 6th grade by appt
- November 11..... Veterans' Day Observed - School in Session
- November 27-29..... Thanksgiving Break - No School
- Dec 23-Jan 3..... Christmas Break - No School
- January 6..... School resumes
- January 20..... Martin Luther King Jr. Day - No School
- January 21-23..... Finals: All grades dismissed at 12:30 PM
- January 24..... Staff Development - No School
- February 17..... Presidents' Day - No School
- March 31 - April 4..... Spring Break - No School
- May 26..... Memorial Day - No School
- May 28 (tentative).... Class of 2014 Graduation
- June 9-11..... Finals: All grades dismissed at 12:30 PM
- June 11..... Last Day of School
- June 13..... Last Day for Teachers

## GRADING PERIODS / PROGRESS REPORTS

- September 25 - Mid-Quarter Progress Reports = 22 days
- October 30 - End of 1st Quarter = 46 days
- December 6 - Mid-Quarter Progress Reports = 24 days
- January 24 - End of 1st Semester = 47 days
- February 26 - Mid-Quarter Progress Reports = 22 days
- March 28 - End of 3rd Quarter = 44 days
- May 7 - Mid Quarter Progress Reports = 23 days
- June 11 - End of 2nd Semester = 47 days

AUGUST				
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

SEPTEMBER				
M	T	W	Th	F
2	3	4	5	6
9	10	11	12	13
16	17	18	19	20
23	24	25	26	27
30				

OCTOBER				
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	

NOVEMBER				
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

DECEMBER				
M	T	W	Th	F
2	3	4	5	6
9	10	11	12	13
16	17	18	19	20
23	24	25	26	27
30	31			

**KEY:**

Significant Dates

Dismissed Early

No School

JANUARY				
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

FEBRUARY				
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

MARCH				
M	T	W	Th	F
3	4	5	6	7
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17	18	19	20	21
24	25	26	27	28
31				

APRIL				
M	T	W	Th	F
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14	15	16	17	18
21	22	23	24	25
28	29	30		

MAY				
M	T	W	Th	F
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19	20	21	22	23
26	27	28	29	30

JUNE				
M	T	W	Th	F
2	3	4	5	6
9	10	11	12	13
16	17	18	19	20
23	24	25	26	27

*Non-contracted days - Jim Schaffer*



# STATE OF IDAHO RENEWABLE TEACHERS CONTRACT

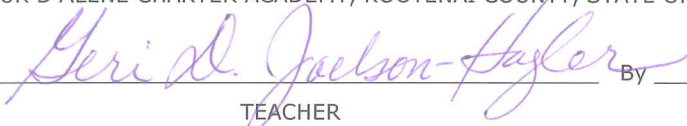
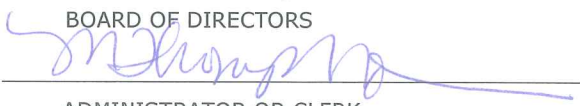
THIS CONTRACT, made this 17th day of June year of 2013, by and between Coeur d'Alene Charter Academy in Coeur d'Alene, Idaho ("the School"), and Geri Joelson-Hagler ("the Teacher").

WITNESSETH:

1. The School hereby employs the Teacher pursuant to Idaho Code § 33-515 for the duration of the 2013-2014 school year consisting of a period of 192 days, and agrees to pay the Teacher for said services a sum of Fifty-Three Thousand Seven Hundred Twenty-One Dollars (\$53,721) of which \$4,476.75 shall be payable on the 25th day(s) of the months September year of 2013 to August year of 2014 inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Teaching assignment(s): Sixth 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 33-522A, 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 Board Policy applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

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


  
 \_\_\_\_\_ By \_\_\_\_\_, CHAIRMAN
   
 TEACHER BOARD OF DIRECTORS
   
 Attest: 
  
 ADMINISTRATOR OR CLERK

## STATE OF IDAHO SUPPLEMENTAL CONTRACT FORM

THIS CONTRACT, Made this \_\_\_\_\_ day of \_\_\_\_\_ year of \_\_\_\_\_, by and between Coeur d'Alene Charter Academy in Coeur d'Alene, Idaho ("the School"), and MIKE McCORMACK ("the Employee"),

**WITNESSETH:**

1. The School hereby contracts to hire the Employee to perform an extra duty assignment as provided in the job description as NATIONAL HONOR SOCIETY ADVISOR for a period beginning on the 19th day of August, in the year of 2013, and extending to the 13th day of June, in the year of 2014, at the compensation rate or fixed amount of THREE HUNDRED DOLLARS (\$ 300 ) until this Contract has been fulfilled. Said compensation shall be paid on the 25<sup>th</sup> day of the final check out month for the extra duty assignment.
2. The 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.
3. The Terms of Employment of this Contract shall remain in effect for the period set forth above and concerns the extra duty described herein. This Contract is separate and apart from any certificated employee's regular duties and any Category 1, 2, 3, Renewable, or Retired Teacher Contract.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, the duly adopted rules of the State Board of Education 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. It is further understood that this Contract excludes any expectation of employment beyond the terms given herein, and the procedural requirements of Section 33-515A, Idaho Code.

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

Michael McCork  
EMPLOYEE

By Paul Fran, CHAIRMAN  
BOARD OF DIRECTORS

Attest: M Thompson  
CLERK OF THE BOARD

# STATE OF IDAHO RENEWABLE TEACHERS CONTRACT

THIS CONTRACT, made this 17th day of June year of 2013, by and between Coeur d'Alene Charter Academy in Coeur d'Alene, Idaho ("the School"), and Michael McCormack ("the Teacher").

