RENEWABLE VICTORY CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 4th day of April year of 2025, by and between Victory Charter School in Nampa, Idaho ("the School"), and Alexandra Allen ("the Certified Personnel").

WITNESSETH:

1. The School hereby employs the Certified Personnel for the duration of the 2025-2026 school year, consisting of a period of 185 days, and agrees to pay the Certified Personnel for said services a sum of Seventy Thousand Dollars ($70,000.00), of which 5,833.33 shall be payable on the 25th day(s) of the months August, year of 2025 to July year of 2026, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.

2. Assignment(s): 1.0 FTE Grade 5 and such other duties as may be assigned by the School for which the Certified Personnel is properly certified and endorsed.

3. The Certified Personnel agrees to perform all assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.

4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho 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. Violation of Victory Charter School policy shall constitute sufficient ground for voiding this Contract.

5. Any materially false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.

6. The School Board of Directors may terminate or reduce the full-time equivalency status of this contract upon conclusion of the school year stated in Section 1 of this contract, without owing any further compensation, in the event that the Board institutes a reduction in force pursuant to Section 33-522A, Idaho Code, resulting in the termination or reduction of the employment relationship between the School and the Certified Personnel.

7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.

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

VICTORY CHARTER SCHOOL, CANYON COUNTY, STATE OF IDAHO

_____ CERTIFIED PERSONNEL

_____ CHAIRMAN, BOARD OF DIRECTORS

Attest: _____ ADMINISTRATOR OR CLERK

VICTORY CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 4th day of April year of 2025, by and between Victory Charter School in Nampa, Idaho ("the School"), and Joshua Bernard ("the Certified Personnel").

WITNESSETH:

1. The School hereby employs the Certified Personnel on a limited one school-year basis, solely for the duration of the 2025-2026 school year, consisting of a period of 185 days, and agrees to pay the Certified Personnel for said services a sum of Sixty Seven Thousand Dollars ($67,000.00), of which 5,583.33 shall be payable on the 25th day(s) of the months August, year of 2025, to July, year of 2026, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Assignment(s): 1.0 FTE 8th History & Math, HS Social Studies; 2K Track & Cross Country Coach and such other duties as may be assigned by the School for which the Certified Personnel is properly certified and endorsed.
3. The parties hereto agree that this is a one-year Contract which is limited in duration to the school year set forth above, and that no property rights attach to this Contract beyond the term of this Contract. No further notice is required by the School to terminate the Contract at the conclusion of the school year, and such Contract will automatically terminate at the end of the school year.
4. The Certified Personnel agrees to perform all assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
5. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho and the policies of the School which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein. Violation of Victory Charter School policy shall constitute sufficient ground for voiding this Contract.
6. Any materially 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.

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

VICTORY CHARTER SCHOOL, CANYON COUNTY, STATE OF IDAHO

_____ CERTIFIED PERSONNEL

_____ CHAIRMAN, BOARD OF DIRECTORS

Attest: _____ ADMINISTRATOR OR CLERK

RENEWABLE VICTORY CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 4th day of April year of 2025, by and between Victory Charter School in Nampa, Idaho ("the School"), and Laura Burns ("the Certified Personnel").

WITNESSETH:

1. The School hereby employs the Certified Personnel for the duration of the 2025-2026 school year, consisting of a period of 185 days, and agrees to pay the Certified Personnel for said services a sum of Sixty Five Thousand Dollars ($65,000.00), of which 5,416.66 shall be payable on the 25th day(s) of the months August, year of 2025 to July year of 2026, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.

2. Assignment(s): 1.0 FTE Grade 3 and such other duties as may be assigned by the School for which the Certified Personnel is properly certified and endorsed.

3. The Certified Personnel agrees to perform all assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.

4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho 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. Violation of Victory Charter School policy shall constitute sufficient ground for voiding this Contract.

5. Any materially false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.

6. The School Board of Directors may terminate or reduce the full-time equivalency status of this contract upon conclusion of the school year stated in Section 1 of this contract, without owing any further compensation, in the event that the Board institutes a reduction in force pursuant to Section 33-522A, Idaho Code, resulting in the termination or reduction of the employment relationship between the School and the Certified Personnel.

7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.

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

VICTORY CHARTER SCHOOL, CANYON COUNTY, STATE OF IDAHO

_____ CERTIFIED PERSONNEL

_____ CHAIRMAN, BOARD OF DIRECTORS

Attest: _____ ADMINISTRATOR OR CLERK

RENEWABLE VICTORY CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 4th day of April year of 2025, by and between Victory Charter School in Nampa, Idaho ("the School"), and Kristel Cedergreen ("the Certified Personnel").

WITNESSETH:

1. The School hereby employs the Certified Personnel for the duration of the 2025-2026 school year, consisting of a period of 185 days, and agrees to pay the Certified Personnel for said services a sum of Forty Two Thousand Five Hundred Dollars ($42,500.00), of which 3,541.66 shall be payable on the 25th day(s) of the months August, year of 2025 to July year of 2026, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.

