

EMPLOYMENT AGREEMENT

This Agreement, made this 19th day of August, 2022, by and between West Bonner County School District No. 83 ("the District") and **Cheyenne Coleman** ("Employee").

In consideration of the mutual promises, covenants and conditions contained herein the parties hereto agree as follows:

1. Duties of Employee:

a. The District employs Employee, on an at will basis, as **Human Resources Director** to perform the customary duties of that position as set forth by the District's written job description attached hereto and incorporated herein by reference as if set out in full.

b. The written job description and employment duties for employee may change from time to time. It is at the discretion of the District's Board of Trustees by and through the delegated authority of the District's Board provided through the superintendent of the District. In the event any such change is made to the attached written job description the employee is responsible for fulfilling the duties identified in such a modified written job description.

c. It is agreed that the employee will devote full time attention and energy to the business of the District during the term of this employment agreement.

d. It is further agreed that Employee will meet and abide by all applicable District policies and procedures as well as the provisions of any classified employee manual adopted by the District. Failure to comply as required herein may be grounds for discipline, up to and including possible termination.

e. The term of this agreement will be for a total of 229 work days commencing on July 1, 2022 through June 30, 2023. Though this Agreement contains a written statement of duration, either party may terminate the agreement at any time prior to the completion of the stated term, with or without cause. It is understood that Employee is an **"At Will Employee"**.

2. Compensation:

a. As full compensation for the services rendered by Employee under this agreement the District shall pay to the employee **Forty-one Thousand Five Hundred Fifty-nine (\$41559)** in salary, divided into twelve equal monthly installments.

b. It is further agreed that employee is entitled to receive the standard benefits package provided to all fulltime classified District employees.

3. Termination:

a. The District, either through action of the District's Board of Trustees, or by the delegated authority provided to the District Superintendent may terminate Employee's employment at any time, with or without cause. It is recognized and agreed by the parties that Employee is an "At Will" employee.

4. Miscellaneous:

a. This Agreement supersedes any and all other prior agreements between parties, either oral or written, with respect to the employment of Employee.

b. This Agreement and all provisions thereunder are governed by and construed in accordance with the laws of the State of Idaho applicable to agreements made and to be performed wholly within the state irrespective of such state's choice of law principles.

In witness of the above, each party to this agreement has caused it to be executed on the date indicated below:



Cheyenne Coleman
West Bonner County School District



Date



By Margaret Hall
Board Chair



Date

EMPLOYMENT AGREEMENT

This Agreement, made this 19th day of August, 2022, by and between West Bonner County School District No. 83 ("the District") and **Ken Eldore** ("Employee").

In consideration of the mutual promises, covenants and conditions contained herein the parties hereto agree as follows:

1. Duties of Employee:

a. The District employs Employee, on an at will basis, as **Facilities Director** to perform the customary duties of that position as set forth by the District's written job description attached hereto and incorporated herein by reference as if set out in full.

b. The written job description and employment duties for employee may change from time to time. It is at the discretion of the District's Board of Trustees by and through the delegated authority of the District's Board provided through the superintendent of the District. In the event any such change is made to the attached written job description the employee is responsible for fulfilling the duties identified in such a modified written job description.

c. It is agreed that the employee will devote full time attention and energy to the business of the District during the term of this employment agreement.

d. It is further agreed that Employee will meet and abide by all applicable District policies and procedures as well as the provisions of any classified employee manual adopted by the District. Failure to comply as required herein may be grounds for discipline, up to and including possible termination.

e. The term of this agreement will be for a total of 255 work days commencing on July 1, 2022 through June 30, 2023. Though this Agreement contains a written statement of duration, either party may terminate the agreement at any time prior to the completion of the stated term, with or without cause. It is understood that Employee is an "**At Will Employee**".

2. Compensation:

a. As full compensation for the services rendered by Employee under this agreement the District shall pay to the employee **Seventy-two Thousand Nine Hundred Two** (\$72902) in salary, divided into twelve equal monthly installments.

b. It is further agreed that employee is entitled to receive the standard benefits package provided to all fulltime classified District employees.

3. Termination:

a. The District, either through action of the District's Board of Trustees, or by the delegated authority provided to the District Superintendent may terminate Employee's employment at any time, with or without cause. It is recognized and agreed by the parties that Employee is an "**At Will**" employee.