WITNESSETH:

1. The School hereby employs the Teacher pursuant to Idaho Code § 33-515 for the duration of the 2013-2014 school year consisting of a period of 192 days, and agrees to pay the Teacher for said services a sum of Forty Thousand Seven Hundred Thirty Dollars (\$40,730) of which \$3,394.17 shall be payable on the 25th day(s) of the months September year of 2013 to August year of 2014 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 33-522A, 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 Board Policy applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

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

Michael McCormack  
TEACHER

By Paul Fran, CHAIRMAN  
BOARD OF DIRECTORS

Attest: M Thompson  
ADMINISTRATOR OR CLERK

# STATE OF IDAHO CATEGORY 3 TEACHERS CONTRACT

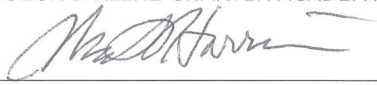
THIS CONTRACT, made this 17<sup>th</sup> day of June year of 2013, by and between Coeur d'Alene Charter Academy in Coeur d'Alene, Idaho ("the School"), and Michael Harrison ("the Teacher").

**WITNESSETH:**

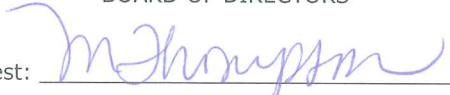
1. The School hereby employs the Teacher pursuant to Idaho Code § 33-514(2)(c) for the duration of the 2013-2014 school year, consisting of a period of 192 days, and agrees to pay the Teacher for said services a sum of Thirty-Nine Thousand Two Hundred Fifty-Seven Dollars (\$39,257) of which \$3,271.42 shall be payable on the 25th day(s) of the months September year of 2013 to August year of 2014 inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Teaching assignment(s): Band 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, and that no property rights attach to this Contract beyond the term of this Contract and the non-renewal procedures provided in Section 33-514(2)(c), Idaho Code.
5. A full year under this Contract will count towards renewable contract status, in accordance with Section 33-515, Idaho Code.
6. Any material false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to Board Policy applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

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

  
\_\_\_\_\_  
TEACHER

By  \_\_\_\_\_, CHAIRMAN  
BOARD OF DIRECTORS

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

# STATE OF IDAHO RENEWABLE TEACHERS CONTRACT

THIS CONTRACT, made this 17th day of June year of 2013, by and between Coeur d'Alene Charter Academy in Coeur d'Alene, Idaho ("the School"), and Lynda LeBlanc ("the Teacher").

**WITNESSETH:**


1. The School hereby employs the Teacher pursuant to Idaho Code § 33-515 for the duration of the 2013-2014 school year consisting of a period of 192 days, and agrees to pay the Teacher for said services a sum of Forty-Nine Thousand Seventy-Three Dollars (\$49,073) of which \$4,089.42 shall be payable on the 25th day(s) of the months September year of 2013 to August year of 2014 inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Teaching assignment(s): French, 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 33-522A, 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 Board Policy applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

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

  
TEACHER

By , CHAIRMAN  
BOARD OF DIRECTORS

Attest:   
ADMINISTRATOR OR CLERK

# STATE OF IDAHO RENEWABLE TEACHERS CONTRACT

THIS CONTRACT, made this 17th day of June year of 2013, by and between 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 Idaho Code § 33-515 for the duration of the 2013-2014 school year consisting of a period of 192 days, and agrees to pay the Teacher for said services a sum of Fifty-Two Thousand Five Hundred Eight-Eight Dollars (\$52,588) of which 4,382.33 shall be payable on the 25th day(s) of the months September year of 2013 to August year of 2014 inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Teaching assignment(s): Social Studies, Economics 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 33-522A, 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 Board Policy applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

IN WITNESS WHEREOF the School has caused this Contract to be executed in its name by its proper officials and the 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 Paul Fran, CHAIRMAN  
BOARD OF DIRECTORS

Attest: M Thompson  
ADMINISTRATOR OR CLERK

# STATE OF IDAHO SUPPLEMENTAL CONTRACT FORM

THIS CONTRACT, Made this \_\_\_\_\_ day of \_\_\_\_\_ year of \_\_\_\_\_, by and between  
Coeur d'Alene Charter Academy in Coeur d'Alene, Idaho ("the School"), and  
COLLEEN ALVES ("the Employee"),

**WITNESSETH:**

1. The School hereby contracts to hire the Employee to perform an extra duty assignment as provided in the job description as ADMIN. INSTRUCTIONAL TECHNOLOGY LEADER for a period beginning on the 19th day of August, in the year of 2013, and extending to the 13th day of June, in the year of 2014, at the compensation rate or fixed amount of SIX THOUSAND AND 00 DOLLARS (\$ 6,000 ) until this Contract has been fulfilled. Said compensation shall be paid on the 25<sup>th</sup> day of the final check out month for the extra duty assignment.
2. The 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.
3. The Terms of Employment of this Contract shall remain in effect for the period set forth above and concerns the extra duty described herein. This Contract is separate and apart from any certificated employee's regular duties and any Category 1, 2, 3, Renewable, or Retired Teacher Contract.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, the duly adopted rules of the State Board of Education 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. It is further understood that this Contract excludes any expectation of employment beyond the terms given herein, and the procedural requirements of Section 33-515A, Idaho Code.

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

Colleen Alves  
EMPLOYEE

By Paul Fran, CHAIRMAN  
BOARD OF DIRECTORS

Attest: M Thompson  
CLERK OF THE BOARD

# STATE OF IDAHO SUPPLEMENTAL CONTRACT FORM


THIS CONTRACT, Made this \_\_\_\_\_ day of \_\_\_\_\_ year of \_\_\_\_\_, by and between  
Coeur d'Alene Charter Academy in Coeur d'Alene, Idaho ("the School"), and  
ROBERT BASS ("the Employee"),

**WITNESSETH:**

1. The School hereby contracts to hire the Employee to perform an extra duty assignment as provided in the job description as TECHNOLOGY COORDINATOR for a period beginning on the 19th day of August, in the year of 2013, and extending to the 13th day of June, in the year of 2014, at the compensation rate or fixed amount of FOURTEEN THOUSAND ONE HUNDRED FORTY (\$14,140) until this Contract has been fulfilled. Said compensation shall be paid on the 25<sup>th</sup> day of the final check out month for the extra duty assignment.
2. The 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.
3. The Terms of Employment of this Contract shall remain in effect for the period set forth above and concerns the extra duty described herein. This Contract is separate and apart from any certificated employee's regular duties and any Category 1, 2, 3, Renewable, or Retired Teacher Contract.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, the duly adopted rules of the State Board of Education 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. It is further understood that this Contract excludes any expectation of employment beyond the terms given herein, and the procedural requirements of Section 33-515A, Idaho Code.