2. Assignment(s): 0.5 FTE Grade 7 and such other duties as may be assigned by the School for which the Certified Personnel is properly certified and endorsed.

3. The Certified Personnel agrees to perform all assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.

4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho and the policies of the School which are, by reference, incorporated herein and made a part of this agreement the same as if fully set forth herein. Violation of Victory Charter School policy shall constitute sufficient ground for voiding this Contract.

5. Any materially false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.

6. The School Board of Directors may terminate or reduce the full-time equivalency status of this contract upon conclusion of the school year stated in Section 1 of this contract, without owing any further compensation, in the event that the Board institutes a reduction in force pursuant to Section 33-522A, Idaho Code, resulting in the termination or reduction of the employment relationship between the School and the Certified Personnel.

7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.

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

VICTORY CHARTER SCHOOL, CANYON COUNTY, STATE OF IDAHO

_____ CERTIFIED PERSONNEL

_____ CHAIRMAN, BOARD OF DIRECTORS

Attest: _____ ADMINISTRATOR OR CLERK

VICTORY CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 4th day of April year of 2025, by and between Victory Charter School in Nampa, Idaho ("the School"), and Alissa Combe ("the Certified Personnel").

WITNESSETH:

1. The School hereby employs the Certified Personnel on a limited one school-year basis, solely for the duration of the 2025-2026 school year, consisting of a period of 185 days, and agrees to pay the Certified Personnel for said services a sum of Thirty three Thousand Three Hundred Dollars ($33,300.00), of which 2,775.00 shall be payable on the 25th day(s) of the months August, year of 2025, to July, year of 2026, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Assignment(s): 0.5 FTE Grade 6, $800 Track Coach and such other duties as may be assigned by the School for which the Certified Personnel is properly certified and endorsed.
3. The parties hereto agree that this is a one-year Contract which is limited in duration to the school year set forth above, and that no property rights attach to this Contract beyond the term of this Contract. No further notice is required by the School to terminate the Contract at the conclusion of the school year, and such Contract will automatically terminate at the end of the school year.
4. The Certified Personnel agrees to perform all assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
5. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho and the policies of the School which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein. Violation of Victory Charter School policy shall constitute sufficient ground for voiding this Contract.
6. Any materially 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.

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

VICTORY CHARTER SCHOOL, CANYON COUNTY, STATE OF IDAHO

_____ CERTIFIED PERSONNEL

_____ CHAIRMAN, BOARD OF DIRECTORS

Attest: _____ ADMINISTRATOR OR CLERK

RENEWABLE VICTORY CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 4th day of April year of 2025, by and between Victory Charter School in Nampa, Idaho ("the School"), and Mandy Frank ("the Certified Personnel").

WITNESSETH:

1. The School hereby employs the Certified Personnel for the duration of the 2025-2026 school year, consisting of a period of 185 days, and agrees to pay the Certified Personnel for said services a sum of One Hundred Thousand Dollars ($100,000.00), of which 8,333.33 shall be payable on the 25th day(s) of the months August, year of 2025 to July year of 2026, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.

2. Assignment(s): 1.0 FTE Grade 2; AD-15K and such other duties as may be assigned by the School for which the Certified Personnel is properly certified and endorsed.

3. The Certified Personnel agrees to perform all assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.

4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho and the policies of the School which are, by reference, incorporated herein and made a part of this agreement the same as if fully set forth herein. Violation of Victory Charter School policy shall constitute sufficient ground for voiding this Contract.

5. Any materially false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.

6. The School Board of Directors may terminate or reduce the full-time equivalency status of this contract upon conclusion of the school year stated in Section 1 of this contract, without owing any further compensation, in the event that the Board institutes a reduction in force pursuant to Section 33-522A, Idaho Code, resulting in the termination or reduction of the employment relationship between the School and the Certified Personnel.

7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.

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

VICTORY CHARTER SCHOOL, CANYON COUNTY, STATE OF IDAHO

_____ CERTIFIED PERSONNEL

_____ CHAIRMAN, BOARD OF DIRECTORS

Attest: _____ ADMINISTRATOR OR CLERK

RENEWABLE VICTORY CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 4th day of April year of 2025, by and between Victory Charter School in Nampa, Idaho ("the School"), and Rebecca Freeman ("the Certified Personnel").

WITNESSETH:

1. The School hereby employs the Certified Personnel for the duration of the 2025-2026 school year, consisting of a period of 185 days, and agrees to pay the Certified Personnel for said services a sum of Sixty Five Thousand Dollars ($65,000.00), of which 5,416.66 shall be payable on the 25th day(s) of the months August, year of 2025 to July year of 2026, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.

2. Assignment(s): 1.0 FTE Secondary Math and such other duties as may be assigned by the School for which the Certified Personnel is properly certified and endorsed.

