

STATE OF IDAHO: SUPPLEMENTAL EXTRA DUTY CONTRACT

THIS CONTRACT, made this 19th day of June year of 2025, by and between Mackay Jt. School District No. 182, Mackay, Idaho ("the District"), and Bonita Fuller-Jewett ("the Employee"), a certificated professional employee of the District.

WITNESSETH:

1. The District hereby contracts to hire the Employee to perform an extra duty assignment as provided in the job description as Special Education Director for a period of 12 months and/or 0 days, beginning on the 1st day of September, in the year of 2025, and extending to the 30th day of August, in the year of 2026, at the compensation rate or fixed amount of Four Thousand Four Hundred Twelve Dollars (\$ 4,412.00) until this Contract has been fulfilled. Said compensation shall be paid in a manner as agreed to between the parties.
2. The Employee will, at all times, faithfully perform all of the duties that may be required pursuant to the express and implicit terms hereof, to the reasonable satisfaction of the District. Such extra duty assignment shall be rendered at District premises and such other place or places as the District shall in good faith require or as the interests, needs, business, or opportunity of the District shall require.
3. The terms of employment of this Contract shall remain in effect for the period set forth above and concerns the extra duty assignment described herein. This Contract is separate and apart from the Employee's regular duties and underlying contract, including any category 1, 2, 3, renewable, or retired certified personnel contract.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, the duly adopted rules of the State Board of Education, and the policies of the District, which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein, and that no property rights attach to this Contract beyond the term of this Contract. It is further understood that this Contract excludes any expectation of employment beyond the terms given herein and the procedural requirements of section 33-515A, Idaho Code.

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

MACKEY SCHOOL DISTRICT NO. 182 in CUSTER AND BUTTE COUNTY(IES), STATE OF IDAHO

CERTIFICATED PROFESSIONAL EMPLOYEE

CHAIRMAN, BOARD OF TRUSTEES

Attest: _____ SUPERINTENDENT OR CLERK

STATE OF IDAHO: RENEWABLE CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 19th day of June year of 2025, by and between Mackay Jt. School District No. 182, Mackay, Idaho ("the District"), and Bonita Fuller-Jewett ("the Certified Personnel").

WITNESSETH:

1. The District hereby employs the Certified Personnel pursuant to Section 33-515, Idaho Code, for the duration of the 2025-2026 school year, consisting of a period of 168 days, and agrees to pay the Certified Personnel for said services a sum of Fifty-Seven Thousand Four Hundred Three Dollars (\$ 57,403.00), of which 1/12 shall be payable on the 25th day(s) of the months September, year of 2025 to August year of 2026, inclusive, and such other monetary benefits as accorded to its certificated employees by the District.
2. Assignment(s): Special Education Teacher plus other duties as prescribed by the superintendent and such other duties as may be assigned by the District for which the Certified Personnel is properly certified and endorsed.
3. The Certified Personnel agrees to perform all assignments made by the District 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, the duly adopted rules of the State Board of Education and the policies of the District which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein.
5. Any material false statement knowingly made in the written application for a position with the District shall constitute sufficient ground for voiding this Contract.
6. The District Board of Trustees 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 District and the Certified Personnel.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

IN WITNESS WHEREOF the District 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.

MACKAY JT SCHOOL DISTRICT NO. 182 in CUSTER & BUTTE COUNTY(IES), STATE OF IDAHO

CERTIFIED PERSONNEL

CHAIRMAN, BOARD OF TRUSTEES

Attest: _____ SUPERINTENDENT OR CLERK

STATE OF IDAHO: RENEWABLE CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 19th day of June year of 2025, by and between Mackay Jt. School District No. 182, Mackay, Idaho ("the District"), and Camille Barger ("the Certified Personnel").