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 Paul Fran, CHAIRMAN  
BOARD OF DIRECTORS

Attest: M Thompson  
CLERK OF THE BOARD



# STATE OF IDAHO RENEWABLE TEACHERS CONTRACT

THIS CONTRACT, made this 17th day of June year of 2013, 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 Idaho Code § 33-515 for the duration of the 2013-2014 school year consisting of a period of 192 days, and agrees to pay the Teacher for said services a sum of Fifty-Two Thousand Seven Hundred One Dollars (\$52,701) of which 4,391.75 shall be payable on the 25th day(s) of the months September year of 2013 to August year of 2014 inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Teaching assignment(s): Math, Computer 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 33-522A, 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 Board Policy applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

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

  
 \_\_\_\_\_  
 TEACHER

By Paul Fran, CHAIRMAN  
 BOARD OF DIRECTORS  
 Attest: M Thompson  
 ADMINISTRATOR OR CLERK

# STATE OF IDAHO RENEWABLE TEACHERS CONTRACT

THIS CONTRACT, made this 17th day of June year of 2013, by and between Coeur d'Alene Charter Academy in Coeur d'Alene, Idaho ("the School"), and Steve Taylor ("the Teacher").

WITNESSETH:


1. The School hereby employs the Teacher pursuant to Idaho Code § 33-515 for the duration of the 2013-2014 school year consisting of a period of 192 days, and agrees to pay the Teacher for said services a sum of Sixty-One Thousand Six Hundred Sixty-Eight Dollars (\$61,668) of which \$5,139.00 shall be payable on the 25th day(s) of the months July year of 2013 to June year of 2014 inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Teaching assignment(s): Sixth 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 33-522A, 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 Board Policy applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

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

  
\_\_\_\_\_  
TEACHER

By  \_\_\_\_\_, CHAIRMAN  
BOARD OF DIRECTORS

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

# STATE OF IDAHO RENEWABLE TEACHERS CONTRACT

THIS CONTRACT, made this 17th day of June year of 2013, by and between Coeur d'Alene Charter Academy in Coeur d'Alene, Idaho ("the School"), and Tracey Benson-Vaughan ("the Teacher").

WITNESSETH:

1. The School hereby employs the Teacher pursuant to Idaho Code § 33-515 for the duration of the 2013-2014 school year consisting of a period of 192 days, and agrees to pay the Teacher for said services a sum of Thirty-Seven Thousand Five Hundred Fifty Dollars (\$37,550) of which 3,129.17 shall be payable on the 25th day(s) of the months September year of 2013 to August year of 2014 inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Teaching assignment(s): Drama, Communications 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 33-522A, 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 Board Policy applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

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

\_\_\_\_\_

TEACHER

By Paul Fran, CHAIRMAN

BOARD OF DIRECTORS

Attest: M Thompson

ADMINISTRATOR OR CLERK

# STATE OF IDAHO RENEWABLE TEACHERS CONTRACT

THIS CONTRACT, made this 17th day of June year of 2013, 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 Idaho Code § 33-515 for the duration of the 2013-2014 school year consisting of a period of 192 days, and agrees to pay the Teacher for said services a sum of Fifty-Two Thousand Seven Hundred One Dollars (\$52,701) of which \$4,391.75 shall be payable on the 25th day(s) of the months September year of 2013 to August year of 2014 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 33-522A, 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 Board Policy applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

IN WITNESS WHEREOF the School has caused this Contract to be executed in its name by its proper officials and the 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 Paul Fran, CHAIRMAN  
BOARD OF DIRECTORS

Attest: M. Thompson  
ADMINISTRATOR OR CLERK

# STATE OF IDAHO RENEWABLE TEACHERS CONTRACT

THIS CONTRACT, made this 17th day of June year of 2013, by and between Coeur d'Alene Charter Academy in Coeur d'Alene, Idaho ("the School"), and Arthur Marshall ("the Teacher").

WITNESSETH:

1. The School hereby employs the Teacher pursuant to Idaho Code § 33-515 for the duration of the 2013-2014 school year consisting of a period of 192 days, and agrees to pay the Teacher for said services a sum of Fifty-Four Thousand Four Hundred Ninety-Seven Dollars (\$54,497) of which \$4,541.42 shall be payable on the 25th day(s) of the months September year of 2013 to August year of 2014 inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Teaching assignment(s): Sixth 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 33-522A, 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 Board Policy applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

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

Arthur Marshall  
TEACHER 6-10-13

By Paul Fran, CHAIRMAN

BOARD OF DIRECTORS  
Attest: M Thompson  
ADMINISTRATOR OR CLERK

# STATE OF IDAHO CATEGORY 3 TEACHERS CONTRACT


THIS CONTRACT, made this 17<sup>th</sup> day of June year of 2013, by and between Coeur d'Alene Charter Academy in Coeur d'Alene, Idaho ("the School"), and Chris Sabatke ("the Teacher").