3. The Certified Personnel agrees to perform all assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.

4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho and the policies of the School which are, by reference, incorporated herein and made a part of this agreement the same as if fully set forth herein. Violation of Victory Charter School policy shall constitute sufficient ground for voiding this Contract.

5. Any materially false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.

6. The School Board of Directors may terminate or reduce the full-time equivalency status of this contract upon conclusion of the school year stated in Section 1 of this contract, without owing any further compensation, in the event that the Board institutes a reduction in force pursuant to Section 33-522A, Idaho Code, resulting in the termination or reduction of the employment relationship between the School and the Certified Personnel.

7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.

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

VICTORY CHARTER SCHOOL, CANYON COUNTY, STATE OF IDAHO

_____ CERTIFIED PERSONNEL

_____ CHAIRMAN, BOARD OF DIRECTORS

Attest: _____ ADMINISTRATOR OR CLERK

VICTORY CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 4th day of April year of 2025, by and between Victory Charter School in Nampa, Idaho ("the School"), and Laura Heritage ("the Certified Personnel").

WITNESSETH:

1. The School hereby employs the Certified Personnel on a limited one school-year basis, solely for the duration of the 2025-2026 school year, consisting of a period of 185 days, and agrees to pay the Certified Personnel for said services a sum of Eighty Thousand Dollars ($80,000.00), of which 6,666.66 shall be payable on the 25th day(s) of the months August, year of 2025, to July, year of 2026, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Assignment(s): 1.0 FTE Secondary English, Yearbook & Speech and such other duties as may be assigned by the School for which the Certified Personnel is properly certified and endorsed.
3. The parties hereto agree that this is a one-year Contract which is limited in duration to the school year set forth above, and that no property rights attach to this Contract beyond the term of this Contract. No further notice is required by the School to terminate the Contract at the conclusion of the school year, and such Contract will automatically terminate at the end of the school year.
4. The Certified Personnel agrees to perform all assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
5. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho and the policies of the School which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein. Violation of Victory Charter School policy shall constitute sufficient ground for voiding this Contract.
6. Any materially 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.

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

VICTORY CHARTER SCHOOL, CANYON COUNTY, STATE OF IDAHO

_____ CERTIFIED PERSONNEL

_____ CHAIRMAN, BOARD OF DIRECTORS

Attest: _____ ADMINISTRATOR OR CLERK

RENEWABLE VICTORY CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 4th day of April year of 2025, by and between Victory Charter School in Nampa, Idaho ("the School"), and Tayler Hilton ("the Certified Personnel").

WITNESSETH:

1. The School hereby employs the Certified Personnel for the duration of the 2025-2026 school year, consisting of a period of 185 days, and agrees to pay the Certified Personnel for said services a sum of Seventy Five Thousand Dollars ($75,000.00), of which 6,250.00 shall be payable on the 25th day(s) of the months August, year of 2025 to July year of 2026, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.

2. Assignment(s): 1.0 FTE Special Education K - 12 and such other duties as may be assigned by the School for which the Certified Personnel is properly certified and endorsed.

3. The Certified Personnel agrees to perform all assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.

4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho and the policies of the School which are, by reference, incorporated herein and made a part of this agreement the same as if fully set forth herein. Violation of Victory Charter School policy shall constitute sufficient ground for voiding this Contract.

5. Any materially false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.

6. The School Board of Directors may terminate or reduce the full-time equivalency status of this contract upon conclusion of the school year stated in Section 1 of this contract, without owing any further compensation, in the event that the Board institutes a reduction in force pursuant to Section 33-522A, Idaho Code, resulting in the termination or reduction of the employment relationship between the School and the Certified Personnel.

7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.

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

VICTORY CHARTER SCHOOL, CANYON COUNTY, STATE OF IDAHO

_____ CERTIFIED PERSONNEL

_____ CHAIRMAN, BOARD OF DIRECTORS

Attest: _____ ADMINISTRATOR OR CLERK

VICTORY CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 4th day of April year of 2025, by and between Victory Charter School in Nampa, Idaho ("the School"), and Bailey Hirschi ("the Certified Personnel").

WITNESSETH:

1. The School hereby employs the Certified Personnel on a limited one school-year basis, solely for the duration of the 2025-2026 school year, consisting of a period of 185 days, and agrees to pay the Certified Personnel for said services a sum of Twenty Six Thousand Dollars ($26,000.00), of which 2,166.66 shall be payable on the 25th day(s) of the months August, year of 2025, to July, year of 2026, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Assignment(s): 0.17 FTE Career St. and such other duties as may be assigned by the School for which the Certified Personnel is properly certified and endorsed.
3. The parties hereto agree that this is a one-year Contract which is limited in duration to the school year set forth above, and that no property rights attach to this Contract beyond the term of this Contract. No further notice is required by the School to terminate the Contract at the conclusion of the school year, and such Contract will automatically terminate at the end of the school year.
4. The Certified Personnel agrees to perform all assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
5. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho and the policies of the School which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein. Violation of Victory Charter School policy shall constitute sufficient ground for voiding this Contract.
6. Any materially 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.