4. Miscellaneous:

a. This Agreement supersedes any and all other prior agreements between parties, either oral or written, with respect to the employment of Employee.

b. This Agreement and all provisions thereunder are governed by and construed in accordance with the laws of the State of Idaho applicable to agreements made and to be performed wholly within the state irrespective of such state's choice of law principles.

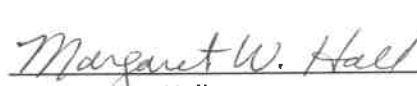
In witness of the above, each party to this agreement has caused it to be executed on the date indicated below:



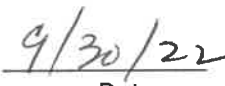
Ken Eldore
West Bonner County School District



Date



By Margaret Hall
Board Chair



Date

EMPLOYMENT AGREEMENT

This Agreement, made this 19th day of August 2022, by and between West Bonner County School District No. 83 ("the District") and **Heath, Shawna** ("Employee").

In consideration of the mutual promises, covenants and conditions contained herein the parties hereto agree as follows:

1. Duties of Employee:

a. The District employs Employee, on an at will basis, as **Behavior Specialist** to perform the customary duties of that position as set forth by the District's written job description attached hereto and incorporated herein by reference as if set out in full.

b. The written job description and employment duties for employee may change from time to time. It is at the discretion of the District's Board of Trustees by and through the delegated authority of the District's Board provided through the superintendent of the District. In the event any such change is made to the attached written job description the employee is responsible for fulfilling the duties identified in such a modified written job description.

c. It is agreed that the employee will devote full time attention and energy to the business of the District during the term of this employment agreement.

d. It is further agreed that Employee will meet and abide by all applicable District policies and procedures as well as the provisions of any classified employee manual adopted by the District. Failure to comply as required herein may be grounds for discipline, up to and including possible termination.

e. The term of this agreement will be for a total of 187 workdays commencing on August 30, 2022 through June 13, 2023. Though this Agreement contains a written statement of duration, either party may terminate the agreement at any time prior to the completion of the stated term, with or without cause. It is understood that Employee is an "**At Will Employee**".

2. Compensation:

a. As full compensation for the services rendered by Employee under this agreement the District shall pay to the employee **Forty-three Thousand Four Hundred Eighty-eight (\$43488)** in salary, divided into twelve equal monthly installments.

b. It is further agreed that employee is entitled to receive the standard benefits package provided to all fulltime classified District employees.

3. Termination:

a. The District, either through action of the District's Board of Trustees, or by the delegated authority provided to the District Superintendent may terminate Employee's employment at any time, with or without cause. It is recognized and agreed by the parties that Employee is an "At Will" employee.

4. Miscellaneous:

a. This Agreement supersedes any and all other prior agreements between parties, either oral or written, with respect to the employment of Employee.

b. This Agreement and all provisions thereunder are governed by and construed in accordance with the laws of the State of Idaho applicable to agreements made and to be performed wholly within the state irrespective of such state's choice of law principles.

In witness of the above, each party to this agreement has caused it to be executed on the date indicated below:


Shawna Heath
West Bonner County School District

9/12/22
Date


By Margaret Hall
Board Chair

9/30/22
Date

EMPLOYMENT AGREEMENT

This Agreement, made this 19th day of August, 2022, by and between West Bonner County School District No. 83 ("the District") and **Terri Johnson** ("Employee").

In consideration of the mutual promises, covenants and conditions contained herein the parties hereto agree as follows:

1. Duties of Employee:

a. The District employs Employee, on an at will basis, as **Child Nutrition Director** to perform the customary duties of that position as set forth by the District's written job description attached hereto and incorporated herein by reference as if set out in full.

b. The written job description and employment duties for employee may change from time to time. It is at the discretion of the District's Board of Trustees by and through the delegated authority of the District's Board provided through the superintendent of the District. In the event any such change is made to the attached written job description the employee is responsible for fulfilling the duties identified in such a modified written job description.

c. It is agreed that the employee will devote full time attention and energy to the business of the District during the term of this employment agreement.

d. It is further agreed that Employee will meet and abide by all applicable District policies and procedures as well as the provisions of any classified employee manual adopted by the District. Failure to comply as required herein may be grounds for discipline, up to and including possible termination.

e. The term of this agreement will be for a total of 208 work days commencing on August 2, 2022 through June 16, 2023. Though this Agreement contains a written statement of duration, either party may terminate the agreement at any time prior to the completion of the stated term, with or without cause. It is understood that Employee is an "**At Will Employee**".