WITNESSETH:

1. The School hereby employs the Teacher pursuant to Idaho Code § 33-514(2)(c) for the duration of the 2013-2014 school year, consisting of a period of 192 days, and agrees to pay the Teacher for said services a sum of Fifty-Eight Thousand Five Hundred Nineteen Dollars (\$58,519) of which \$4,876.58 shall be payable on the 25th day(s) of the months September year of 2013 to August year of 2014 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, and that no property rights attach to this Contract beyond the term of this Contract and the non-renewal procedures provided in Section 33-514(2)(c), Idaho Code.
5. A full year under this Contract will count towards renewable contract status, in accordance with Section 33-515, Idaho Code.
6. Any material false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to Board Policy applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

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

  
TEACHER

By  , CHAIRMAN  
BOARD OF DIRECTORS

Attest:   
ADMINISTRATOR OR CLERK

## STATE OF IDAHO CATEGORY 2 TEACHERS CONTRACT

THIS CONTRACT, made this 17<sup>th</sup> day of June year of 2013, by and between 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 Idaho Code § 33-514(2)(b) for the duration of the 2013-2014 school year, consisting of a period of 192 days, and agrees to pay the Teacher for said services a sum of Thirty-Seven Thousand Eight Hundred Thirty-Eight Dollars (\$37,838) of which \$3,153.17 shall be payable on the 25th day(s) of the months September year of 2013 to August year of 2014 inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Teaching assignment(s): English and 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. A full year under this Contract will count towards renewable contract status, in accordance with Section 33-515, Idaho Code.
6. Any material false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this agreement.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to Board Policy applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

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

Scott A. MacPhee  
TEACHER

By Paul Fran, CHAIRMAN  
BOARD OF DIRECTORS

Attest: M. Thompson  
ADMINISTRATOR OR CLERK

# STATE OF IDAHO RENEWABLE TEACHERS CONTRACT

THIS CONTRACT, made this 17th day of June year of 2013, by and between Coeur d'Alene Charter Academy in Coeur d'Alene, Idaho ("the School"), and Karen Segó-Coughenour ("the Teacher").

WITNESSETH:

1. The School hereby employs the Teacher pursuant to Idaho Code § 33-515 for the duration of the 2013-2014 school year consisting of a period of 192 days, and agrees to pay the Teacher for said services a sum of Forty-Seven Thousand Two Hundred Eighty Dollars (\$47,280) of which \$3,940.00 shall be payable on the 25th day(s) of the months September year of 2013 to August year of 2014 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 33-522A, 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 Board Policy applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

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

Karen L. Coughenour  
TEACHER

Paul L..., CHAIRMAN  
BOARD OF DIRECTORS

Attest: M. Thompson  
ADMINISTRATOR OR CLERK



# STATE OF IDAHO RENEWABLE TEACHERS CONTRACT

THIS CONTRACT, made this 17th day of June year of 2013, 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 Idaho Code § 33-515 for the duration of the 2013-2014 school year consisting of a period of 192 days, and agrees to pay the Teacher for said services a sum of Fifty-Four Thousand Four Hundred Ninety-Six Dollars (\$54,496) of which \$4,541.33 shall be payable on the 25th day(s) of the months September year of 2013 to August year of 2014 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 33-522A, 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 Board Policy applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

IN WITNESS WHEREOF the School has caused this Contract to be executed in its name by its proper officials and the 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 Paul Fran, CHAIRMAN  
BOARD OF DIRECTORS

Attest: M. Krupson  
ADMINISTRATOR OR CLERK

# STATE OF IDAHO RENEWABLE TEACHERS CONTRACT


THIS CONTRACT, made this 17th day of June year of 2013, by and between Coeur d'Alene Charter Academy in Coeur d'Alene, Idaho ("the School"), and Heather Ketchum ("the Teacher").

WITNESSETH:

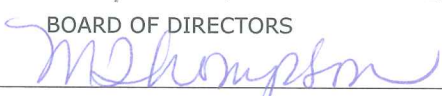
1. The School hereby employs the Teacher pursuant to Idaho Code § 33-515 for the duration of the 2013-2014 school year consisting of a period of 192 days, and agrees to pay the Teacher for said services a sum of Forty-Seven Thousand Two Hundred Seventy-Nine Dollars (\$47,279) of which \$3,939.92 shall be payable on the 25th day(s) of the months September year of 2013 to August year of 2014 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 33-522A, 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 Board Policy applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

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

  
\_\_\_\_\_  
TEACHER

By  \_\_\_\_\_, CHAIRMAN

BOARD OF DIRECTORS  
Attest:   
\_\_\_\_\_  
ADMINISTRATOR OR CLERK

# STATE OF IDAHO RENEWABLE TEACHERS CONTRACT

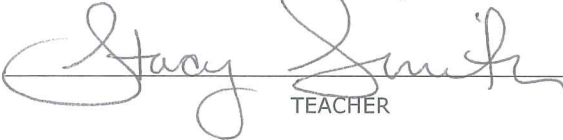
THIS CONTRACT, made this 17th day of June year of 2013, by and between Coeur d'Alene Charter Academy in Coeur d'Alene, Idaho ("the School"), and Stacy Smith ("the Teacher").

WITNESSETH:


1. The School hereby employs the Teacher pursuant to Idaho Code § 33-515 for the duration of the 2013-2014 school year consisting of a period of 192 days, and agrees to pay the Teacher for said services a sum of Forty-Four Thousand Fifty-Two Dollars (\$44,052) of which \$3,671.00 shall be payable on the 25th day(s) of the months September year of 2013 to August year of 2014 inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Teaching assignment(s): Social Studies, Physical Education 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 33-522A, 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 Board Policy applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

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

  
TEACHER

By  \_\_\_\_\_, CHAIRMAN

BOARD OF DIRECTORS  
Attest:  \_\_\_\_\_  
ADMINISTRATOR OR CLERK

# STATE OF IDAHO RENEWABLE TEACHERS CONTRACT

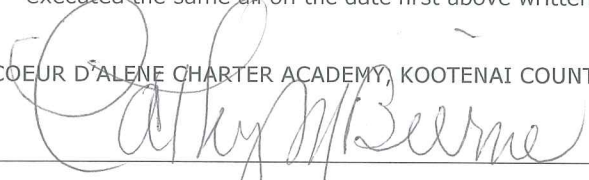
THIS CONTRACT, made this 17th day of June year of 2013, by and between Coeur d'Alene Charter Academy in Coeur d'Alene, Idaho ("the School"), and Cathy Bierne ("the Teacher").