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

VICTORY CHARTER SCHOOL, CANYON COUNTY, STATE OF IDAHO

_____ CERTIFIED PERSONNEL

_____ CHAIRMAN, BOARD OF DIRECTORS

Attest: _____ ADMINISTRATOR OR CLERK

VICTORY CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 4th day of April year of 2025, by and between Victory Charter School in Nampa, Idaho ("the School"), and Brooke Knight ("the Certified Personnel").

WITNESSETH:

1. The School hereby employs the Certified Personnel on a limited one school-year basis, solely for the duration of the 2025-2026 school year, consisting of a period of 185 days, and agrees to pay the Certified Personnel for said services a sum of Thirty Two Thousand Five Hundred Dollars ($32,500.00), of which 2,708.33 shall be payable on the 25th day(s) of the months August, year of 2025, to July, year of 2026, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.

2. Assignment(s): 0.5 FTE Kindergarten and such other duties as may be assigned by the School for which the Certified Personnel is properly certified and endorsed.

3. The parties hereto agree that this is a one-year Contract which is limited in duration to the school year set forth above, and that no property rights attach to this Contract beyond the term of this Contract. No further notice is required by the School to terminate the Contract at the conclusion of the school year, and such Contract will automatically terminate at the end of the school year.

4. The Certified Personnel agrees to perform all assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.

5. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho and the policies of the School which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein. Violation of Victory Charter School policy shall constitute sufficient ground for voiding this Contract.

6. Any materially 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.

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

VICTORY CHARTER SCHOOL, CANYON COUNTY, STATE OF IDAHO

_____ CERTIFIED PERSONNEL

_____ CHAIRMAN, BOARD OF DIRECTORS

Attest: _____ ADMINISTRATOR OR CLERK

RENEWABLE VICTORY CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 4th day of April year of 2025, by and between Victory Charter School in Nampa, Idaho ("the School"), and Tera Luce ("the Certified Personnel").

WITNESSETH:

1. The School hereby employs the Certified Personnel for the duration of the 2025-2026 school year, consisting of a period of 185 days, and agrees to pay the Certified Personnel for said services a sum of Forty Seven Thousand Five Hundred Dollars ($47,500.00), of which 3,958.33 shall be payable on the 25th day(s) of the months August, year of 2025 to July year of 2026, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.

2. Assignment(s): 0.5 FTE Grade 6; Title I 5K and such other duties as may be assigned by the School for which the Certified Personnel is properly certified and endorsed.

3. The Certified Personnel agrees to perform all assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.

4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho and the policies of the School which are, by reference, incorporated herein and made a part of this agreement the same as if fully set forth herein. Violation of Victory Charter School policy shall constitute sufficient ground for voiding this Contract.

5. Any materially false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.

6. The School Board of Directors may terminate or reduce the full-time equivalency status of this contract upon conclusion of the school year stated in Section 1 of this contract, without owing any further compensation, in the event that the Board institutes a reduction in force pursuant to Section 33-522A, Idaho Code, resulting in the termination or reduction of the employment relationship between the School and the Certified Personnel.

7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.

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

VICTORY CHARTER SCHOOL, CANYON COUNTY, STATE OF IDAHO

_____ CERTIFIED PERSONNEL

_____ CHAIRMAN, BOARD OF DIRECTORS

Attest: _____ ADMINISTRATOR OR CLERK

VICTORY CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 4th day of April year of 2025, by and between Victory Charter School in Nampa, Idaho ("the School"), and Caitlin Nelson ("the Certified Personnel").

WITNESSETH:

1. The School hereby employs the Certified Personnel on a limited one school-year basis, solely for the duration of the 2025-2026 school year, consisting of a period of 185 days, and agrees to pay the Certified Personnel for said services a sum of Sixty Five Thousand Dollars ($65,000.00), of which 5,416.66 shall be payable on the 25th day(s) of the months August, year of 2025, to July, year of 2026, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Assignment(s): 1.0 FTE Secondary English and such other duties as may be assigned by the School for which the Certified Personnel is properly certified and endorsed.
3. The parties hereto agree that this is a one-year Contract which is limited in duration to the school year set forth above, and that no property rights attach to this Contract beyond the term of this Contract. No further notice is required by the School to terminate the Contract at the conclusion of the school year, and such Contract will automatically terminate at the end of the school year.
4. The Certified Personnel agrees to perform all assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
5. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho and the policies of the School which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein. Violation of Victory Charter School policy shall constitute sufficient ground for voiding this Contract.
6. Any materially 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.