2. Compensation:

a. As full compensation for the services rendered by Employee under this agreement the District shall pay to the employee **Forty-nine Thousand Seven Hundred Seventy-six** (\$49776) in salary, divided into twelve equal monthly installments.

b. It is further agreed that employee is entitled to receive the standard benefits package provided to all fulltime classified District employees.

3. Termination:

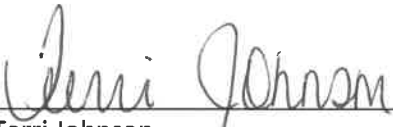
a. The District, either through action of the District's Board of Trustees, or by the delegated authority provided to the District Superintendent may terminate Employee's employment at any time, with or without cause. It is recognized and agreed by the parties that Employee is an "At Will" employee.

4. Miscellaneous:

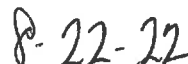
a. This Agreement supersedes any and all other prior agreements between parties, either oral or written, with respect to the employment of Employee.

b. This Agreement and all provisions thereunder are governed by and construed in accordance with the laws of the State of Idaho applicable to agreements made and to be performed wholly within the state irrespective of such state's choice of law principles.

In witness of the above, each party to this agreement has caused it to be executed on the date indicated below:



Terri Johnson
West Bonner County School District



Date



By Margaret Hall
Board Chair



Date

EMPLOYMENT AGREEMENT

This Agreement, made this 19th day of August, 2022, by and between West Bonner County School District No. 83 ("the District") and **Ron Kruse** ("Employee").

In consideration of the mutual promises, covenants and conditions contained herein the parties hereto agree as follows:

1. Duties of Employee:

a. The District employs Employee, on an at will basis, as **Technology Director** to perform the customary duties of that position as set forth by the District's written job description attached hereto and incorporated herein by reference as if set out in full.

b. The written job description and employment duties for employee may change from time to time. It is at the discretion of the District's Board of Trustees by and through the delegated authority of the District's Board provided through the superintendent of the District. In the event any such change is made to the attached written job description the employee is responsible for fulfilling the duties identified in such a modified written job description.

c. It is agreed that the employee will devote full time attention and energy to the business of the District during the term of this employment agreement.

d. It is further agreed that Employee will meet and abide by all applicable District policies and procedures as well as the provisions of any classified employee manual adopted by the District. Failure to comply as required herein may be grounds for discipline, up to and including possible termination.

e. The term of this agreement will be for a total of 229 work days commencing on July 1, 2022 through June 30, 2023. Though this Agreement contains a written statement of duration, either party may terminate the agreement at any time prior to the completion of the stated term, with or without cause. It is understood that Employee is an "**At Will Employee**".

2. Compensation:

a. As full compensation for the services rendered by Employee under this agreement the District shall pay to the employee **Seventy-one Thousand Nine Hundred Seventy-two** (\$71972) in salary, divided into twelve equal monthly installments.

b. It is further agreed that employee is entitled to receive the standard benefits package provided to all fulltime classified District employees.

3. Termination:

a. The District, either through action of the District's Board of Trustees, or by the delegated authority provided to the District Superintendent may terminate Employee's employment at any time, with or without cause. It is recognized and agreed by the parties that Employee is an "At Will" employee.

4. Miscellaneous:

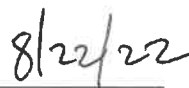
a. This Agreement supersedes any and all other prior agreements between parties, either oral or written, with respect to the employment of Employee.

b. This Agreement and all provisions thereunder are governed by and construed in accordance with the laws of the State of Idaho applicable to agreements made and to be performed wholly within the state irrespective of such state's choice of law principles.

In witness of the above, each party to this agreement has caused it to be executed on the date indicated below:



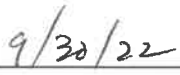
Ron Kruse
West Bonner County School District



Date



By Margaret Hall
Board Chair



Date

EMPLOYMENT AGREEMENT

This Agreement, made this 19th day of August, 2022, by and between West Bonner County School District No. 83 ("the District") and **Shawna MacDonald** ("Employee").