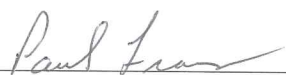
WITNESSETH:

1. The School hereby employs the Teacher pursuant to Idaho Code § 33-515 for the duration of the 2013-2014 school year consisting of a period of 192 days, and agrees to pay the Teacher for said services a sum of Fifty-Two Thousand Five Hundred Ninety Dollars (\$52,590) of which 4,382.50 shall be payable on the 25th day(s) of the months September year of 2013 to August year of 2014 inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Teaching assignment(s): Sixth 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 33-522A, 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 Board Policy applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

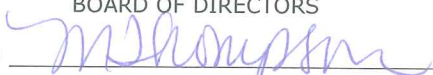
IN WITNESS WHEREOF the School has caused this Contract to be executed in its name by its proper officials and the Teacher has executed the same all on the date first above written.

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

  
 \_\_\_\_\_  
 TEACHER

By  \_\_\_\_\_, CHAIRMAN

BOARD OF DIRECTORS

Attest:  \_\_\_\_\_

ADMINISTRATOR OR CLERK

# STATE OF IDAHO RENEWABLE TEACHERS CONTRACT

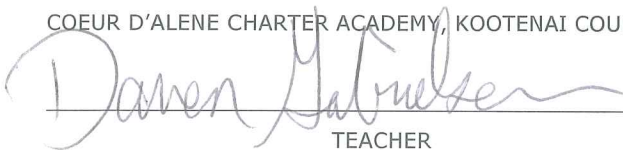
THIS CONTRACT, made this 17th day of June year of 2013, by and between Coeur d'Alene Charter Academy in Coeur d'Alene, Idaho ("the School"), and Darren Gabrielsen ("the Teacher").

WITNESSETH:

1. The School hereby employs the Teacher pursuant to Idaho Code § 33-515 for the duration of the 2013-2014 school year consisting of a period of 192 days, and agrees to pay the Teacher for said services a sum of Sixty Thousand Six Hundred Forty-Eight Dollars (\$60,648) of which \$5,054 shall be payable on the 25th day(s) of the months September year of 2013 to August year of 2014 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 33-522A, 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 Board Policy applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

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

  
 \_\_\_\_\_  
 TEACHER

By  \_\_\_\_\_, CHAIRMAN  
 BOARD OF DIRECTORS

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

# STATE OF IDAHO RENEWABLE TEACHERS CONTRACT

THIS CONTRACT, made this 17th day of June year of 2013, by and between 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 Idaho Code § 33-515 for the duration of the 2013-2014 school year consisting of a period of 192 days, and agrees to pay the Teacher for said services a sum of Thirty-Three Thousand Six Hundred Ninety-Three Dollars (\$33,693) of which 2,807.75 shall be payable on the 25th day(s) of the months September year of 2013 to August year of 2014 inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Teaching assignment(s): Spanish 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 33-522A, 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 Board Policy applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

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

Elisa J. Barry  
TEACHER

By Paul Fran, CHAIRMAN

BOARD OF DIRECTORS  
Attest: M Thompson  
ADMINISTRATOR OR CLERK

# STATE OF IDAHO RENEWABLE TEACHERS CONTRACT

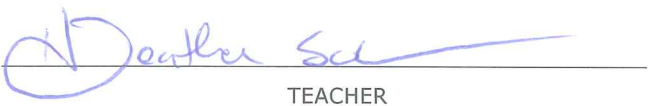
THIS CONTRACT, made this 17th day of June year of 2013, by and between Coeur d'Alene Charter Academy in Coeur d'Alene, Idaho ("the School"), and Heather Solsvik ("the Teacher").

**WITNESSETH:**

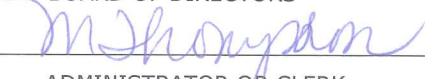
1. The School hereby employs the Teacher pursuant to Idaho Code § 33-515 for the duration of the 2013-2014 school year consisting of a period of 192 days, and agrees to pay the Teacher for said services a sum of Forty-Eight Thousand Nine Hundred Eighty-Six Dollars (\$48,986) of which \$4,082.17 shall be payable on the 25th day(s) of the months September year of 2013 to August year of 2014 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 33-522A, 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 Board Policy applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

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

  
TEACHER

By  , CHAIRMAN  
BOARD OF DIRECTORS

Attest:   
ADMINISTRATOR OR CLERK

# STATE OF IDAHO SUPPLEMENTAL CONTRACT FORM

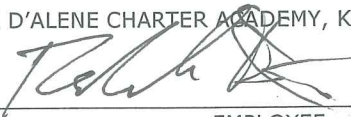
THIS CONTRACT, Made this 28 day of May year of 2013, by and between  
Coeur d'Alene Charter Academy in Coeur d'Alene, Idaho ("the School"), and  
Robby Miles ("the Employee"),

**WITNESSETH:**

1. The School hereby contracts to hire the Employee to perform an extra duty assignment as provided in the job description as Head Track Coach for a period beginning on the 19th day of August, in the year of 2013, and extending to the 13th day of June, in the year of 2014, at the compensation rate or fixed amount of Two thousand two hundred dollars - (\$2,200.00) until this Contract has been fulfilled. Said compensation shall be paid on the 25<sup>th</sup> day of the final check out month for the extra duty assignment.
2. The 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.
3. The Terms of Employment of this Contract shall remain in effect for the period set forth above and concerns the extra duty described herein. This Contract is separate and apart from any certificated employee's regular duties and any Category 1, 2, 3, Renewable, or Retired Teacher Contract.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, the duly adopted rules of the State Board of Education 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. It is further understood that this Contract excludes any expectation of employment beyond the terms given herein, and the procedural requirements of Section 33-515A, Idaho Code.