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

VICTORY CHARTER SCHOOL, CANYON COUNTY, STATE OF IDAHO

_____ CERTIFIED PERSONNEL

_____ CHAIRMAN, BOARD OF DIRECTORS

Attest: _____ ADMINISTRATOR OR CLERK

VICTORY CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 4th day of April year of 2025, by and between Victory Charter School in Nampa, Idaho ("the School"), and Carolina Ochoa-Roloff ("the Certified Personnel").

WITNESSETH:

1. The School hereby employs the Certified Personnel on a limited one school-year basis, solely for the duration of the 2025-2026 school year, consisting of a period of 185 days, and agrees to pay the Certified Personnel for said services a sum of Eighty Five Thousand Dollars ($ 85,000.00), of which 7,083.33 shall be payable on the 25th day(s) of the months August, year of 2025, to July, year of 2026, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.

2. Assignment(s): 1.0 FTE Secondary Spanish and such other duties as may be assigned by the School for which the Certified Personnel is properly certified and endorsed.

3. The parties hereto agree that this is a one-year Contract which is limited in duration to the school year set forth above, and that no property rights attach to this Contract beyond the term of this Contract. No further notice is required by the School to terminate the Contract at the conclusion of the school year, and such Contract will automatically terminate at the end of the school year.

4. The Certified Personnel agrees to perform all assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.

5. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho and the policies of the School which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein. Violation of Victory Charter School policy shall constitute sufficient ground for voiding this Contract.

6. Any materially 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.

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

VICTORY CHARTER SCHOOL, CANYON COUNTY, STATE OF IDAHO

_____ CERTIFIED PERSONNEL

_____ CHAIRMAN, BOARD OF DIRECTORS

Attest: _____ ADMINISTRATOR OR CLERK

RENEWABLE VICTORY CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 4th day of April year of 2025, by and between Victory Charter School in Nampa, Idaho ("the School"), and Christina Renschler ("the Certified Personnel").

WITNESSETH:

1. The School hereby employs the Certified Personnel for the duration of the 2025-2026 school year, consisting of a period of 185 days, and agrees to pay the Certified Personnel for said services a sum of Eighty Five Thousand Dollars ($85,000.00), of which 7,083.33 shall be payable on the 25th day(s) of the months August, year of 2025 to July year of 2026, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.

2. Assignment(s): 0.5 FTE Grade 7; 0.5 FTE Grade 8 and such other duties as may be assigned by the School for which the Certified Personnel is properly certified and endorsed.

3. The Certified Personnel agrees to perform all assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.

4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho and the policies of the School which are, by reference, incorporated herein and made a part of this agreement the same as if fully set forth herein. Violation of Victory Charter School policy shall constitute sufficient ground for voiding this Contract.

5. Any materially false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.

6. The School Board of Directors may terminate or reduce the full-time equivalency status of this contract upon conclusion of the school year stated in Section 1 of this contract, without owing any further compensation, in the event that the Board institutes a reduction in force pursuant to Section 33-522A, Idaho Code, resulting in the termination or reduction of the employment relationship between the School and the Certified Personnel.

7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.

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

VICTORY CHARTER SCHOOL, CANYON COUNTY, STATE OF IDAHO

_____ CERTIFIED PERSONNEL

_____ CHAIRMAN, BOARD OF DIRECTORS

Attest: _____ ADMINISTRATOR OR CLERK

RENEWABLE VICTORY CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 4th day of April year of 2025, by and between Victory Charter School in Nampa, Idaho ("the School"), and Ali Riley ("the Certified Personnel").

WITNESSETH:

1. The School hereby employs the Certified Personnel for the duration of the 2025-2026 school year, consisting of a period of 185 days, and agrees to pay the Certified Personnel for said services a sum of Sixty Seven Thousand Five Hundred Dollars ($67,500.00), of which 5,625.00 shall be payable on the 25th day(s) of the months August, year of 2025 to July year of 2026, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.

2. Assignment(s): 1.0 FTE Secondary Music; Music Grades1-6; 2,500.00 Coaching and such other duties as may be assigned by the School for which the Certified Personnel is properly certified and endorsed.

3. The Certified Personnel agrees to perform all assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.

4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho and the policies of the School which are, by reference, incorporated herein and made a part of this agreement the same as if fully set forth herein. Violation of Victory Charter School policy shall constitute sufficient ground for voiding this Contract.

5. Any materially false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.

6. The School Board of Directors may terminate or reduce the full-time equivalency status of this contract upon conclusion of the school year stated in Section 1 of this contract, without owing any further compensation, in the event that the Board institutes a reduction in force pursuant to Section 33-522A, Idaho Code, resulting in the termination or reduction of the employment relationship between the School and the Certified Personnel.

7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.