WITNESSETH:

1. The District hereby employs the Certified Personnel pursuant to Section 33-515, Idaho Code, for the duration of the 2025-2026 school year, consisting of a period of 168 days, and agrees to pay the Certified Personnel for said services a sum of Fifty-Seven Thousand Seventy-Seven Dollars (\$ 57,077.00), of which 1/12 shall be payable on the 25th day(s) of the months September, year of 2025 to August year of 2026, inclusive, and such other monetary benefits as accorded to its certificated employees by the District.
2. Assignment(s): Secondary Teacher plus other duties as prescribed by the superintendent and such other duties as may be assigned by the District for which the Certified Personnel is properly certified and endorsed.
3. The Certified Personnel agrees to perform all assignments made by the District 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, the duly adopted rules of the State Board of Education and the policies of the District which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein.
5. Any material false statement knowingly made in the written application for a position with the District shall constitute sufficient ground for voiding this Contract.
6. The District Board of Trustees 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 District and the Certified Personnel.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

IN WITNESS WHEREOF the District 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.

MACKAY JT SCHOOL DISTRICT NO. 182 in CUSTER & BUTTE COUNTY(IES), STATE OF IDAHO

CERTIFIED PERSONNEL

CHAIRMAN, BOARD OF TRUSTEES

Attest: _____
SUPERINTENDENT OR CLERK

STATE OF IDAHO: RENEWABLE CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 17th day of June year of 2025, by and between Mackay Jt. School District No. 182, Mackay, Idaho ("the District"), and Christine Hoover ("the Certified Personnel").

WITNESSETH:

1. The District hereby employs the Certified Personnel pursuant to Section 33-515, Idaho Code, for the duration of the 2025-2026 school year, consisting of a period of 168 days, and agrees to pay the Certified Personnel for said services a sum of Seventy-Two Thousand Eight Hundred Twenty-Seven Dollars (\$ 72,827.00), of which 1/12 shall be payable on the 25th day(s) of the months September, year of 2025 to August year of 2026, inclusive, and such other monetary benefits as accorded to its certificated employees by the District.
2. Assignment(s): Elementary Teacher plus other duties as prescribed by the superintendent and such other duties as may be assigned by the District for which the Certified Personnel is properly certified and endorsed.
3. The Certified Personnel agrees to perform all assignments made by the District 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, the duly adopted rules of the State Board of Education and the policies of the District which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein.
5. Any material false statement knowingly made in the written application for a position with the District shall constitute sufficient ground for voiding this Contract.
6. The District Board of Trustees 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 District and the Certified Personnel.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

IN WITNESS WHEREOF the District 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.

MACKAY JT SCHOOL DISTRICT NO. 182 in CUSTER & BUTTE COUNTY(IES), STATE OF IDAHO

_____ CERTIFIED PERSONNEL

_____ CHAIRMAN, BOARD OF TRUSTEES

Attest: _____ SUPERINTENDENT OR CLERK

STATE OF IDAHO: CATEGORY 1 CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 11th day of August year of 2025, by and between Mackay Jt. School District No. 182, Mackay, Idaho ("the District"), and Christopher Swanson ("the Certified Personnel").

WITNESSETH:

1. The District hereby employs the Certified Personnel pursuant to Section 33-514(2)(a), and 33-514A, Idaho Code, on a limited one school-year basis, solely for the duration of the 2025-2026 school year, consisting of a period of 168 days, and agrees to pay the Certified Personnel for said services a sum of Fifty Thousand Two Hundred Fifty-Two Dollars (\$ 50,252.00), of which 1/12 shall be payable on the 25th day(s) of the months September, year of 2025, to August, year of 2026, inclusive, and such other monetary benefits as accorded to its certificated employees by the District.
2. Assignment(s): Secondary Teacher plus other duties as prescribed by the superintendent and such other duties as may be assigned by the District for which the Certified Personnel is properly certified and endorsed.
3. The parties hereto agree that this is a one-year Contract entered into pursuant to Section 33-514 and 33-514A, Idaho Code, 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 District to terminate the Contract at the conclusion of the school year, and such Contract will automatically terminate at the end of the school year. A full year under this Contract will count towards renewable contract status, in accordance with Section 33-515, Idaho Code.
4. The Certified Personnel agrees to perform all assignments made by the District 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, the duly adopted rules of the State Board of Education and the policies of the District which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein.
6. Any material false statement knowingly made in the written application for a position with the District shall constitute sufficient ground for voiding this Contract.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

IN WITNESS WHEREOF the District 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.