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 , CHAIRMAN  
BOARD OF DIRECTORS

Attest:   
CLERK OF THE BOARD



## STATE OF IDAHO SUPPLEMENTAL CONTRACT FORM

THIS CONTRACT, Made this \_\_\_\_\_ day of \_\_\_\_\_ year of \_\_\_\_\_, by and between  
Coeur d'Alene Charter Academy in Coeur d'Alene, Idaho ("the School"), and  
Janie Staples ("the Employee"),

**WITNESSETH:**

1. The School hereby contracts to hire the Employee to perform an extra duty assignment as provided in the job description as Girls Middle School Volleyball Coach for a period beginning on the 19th day of August, in the year of 2013, and extending to the 13th day of June, in the year of 2014, at the compensation rate or fixed amount of Two thousand two hundred dollars (\$2,200.00) until this Contract has been fulfilled. Said compensation shall be paid on the 25<sup>th</sup> day of the final check out month for the extra duty assignment.
2. The 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.
3. The Terms of Employment of this Contract shall remain in effect for the period set forth above and concerns the extra duty described herein. This Contract is separate and apart from any certificated employee's regular duties and any Category 1, 2, 3, Renewable, or Retired Teacher Contract.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, the duly adopted rules of the State Board of Education 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. It is further understood that this Contract excludes any expectation of employment beyond the terms given herein, and the procedural requirements of Section 33-515A, Idaho Code.

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

Janie Staples  
EMPLOYEE

By Paul Lewis, CHAIRMAN  
BOARD OF DIRECTORS

Attest: M Thompson  
CLERK OF THE BOARD

## STATE OF IDAHO SUPPLEMENTAL CONTRACT FORM

THIS CONTRACT, Made this \_\_\_\_\_ day of \_\_\_\_\_ year of \_\_\_\_\_, by and between  
Coeur d'Alene Charter Academy in Coeur d'Alene, Idaho ("the School"), and  
Steve Bourgard ("the Employee"),

**WITNESSETH:**

1. The School hereby contracts to hire the Employee to perform an extra duty assignment as provided in the job description as Varsity Boys Coach for a period beginning on the 19th day of August, in the year of 2013, and extending to the 13th day of June, in the year of 2014, at the compensation rate or fixed amount of Three thousand two hundred dollars (\$3,200<sup>00</sup>) until this Contract has been fulfilled. Said compensation shall be paid on the 25<sup>th</sup> day of the final check out month for the extra duty assignment.
2. The 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.
3. The Terms of Employment of this Contract shall remain in effect for the period set forth above and concerns the extra duty described herein. This Contract is separate and apart from any certificated employee's regular duties and any Category 1, 2, 3, Renewable, or Retired Teacher Contract.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, the duly adopted rules of the State Board of Education 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. It is further understood that this Contract excludes any expectation of employment beyond the terms given herein, and the procedural requirements of Section 33-515A, Idaho Code.

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

Steve Bourgard  
EMPLOYEE

By Paul Frank, CHAIRMAN  
BOARD OF DIRECTORS

Attest: M. Thompson  
CLERK OF THE BOARD

## STATE OF IDAHO SUPPLEMENTAL CONTRACT FORM

THIS CONTRACT, Made this \_\_\_\_\_ day of \_\_\_\_\_ year of \_\_\_\_\_, by and between  
Coeur d'Alene Charter Academy in Coeur d'Alene, Idaho ("the School"), and  
Chris Sabatke ("the Employee"),

WITNESSETH:

1. The School hereby contracts to hire the Employee to perform an extra duty assignment as provided in the job description as Head Tennis Coach for a period beginning on the 19th day of August, in the year of 2013, and extending to the 13th day of June, in the year of 2014, at the compensation rate or fixed amount of Three thousand two hundred dollars (\$3,200.00) until this Contract has been fulfilled. Said compensation shall be paid on the 25<sup>th</sup> day of the final check out month for the extra duty assignment.
2. The 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.
3. The Terms of Employment of this Contract shall remain in effect for the period set forth above and concerns the extra duty described herein. This Contract is separate and apart from any certificated employee's regular duties and any Category 1, 2, 3, Renewable, or Retired Teacher Contract.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, the duly adopted rules of the State Board of Education 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. It is further understood that this Contract excludes any expectation of employment beyond the terms given herein, and the procedural requirements of Section 33-515A, Idaho Code.

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 Paul Furr, CHAIRMAN  
BOARD OF DIRECTORS

Attest: M. Thompson  
CLERK OF THE BOARD

## STATE OF IDAHO SUPPLEMENTAL CONTRACT FORM

THIS CONTRACT, Made this \_\_\_\_\_ day of \_\_\_\_\_ year of \_\_\_\_\_, by and between Coeur d'Alene Charter Academy in Coeur d'Alene, Idaho ("the School"), and DARREN GABRIELSON ("the Employee"),

**WITNESSETH:**

1. 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 beginning on the 19th day of August, in the year of 2013, and extending to the 13th day of June, in the year of 2014, at the compensation rate or fixed amount of TWO THOUSAND FIVE HUNDRED DOLLARS (\$ 2,500 ) until this Contract has been fulfilled. Said compensation shall be paid on the 25<sup>th</sup> day of the final check out month for the extra duty assignment.
2. The 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.
3. The Terms of Employment of this Contract shall remain in effect for the period set forth above and concerns the extra duty described herein. This Contract is separate and apart from any certificated employee's regular duties and any Category 1, 2, 3, Renewable, or Retired Teacher Contract.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, the duly adopted rules of the State Board of Education 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. It is further understood that this Contract excludes any expectation of employment beyond the terms given herein, and the procedural requirements of Section 33-515A, Idaho Code.

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

Darren Gabrielson  
EMPLOYEE

By Paul Fran, CHAIRMAN  
BOARD OF DIRECTORS

Attest: M. Thompson  
CLERK OF THE BOARD

# STATE OF IDAHO SUPPLEMENTAL CONTRACT FORM

THIS CONTRACT, Made this \_\_\_\_\_ day of \_\_\_\_\_ year of \_\_\_\_\_, by and between Coeur d'Alene Charter Academy in Coeur d'Alene, Idaho ("the School"), and DARREN GABRIELSON ("the Employee"),

**WITNESSETH:**

1. 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 beginning on the 19th day of August, in the year of 2013, and extending to the 13th day of June, in the year of 2014, at the compensation rate or fixed amount of THREE THOUSAND TWO HUNDRED DOLLARS (\$ 3,200 ) until this Contract has been fulfilled. Said compensation shall be paid on the 25<sup>th</sup> day of the final check out month for the extra duty assignment.
2. The 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.
3. The Terms of Employment of this Contract shall remain in effect for the period set forth above and concerns the extra duty described herein. This Contract is separate and apart from any certificated employee's regular duties and any Category 1, 2, 3, Renewable, or Retired Teacher Contract.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, the duly adopted rules of the State Board of Education 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. It is further understood that this Contract excludes any expectation of employment beyond the terms given herein, and the procedural requirements of Section 33-515A, Idaho Code.