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

VICTORY CHARTER SCHOOL, CANYON COUNTY, STATE OF IDAHO

_____ CERTIFIED PERSONNEL

_____ CHAIRMAN, BOARD OF DIRECTORS

Attest: _____ ADMINISTRATOR OR CLERK

RENEWABLE VICTORY CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 4th day of April year of 2025, by and between Victory Charter School in Nampa, Idaho ("the School"), and Dr. Marianne Saunders ("the Certified Personnel").

WITNESSETH:

1. The School hereby employs the Certified Personnel for the duration of the 2025-2026 school year, consisting of a period of 185 days, and agrees to pay the Certified Personnel for said services a sum of Forty Six Thousand Five Hundred Dollars ($46,500.00), of which 3,875.00 shall be payable on the 25th day(s) of the months August, year of 2025 to July year of 2026, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.

2. Assignment(s): 0.4 FTE Victory Secondary Jazz & Music; 0.1FTE 4K Liberty music and such other duties as may be assigned by the School for which the Certified Personnel is properly certified and endorsed.

3. The Certified Personnel agrees to perform all assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.

4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho and the policies of the School which are, by reference, incorporated herein and made a part of this agreement the same as if fully set forth herein. Violation of Victory Charter School policy shall constitute sufficient ground for voiding this Contract.

5. Any materially false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.

6. The School Board of Directors may terminate or reduce the full-time equivalency status of this contract upon conclusion of the school year stated in Section 1 of this contract, without owing any further compensation, in the event that the Board institutes a reduction in force pursuant to Section 33-522A, Idaho Code, resulting in the termination or reduction of the employment relationship between the School and the Certified Personnel.

7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.

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

VICTORY CHARTER SCHOOL, CANYON COUNTY, STATE OF IDAHO

_____ CERTIFIED PERSONNEL

_____ CHAIRMAN, BOARD OF DIRECTORS

Attest: _____ ADMINISTRATOR OR CLERK

RENEWABLE VICTORY CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 4th day of April year of 2025, by and between Victory Charter School in Nampa, Idaho ("the School"), and Leela Schafer ("the Certified Personnel").

WITNESSETH:

1. The School hereby employs the Certified Personnel for the duration of the 2025-2026 school year, consisting of a period of 185 days, and agrees to pay the Certified Personnel for said services a sum of Fifty Nine Thousand Five Hundred Dollars ($ 59,500.00), of which 4,958.33 shall be payable on the 25th day(s) of the months August, year of 2025 to July year of 2026, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.

2. Assignment(s): 0.5 FTE PE 1-6, HS Health and 0.2 FTE Liberty HS Health (5K) and such other duties as may be assigned by the School for which the Certified Personnel is properly certified and endorsed.

3. The Certified Personnel agrees to perform all assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.

4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho and the policies of the School which are, by reference, incorporated herein and made a part of this agreement the same as if fully set forth herein. Violation of Victory Charter School policy shall constitute sufficient ground for voiding this Contract.

5. Any materially false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.

6. The School Board of Directors may terminate or reduce the full-time equivalency status of this contract upon conclusion of the school year stated in Section 1 of this contract, without owing any further compensation, in the event that the Board institutes a reduction in force pursuant to Section 33-522A, Idaho Code, resulting in the termination or reduction of the employment relationship between the School and the Certified Personnel.

7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.

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

VICTORY CHARTER SCHOOL, CANYON COUNTY, STATE OF IDAHO

_____ CERTIFIED PERSONNEL

_____ CHAIRMAN, BOARD OF DIRECTORS

Attest: _____ ADMINISTRATOR OR CLERK

RENEWABLE VICTORY CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 4th day of April year of 2025, by and between Victory Charter School in Nampa, Idaho ("the School"), and Shiloh Stallcop ("the Certified Personnel").

WITNESSETH:

1. The School hereby employs the Certified Personnel for the duration of the 2025-2026 school year, consisting of a period of 185 days, and agrees to pay the Certified Personnel for said services a sum of Eighty Five Thousand Dollars ($85,000.00), of which 7,083.33 shall be payable on the 25th day(s) of the months August, year of 2025 to July year of 2026, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.

2. Assignment(s): 1.0 FTE Grade 4 and such other duties as may be assigned by the School for which the Certified Personnel is properly certified and endorsed.

3. The Certified Personnel agrees to perform all assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.

4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho and the policies of the School which are, by reference, incorporated herein and made a part of this agreement the same as if fully set forth herein. Violation of Victory Charter School policy shall constitute sufficient ground for voiding this Contract.

5. Any materially false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.

6. The School Board of Directors may terminate or reduce the full-time equivalency status of this contract upon conclusion of the school year stated in Section 1 of this contract, without owing any further compensation, in the event that the Board institutes a reduction in force pursuant to Section 33-522A, Idaho Code, resulting in the termination or reduction of the employment relationship between the School and the Certified Personnel.

7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.