MACKAY JT SCHOOL DISTRICT NO. 182 in CUSTER & BUTTE COUNTY(IES), STATE OF IDAHO

CERTIFIED PERSONNEL

CHAIRMAN, BOARD OF TRUSTEES

Attest: _____ SUPERINTENDENT OR CLERK

STATE OF IDAHO: RENEWABLE CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 19th day of June year of 2025, by and between Mackay Jt. School District No. 182, Mackay, Idaho ("the District"), and Emily Felton ("the Certified Personnel").

WITNESSETH:

1. The District hereby employs the Certified Personnel pursuant to Section 33-515, Idaho Code, for the duration of the 2025-2026 school year, consisting of a period of 168 days, and agrees to pay the Certified Personnel for said services a sum of Fifty-Seven Thousand Seventy-Seven Dollars (\$ 57,077.00), of which 1/12 shall be payable on the 25th day(s) of the months September, year of 2025 to August year of 2026, inclusive, and such other monetary benefits as accorded to its certificated employees by the District.
2. Assignment(s): Secondary Teacher plus other duties as prescribed by the superintendent and such other duties as may be assigned by the District for which the Certified Personnel is properly certified and endorsed.
3. The Certified Personnel agrees to perform all assignments made by the District 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, the duly adopted rules of the State Board of Education and the policies of the District which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein.
5. Any material false statement knowingly made in the written application for a position with the District shall constitute sufficient ground for voiding this Contract.
6. The District Board of Trustees 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 District and the Certified Personnel.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

IN WITNESS WHEREOF the District 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.

MACKAY JT SCHOOL DISTRICT NO. 182 in CUSTER & BUTTE COUNTY(IES), STATE OF IDAHO

_____ CERTIFIED PERSONNEL

_____ CHAIRMAN, BOARD OF TRUSTEES

Attest: _____ SUPERINTENDENT OR CLERK

STATE OF IDAHO: RENEWABLE CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 19th day of June year of 2025, by and between Mackay Jt. School District No. 182, Mackay, Idaho ("the District"), and Emily Rhoads ("the Certified Personnel").

WITNESSETH:

1. The District hereby employs the Certified Personnel pursuant to Section 33-515, Idaho Code, for the duration of the 2025-2026 school year, consisting of a period of 168 days, and agrees to pay the Certified Personnel for said services a sum of Fifty-Seven Thousand Seventy-Seven Dollars (\$ 57,077.00), of which 1/12 shall be payable on the 25th day(s) of the months September, year of 2025 to August year of 2026, inclusive, and such other monetary benefits as accorded to its certificated employees by the District.
2. Assignment(s): Jr. High Teacher plus other duties as prescribed by the superintendent and such other duties as may be assigned by the District for which the Certified Personnel is properly certified and endorsed.
3. The Certified Personnel agrees to perform all assignments made by the District 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, the duly adopted rules of the State Board of Education and the policies of the District which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein.
5. Any material false statement knowingly made in the written application for a position with the District shall constitute sufficient ground for voiding this Contract.
6. The District Board of Trustees 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 District and the Certified Personnel.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

IN WITNESS WHEREOF the District 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.

MACKAY JT SCHOOL DISTRICT NO. 182 in CUSTER & BUTTE COUNTY(IES), STATE OF IDAHO

CERTIFIED PERSONNEL

CHAIRMAN, BOARD OF TRUSTEES

Attest: _____
SUPERINTENDENT OR CLERK

STATE OF IDAHO: RENEWABLE CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 19th day of June year of 2025, by and between Mackay Jt. School District No. 182, Mackay, Idaho ("the District"), and Heather Haroldsen ("the Certified Personnel").