In consideration of the mutual promises, covenants and conditions contained herein the parties hereto agree as follows:

1. Duties of Employee:

a. The District employs Employee, on an at will basis, as **Payroll/Accounts Payable** to perform the customary duties of that position as set forth by the District's written job description attached hereto and incorporated herein by reference as if set out in full.

b. The written job description and employment duties for employee may change from time to time. It is at the discretion of the District's Board of Trustees by and through the delegated authority of the District's Board provided through the superintendent of the District. In the event any such change is made to the attached written job description the employee is responsible for fulfilling the duties identified in such a modified written job description.

c. It is agreed that the employee will devote full time attention and energy to the business of the District during the term of this employment agreement.

d. It is further agreed that Employee will meet and abide by all applicable District policies and procedures as well as the provisions of any classified employee manual adopted by the District. Failure to comply as required herein may be grounds for discipline, up to and including possible termination.

e. The term of this agreement will be for a total of 229 work days commencing on July 1, 2022 through June 30, 2023. Though this Agreement contains a written statement of duration, either party may terminate the agreement at any time prior to the completion of the stated term, with or without cause. It is understood that Employee is an "**At Will Employee**".

2. Compensation:

a. As full compensation for the services rendered by Employee under this agreement the District shall pay to the employee **Forty-one Thousand Five Hundred Fifty-nine (\$41559)** in salary, divided into twelve equal monthly installments.

b. It is further agreed that employee is entitled to receive the standard benefits package provided to all fulltime classified District employees.

3. Termination:

a. The District, either through action of the District's Board of Trustees, or by the delegated authority provided to the District Superintendent may terminate Employee's employment at any time, with or without cause. It is recognized and agreed by the parties that Employee is an "At Will" employee.

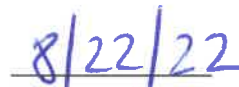
4. Miscellaneous:

a. This Agreement supersedes any and all other prior agreements between parties, either oral or written, with respect to the employment of Employee.

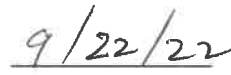
b. This Agreement and all provisions thereunder are governed by and construed in accordance with the laws of the State of Idaho applicable to agreements made and to be performed wholly within the state irrespective of such state's choice of law principles.

In witness of the above, each party to this agreement has caused it to be executed on the date indicated below:


Shawna MacDonald
West Bonner County School District


Date


By Margaret Hall
Board Chair


Date

EMPLOYMENT AGREEMENT

This Agreement, made this 19th day of August, 2022, by and between West Bonner County School District No. 83 ("the District") and **Steffie Pavey** ("Employee").

In consideration of the mutual promises, covenants and conditions contained herein the parties hereto agree as follows:

1. Duties of Employee:

a. The District employs Employee, on an at will basis, as **Business Manager** to perform the customary duties of that position as set forth by the District's written job description attached hereto and incorporated herein by reference as if set out in full.

b. The written job description and employment duties for employee may change from time to time. It is at the discretion of the District's Board of Trustees by and through the delegated authority of the District's Board provided through the superintendent of the District. In the event any such change is made to the attached written job description the employee is responsible for fulfilling the duties identified in such a modified written job description.

c. It is agreed that the employee will devote full time attention and energy to the business of the District during the term of this employment agreement.

d. It is further agreed that Employee will meet and abide by all applicable District policies and procedures as well as the provisions of any classified employee manual adopted by the District. Failure to comply as required herein may be grounds for discipline, up to and including possible termination.

e. The term of this agreement will be for a total of 229 work days commencing on July 1, 2022 through June 30, 2023. Though this Agreement contains a written statement of duration, either party may terminate the agreement at any time prior to the completion of the stated term, with or without cause. It is understood that Employee is an "**At Will Employee**".

2. Compensation:

a. As full compensation for the services rendered by Employee under this agreement the District shall pay to the employee **Seventy-three Thousand Six Hundred Twenty-eight (\$73628)** in salary, divided into twelve equal monthly installments.

b. It is further agreed that employee is entitled to receive the standard benefits package provided to all fulltime classified District employees.

3. Termination:

a. The District, either through action of the District's Board of Trustees, or by the delegated authority provided to the District Superintendent may terminate Employee's employment at any time, with or without cause. It is recognized and agreed by the parties that Employee is an "At Will" employee.

4. Miscellaneous:

a. This Agreement supersedes any and all other prior agreements between parties, either oral or written, with respect to the employment of Employee.

b. This Agreement and all provisions thereunder are governed by and construed in accordance with the laws of the State of Idaho applicable to agreements made and to be performed wholly within the state irrespective of such state's choice of law principles.

In witness of the above, each party to this agreement has caused it to be executed on the date indicated below:

Steffie Pavey
Steffie Pavey
West Bonner County School District

08/22/2022
Date

Margaret W. Hall
By Margaret Hall
Board Chair

9/30/22
Date