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

VICTORY CHARTER SCHOOL, CANYON COUNTY, STATE OF IDAHO

_____ CERTIFIED PERSONNEL

_____ CHAIRMAN, BOARD OF DIRECTORS

Attest: _____ ADMINISTRATOR OR CLERK

RENEWABLE VICTORY CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 1st day of April year of 2025, by and between **Victory Charter School** in Nampa, Idaho ("the School"), and Suzanne Stimpson ("the Certified Personnel").

WITNESSETH:

1. The School hereby employs the Certified Personnel for the duration of the 2025-2026 school year, consisting of a period of 185 days, and agrees to pay the Certified Personnel for said services a sum of Zero Dollars ($_0.00_), of which _0.00_ shall be payable on the 25th day(s) of the months August, year of 2025 to July year of 2026, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.

2. Assignment(s): 0.7 FTE Speech – Legacy .25FTE, Victory .20FTE and Liberty .25FTE and such other duties as may be assigned by the School for which the Certified Personnel is properly certified and endorsed.

3. The Certified Personnel agrees to perform all assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.

4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho and the policies of the School which are, by reference, incorporated herein and made a part of this agreement the same as if fully set forth herein. Violation of Victory Charter School policy shall constitute sufficient ground for voiding this Contract.

5. Any materially false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.

6. The School Board of Directors may terminate or reduce the full-time equivalency status of this contract upon conclusion of the school year stated in Section 1 of this contract, without owing any further compensation, in the event that the Board institutes a reduction in force pursuant to Section 33-522A, Idaho Code, resulting in the termination or reduction of the employment relationship between the School and the Certified Personnel.

7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.

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

VICTORY CHARTER SCHOOL, CANYON COUNTY, STATE OF IDAHO

_____ CERTIFIED PERSONNEL

_____ CHAIRMAN, BOARD OF DIRECTORS

Attest: _____ ADMINISTRATOR OR CLERK

RENEWABLE VICTORY CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 4th day of April year of 2025, by and between Victory Charter School in Nampa, Idaho ("the School"), and Joy Stockett ("the Certified Personnel").

WITNESSETH:

1. The School hereby employs the Certified Personnel for the duration of the 2025-2026 school year, consisting of a period of 185 days, and agrees to pay the Certified Personnel for said services a sum of Eighty Five Thousand Dollars ($85,000.00), of which 7,083.33 shall be payable on the 25th day(s) of the months August, year of 2025 to July year of 2026, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.

2. Assignment(s): 1.0 FTE Grade 1 and such other duties as may be assigned by the School for which the Certified Personnel is properly certified and endorsed.

3. The Certified Personnel agrees to perform all assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.

4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho 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. Violation of Victory Charter School policy shall constitute sufficient ground for voiding this Contract.

5. Any materially false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.

6. The School Board of Directors may terminate or reduce the full-time equivalency status of this contract upon conclusion of the school year stated in Section 1 of this contract, without owing any further compensation, in the event that the Board institutes a reduction in force pursuant to Section 33-522A, Idaho Code, resulting in the termination or reduction of the employment relationship between the School and the Certified Personnel.

7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.

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

VICTORY CHARTER SCHOOL, CANYON COUNTY, STATE OF IDAHO

_____ CERTIFIED PERSONNEL

_____ CHAIRMAN, BOARD OF DIRECTORS

Attest: _____ ADMINISTRATOR OR CLERK

RENEWABLE VICTORY CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 4th day of April year of 2025, by and between Victory Charter School in Nampa, Idaho ("the School"), and Jessica Story ("the Certified Personnel").

WITNESSETH:

1. The School hereby employs the Certified Personnel for the duration of the 2025-2026 school year, consisting of a period of 185 days, and agrees to pay the Certified Personnel for said services a sum of Thirty Seven Thousand Five Hundred Dollars ($37,500.00), of which 3,125.00 shall be payable on the 25th day(s) of the months August, year of 2025 to July year of 2026, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.

2. Assignment(s): 0.5 FTE Secondary Science and such other duties as may be assigned by the School for which the Certified Personnel is properly certified and endorsed.

3. The Certified Personnel agrees to perform all assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.

4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho 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. Violation of Victory Charter School policy shall constitute sufficient ground for voiding this Contract.

5. Any materially false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.

6. The School Board of Directors may terminate or reduce the full-time equivalency status of this contract upon conclusion of the school year stated in Section 1 of this contract, without owing any further compensation, in the event that the Board institutes a reduction in force pursuant to Section 33-522A, Idaho Code, resulting in the termination or reduction of the employment relationship between the School and the Certified Personnel.

7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.

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

VICTORY CHARTER SCHOOL, CANYON COUNTY, STATE OF IDAHO

_____ CERTIFIED PERSONNEL

_____ CHAIRMAN, BOARD OF DIRECTORS

Attest: _____ ADMINISTRATOR OR CLERK

RENEWABLE VICTORY CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 4th day of April year of 2025, by and between Victory Charter School in Nampa, Idaho ("the School"), and Vicki Thomas ("the Certified Personnel").