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 , CHAIRMAN  
BOARD OF DIRECTORS

Attest:   
CLERK OF THE BOARD

## STATE OF IDAHO SUPPLEMENTAL CONTRACT FORM

THIS CONTRACT, Made this \_\_\_\_\_ day of \_\_\_\_\_ year of \_\_\_\_\_, by and between Coeur d'Alene Charter Academy in Coeur d'Alene, Idaho ("the School"), and VIRGINIA HAMMOND ("the Employee"),

**WITNESSETH:**

1. The School hereby contracts to hire the Employee to perform an extra duty assignment as provided in the job description as MATH COUNTY COACH for a period beginning on the 19th day of August, in the year of 2013, and extending to the 13th day of June, in the year of 2014, at the compensation rate or fixed amount of FIVE HUNDRED DOLLARS (\$ 500 ) until this Contract has been fulfilled. Said compensation shall be paid on the 25<sup>th</sup> day of the final check out month for the extra duty assignment.
2. The 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.
3. The Terms of Employment of this Contract shall remain in effect for the period set forth above and concerns the extra duty described herein. This Contract is separate and apart from any certificated employee's regular duties and any Category 1, 2, 3, Renewable, or Retired Teacher Contract.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, the duly adopted rules of the State Board of Education 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. It is further understood that this Contract excludes any expectation of employment beyond the terms given herein, and the procedural requirements of Section 33-515A, Idaho Code.

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

Virginia Hammond  
EMPLOYEE

By Paul Fran, CHAIRMAN  
BOARD OF DIRECTORS

Attest: M. Thompson  
CLERK OF THE BOARD

## STATE OF IDAHO SUPPLEMENTAL CONTRACT FORM

THIS CONTRACT, Made this \_\_\_\_\_ day of \_\_\_\_\_ year of \_\_\_\_\_, by and between Coeur d'Alene Charter Academy in Coeur d'Alene, Idaho ("the School"), and TRACY VAUGHAN ("the Employee"),

**WITNESSETH:**

1. The School hereby contracts to hire the Employee to perform an extra duty assignment as provided in the job description as DRAMA CLUB COACH for a period beginning on the 19th day of August, in the year of 2013, and extending to the 13th day of June, in the year of 2014, at the compensation rate or fixed amount of THREE THOUSAND TWO HUNDRED DOLLARS (\$ 3,200 ) until this Contract has been fulfilled. Said compensation shall be paid on the 25<sup>th</sup> day of the final check out month for the extra duty assignment.
2. The 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.
3. The Terms of Employment of this Contract shall remain in effect for the period set forth above and concerns the extra duty described herein. This Contract is separate and apart from any certificated employee's regular duties and any Category 1, 2, 3, Renewable, or Retired Teacher Contract.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, the duly adopted rules of the State Board of Education 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. It is further understood that this Contract excludes any expectation of employment beyond the terms given herein, and the procedural requirements of Section 33-515A, Idaho Code.

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 Paul [Signature], CHAIRMAN  
BOARD OF DIRECTORS

Attest: [Signature]  
CLERK OF THE BOARD

# STATE OF IDAHO SUPPLEMENTAL CONTRACT FORM

THIS CONTRACT, Made this \_\_\_\_\_ day of \_\_\_\_\_ year of \_\_\_\_\_, by and between Coeur d'Alene Charter Academy in Coeur d'Alene, Idaho ("the School"), and Jake Bowman ("the Employee"),

**WITNESSETH:**

1. The School hereby contracts to hire the Employee to perform an extra duty assignment as provided in the job description as Assistant X-Country Coach for a period beginning on the 19th day of August, in the year of 2013, and extending to the 13th day of June, in the year of 2014, at the compensation rate or fixed amount of One thousand six hundred dollars (\$ 1,600.00) until this Contract has been fulfilled. Said compensation shall be paid on the 25<sup>th</sup> day of the final check out month for the extra duty assignment.
2. The 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.
3. The Terms of Employment of this Contract shall remain in effect for the period set forth above and concerns the extra duty described herein. This Contract is separate and apart from any certificated employee's regular duties and any Category 1, 2, 3, Renewable, or Retired Teacher Contract.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, the duly adopted rules of the State Board of Education 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. It is further understood that this Contract excludes any expectation of employment beyond the terms given herein, and the procedural requirements of Section 33-515A, Idaho Code.

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 , CHAIRMAN  
BOARD OF DIRECTORS

Attest:   
CLERK OF THE BOARD



## STATE OF IDAHO SUPPLEMENTAL CONTRACT FORM

THIS CONTRACT, Made this 5 day of June year of 2013, by and between  
Coeur d'Alene Charter Academy in Coeur d'Alene, Idaho ("the School"), and  
Tera Armstrong ("the Employee"),

**WITNESSETH:**

1. The School hereby contracts to hire the Employee to perform an extra duty assignment as provided in the job description as Girls JV Volleyball Coach for a period beginning on the 19th day of August, in the year of 2013, and extending to the 13th day of June, in the year of 2014, at the compensation rate or fixed amount of One thousand, Six hundred dollars (\$1,600.00) until this Contract has been fulfilled. Said compensation shall be paid on the 25<sup>th</sup> day of the final check out month for the extra duty assignment.
2. The 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.
3. The Terms of Employment of this Contract shall remain in effect for the period set forth above and concerns the extra duty described herein. This Contract is separate and apart from any certificated employee's regular duties and any Category 1, 2, 3, Renewable, or Retired Teacher Contract.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, the duly adopted rules of the State Board of Education 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. It is further understood that this Contract excludes any expectation of employment beyond the terms given herein, and the procedural requirements of Section 33-515A, Idaho Code.

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 Paul Fran, CHAIRMAN  
BOARD OF DIRECTORS

Attest: M Thompson  
CLERK OF THE BOARD

# STATE OF IDAHO SUPPLEMENTAL CONTRACT FORM

THIS CONTRACT, Made this \_\_\_\_\_ day of \_\_\_\_\_ year of \_\_\_\_\_, by and between Coeur d'Alene Charter Academy in Coeur d'Alene, Idaho ("the School"), and Lewis Watkins ("the Employee"),

WITNESSETH:

1. The School hereby contracts to hire the Employee to perform an extra duty assignment as provided in the job description as Head X-Country Coach for a period beginning on the 19th day of August, in the year of 2013, and extending to the 13th day of June, in the year of 2014, at the compensation rate or fixed amount of Three thousand, two hundred dollars (\$3,200<sup>00</sup>) until this Contract has been fulfilled. Said compensation shall be paid on the 25<sup>th</sup> day of the final check out month for the extra duty assignment.
2. The 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.
3. The Terms of Employment of this Contract shall remain in effect for the period set forth above and concerns the extra duty described herein. This Contract is separate and apart from any certificated employee's regular duties and any Category 1, 2, 3, Renewable, or Retired Teacher Contract.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, the duly adopted rules of the State Board of Education 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. It is further understood that this Contract excludes any expectation of employment beyond the terms given herein, and the procedural requirements of Section 33-515A, Idaho Code.

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

[Signature]  
EMPLOYEE

By Paul Franck, CHAIRMAN  
BOARD OF DIRECTORS

Attest: [Signature]  
CLERK OF THE BOARD

## STATE OF IDAHO SUPPLEMENTAL CONTRACT FORM

THIS CONTRACT, Made this \_\_\_\_\_ day of \_\_\_\_\_ year of \_\_\_\_\_, by and between  
Coeur d'Alene Charter Academy in Coeur d'Alene, Idaho ("the School"), and  
Dave Baxter ("the Employee"),

**WITNESSETH:**

1. The School hereby contracts to hire the Employee to perform an extra duty assignment as provided in the job description as Girls Head Soccer Coach for a period beginning on the 19th day of August, in the year of 2013, and extending to the 13th day of June, in the year of 2014, at the compensation rate or fixed amount of Three thousand, two hundred dollars (\$ 3,200<sup>00</sup>) until this Contract has been fulfilled. Said compensation shall be paid on the 25<sup>th</sup> day of the final check out month for the extra duty assignment.
2. The 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.
3. The Terms of Employment of this Contract shall remain in effect for the period set forth above and concerns the extra duty described herein. This Contract is separate and apart from any certificated employee's regular duties and any Category 1, 2, 3, Renewable, or Retired Teacher Contract.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, the duly adopted rules of the State Board of Education 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. It is further understood that this Contract excludes any expectation of employment beyond the terms given herein, and the procedural requirements of Section 33-515A, Idaho Code.

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 , CHAIRMAN  
BOARD OF DIRECTORS

Attest:   
CLERK OF THE BOARD

## STATE OF IDAHO SUPPLEMENTAL CONTRACT FORM

THIS CONTRACT, Made this 23 day of May year of 2013, by and between  
Coeur d'Alene Charter Academy in Coeur d'Alene, Idaho ("the School"), and  
Krista Brand ("the Employee"),

WITNESSETH:

1. The School hereby contracts to hire the Employee to perform an extra duty assignment as provided in the job description as Head Volleyball Coach for a period beginning on the 19th day of August, in the year of 2013, and extending to the 13th day of June, in the year of 2014, at the compensation rate or fixed amount of Threethousand, two hundred dollars (\$3200<sup>00</sup>) until this Contract has been fulfilled. Said compensation shall be paid on the 25<sup>th</sup> day of the final check out month for the extra duty assignment.
2. The 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.
3. The Terms of Employment of this Contract shall remain in effect for the period set forth above and concerns the extra duty described herein. This Contract is separate and apart from any certificated employee's regular duties and any Category 1, 2, 3, Renewable, or Retired Teacher Contract.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, the duly adopted rules of the State Board of Education 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. It is further understood that this Contract excludes any expectation of employment beyond the terms given herein, and the procedural requirements of Section 33-515A, Idaho Code.

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 , CHAIRMAN  
BOARD OF DIRECTORS

Attest:   
CLERK OF THE BOARD

## STATE OF IDAHO SUPPLEMENTAL CONTRACT FORM

THIS CONTRACT, Made this \_\_\_\_\_ day of \_\_\_\_\_ year of \_\_\_\_\_, by and between  
Coeur d'Alene Charter Academy in Coeur d'Alene, Idaho ("the School"), and  
Doug Grant ("the Employee"),

**WITNESSETH:**

1. The School hereby contracts to hire the Employee to perform an extra duty assignment as provided in the job description as Girls Head Basketball Coach for a period beginning on the 19th day of August, in the year of 2013, and extending to the 13th day of June, in the year of 2014, at the compensation rate or fixed amount of Three thousand, two hundred dollars (\$3,200<sup>00</sup>) until this Contract has been fulfilled. Said compensation shall be paid on the 25<sup>th</sup> day of the final check out month for the extra duty assignment.
2. The 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.
3. The Terms of Employment of this Contract shall remain in effect for the period set forth above and concerns the extra duty described herein. This Contract is separate and apart from any certificated employee's regular duties and any Category 1, 2, 3, Renewable, or Retired Teacher Contract.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, the duly adopted rules of the State Board of Education 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. It is further understood that this Contract excludes any expectation of employment beyond the terms given herein, and the procedural requirements of Section 33-515A, Idaho Code.

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

*Doug Grant*  
EMPLOYEE

By *Paul Fran*, CHAIRMAN  
BOARD OF DIRECTORS

Attest: *M. Thompson*  
CLERK OF THE BOARD