WITNESSETH:

1. The School hereby employs the Certified Personnel for the duration of the 2025-2026 school year, consisting of a period of 185 days, and agrees to pay the Certified Personnel for said services a sum of Eighty Five Thousand Dollars ($85,000.00), of which 7,083.33 shall be payable on the 25th day(s) of the months August, year of 2025 to July year of 2026, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.

2. Assignment(s): 1.0 FTE Science Grades 2-8; HS Physical Science and such other duties as may be assigned by the School for which the Certified Personnel is properly certified and endorsed.

3. The Certified Personnel agrees to perform all assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.

4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho and the policies of the School which are, by reference, incorporated herein and made a part of this agreement the same as if fully set forth herein. Violation of Victory Charter School policy shall constitute sufficient ground for voiding this Contract.

5. Any materially false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.

6. The School Board of Directors may terminate or reduce the full-time equivalency status of this contract upon conclusion of the school year stated in Section 1 of this contract, without owing any further compensation, in the event that the Board institutes a reduction in force pursuant to Section 33-522A, Idaho Code, resulting in the termination or reduction of the employment relationship between the School and the Certified Personnel.

7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.

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

VICTORY CHARTER SCHOOL, CANYON COUNTY, STATE OF IDAHO

_____ CERTIFIED PERSONNEL

_____ CHAIRMAN, BOARD OF DIRECTORS

Attest: _____ ADMINISTRATOR OR CLERK

VICTORY CHARTER ADMINISTRATOR CONTRACT

THIS CONTRACT, made this 4th day of April year of 2025, by and between Victory Charter School, Nampa, Idaho ("the School"), and Tera luce ("the Administrator").

WITNESSETH:

1. That the School hereby employs said Administrator to perform the duties of Co-Principal so designated by the School and to perform such other duties as specified by the School at any time during the term hereof, provided that the Administrator is properly certified and endorsed to perform said duties for a period of one year (220 days per year), beginning in the month and day of July 1st, year of 2025, through the month and day of June 30th, year of 2026, at a base salary of Fifty Two Thousand Five Hundred ($52,500) per year. Said salary shall be paid in equal monthly installments in the amount of $4,375.00 on the 25th day(s) of each month beginning in July, year of 2025, to June, year of 2026, inclusive.

2. In consideration of the promises and agreement of the School hereinbefore recited, the Administrator agrees to assume the duties above recited at Nampa, Idaho on July 1, in the year 2025, and to faithfully perform and discharge the same to the best of his/her ability and as directed by the School and to comply with the applicable laws of the State of Idaho and such regulations, directives, and policies as the Board of Directors may legally prescribe which are, by reference, incorporated in and made a part of this agreement the same as if set forth herein. Violation of Victory Charter School policy shall constitute sufficient ground for voiding this contract.

3. 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.

4. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of any negotiated agreement between the parties as long as those terms do not conflict with the terms of this Contract.

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

VICTORY CHARTER SCHOOL IN CANYON COUNTY, STATE OF IDAHO

_____ ADMINISTRATOR

_____ CHAIRMAN, BOARD OF DIRECTORS

Attest: _____ CLERK

VICTORY CHARTER ADMINISTRATOR CONTRACT

THIS CONTRACT, made this 4th day of April year of 2025, by and between Victory Charter School, Nampa, Idaho ("the School"), and Dr. Marianne Saunders ("the Administrator").

WITNESSETH:

1. That the School hereby employs said Administrator to perform the duties of Co-Principal so designated by the School and to perform such other duties as specified by the School at any time during the term hereof, provided that the Administrator is properly certified and endorsed to perform said duties for a period of one year (220 days per year), beginning in the month and day of July 1st, year of 2025, through the month and day of June 30th, year of 2026, at a base salary of Sixty Two Thousand Five Hundred ($62,500) per year. Said salary shall be paid in equal monthly installments in the amount of $5,208.33 on the 25th day(s) of each month beginning in July, year of 2025, to June, year of 2026, inclusive.

2. In consideration of the promises and agreement of the School hereinbefore recited, the Administrator agrees to assume the duties above recited at Nampa, Idaho on July 1, in the year 2025, and to faithfully perform and discharge the same to the best of his/her ability and as directed by the School and to comply with the applicable laws of the State of Idaho and such regulations, directives, and policies as the Board of Directors may legally prescribe which are, by reference, incorporated in and made a part of this agreement the same as if set forth herein. Violation of Victory Charter School policy shall constitute sufficient ground for voiding this contract.

3. 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.

4. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of any negotiated agreement between the parties as long as those terms do not conflict with the terms of this Contract.

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

VICTORY CHARTER SCHOOL IN CANYON COUNTY, STATE OF IDAHO

_____ ADMINISTRATOR

_____ CHAIRMAN, BOARD OF DIRECTORS

Attest: _____ CLERK