WITNESSETH:

1. The District hereby employs the Certified Personnel pursuant to Section 33-515, Idaho Code, for the duration of the 2025-2026 school year, consisting of a period of 168 days, and agrees to pay the Certified Personnel for said services a sum of Sixty-Four Thousand Four Hundred Twenty-Seven Dollars (\$ 64,427.00), of which 1/12 shall be payable on the 25th day(s) of the months September, year of 2025 to August year of 2026, inclusive, and such other monetary benefits as accorded to its certificated employees by the District.
2. Assignment(s): Elementary Teacher plus other duties as prescribed by the superintendent and such other duties as may be assigned by the District for which the Certified Personnel is properly certified and endorsed.
3. The Certified Personnel agrees to perform all assignments made by the District 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, the duly adopted rules of the State Board of Education and the policies of the District which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein.
5. Any material false statement knowingly made in the written application for a position with the District shall constitute sufficient ground for voiding this Contract.
6. The District Board of Trustees 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 District and the Certified Personnel.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

IN WITNESS WHEREOF the District 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.

MACKAY JT SCHOOL DISTRICT NO. 182 in CUSTER & BUTTE COUNTY(IES), STATE OF IDAHO

CERTIFIED PERSONNEL

CHAIRMAN, BOARD OF TRUSTEES

Attest: _____
SUPERINTENDENT OR CLERK

REISSUE

STATE OF IDAHO: SUPPLEMENTAL EXTRA DUTY CONTRACT

THIS CONTRACT, made this 28th day of July year of 2025, by and between Mackay Jt. School District No. 182, Mackay, Idaho ("the District"), and Jesse Johnson ("the Employee"), a certificated professional employee of the District.

WITNESSETH:

1. The District hereby contracts to hire the Employee to perform an extra duty assignment as provided in the job description as Athletic Director for a period of 12 months and/or 0 days, beginning on the 1st day of August, in the year of 2025, and extending to the 30th day of July, in the year of 2026, at the compensation rate or fixed amount of Four Thousand Five Hundred Dollars (\$ 4,500.00) until this Contract has been fulfilled. Said compensation shall be paid in a manner as agreed to between the parties.
2. The Employee will, at all times, faithfully perform all of the duties that may be required pursuant to the express and implicit terms hereof, to the reasonable satisfaction of the District. Such extra duty assignment shall be rendered at District premises and such other place or places as the District shall in good faith require or as the interests, needs, business, or opportunity of the District shall require.
3. The terms of employment of this Contract shall remain in effect for the period set forth above and concerns the extra duty assignment described herein. This Contract is separate and apart from the Employee's regular duties and underlying contract, including any category 1, 2, 3, renewable, or retired certified personnel contract.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, the duly adopted rules of the State Board of Education, and the policies of the District, which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein, and that no property rights attach to this Contract beyond the term of this Contract. It is further understood that this Contract excludes any expectation of employment beyond the terms given herein and the procedural requirements of section 33-515A, Idaho Code.

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

MACKEY SCHOOL DISTRICT NO. 182 in CUSTER AND BUTTE COUNTY(IES), STATE OF IDAHO

_____ CERTIFICATED PROFESSIONAL EMPLOYEE

_____ CHAIRMAN, BOARD OF TRUSTEES

Attest: _____ SUPERINTENDENT OR CLERK

STATE OF IDAHO: RETIRED CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 19th day of June year of 2025, by and between Mackay Jt. School District No. 182, Mackay, Idaho ("the District"), and Jesse Johnson ("the Certified Personnel"), provided that the Certified Personnel certifies that he or she has not received any state-funded early retirement benefit. Past receipt of such benefit makes the Certified Personnel ineligible for employment in a certificated capacity, pursuant to Section 33-1004H, Idaho Code, and automatically renders this Contract null and void.

WITNESSETH:

1. The District hereby employs the Certified Personnel pursuant to Section 33-1004H, Idaho Code, on a limited one school-year at-will basis, solely for the duration of the 2025-2026 school year, consisting of a period of 168 days, and agrees to pay the Certified Personnel for said services a base sum of Fifty-Six Thousand Three Hundred Fifty-Nine Dollars (\$ 56,359.00), of which 1/12 shall be payable on the 25th day(s) of the months September, year of 2025 to August year of 2026, inclusive, and such other benefits as indicated herein.
2. Assignment(s): Secondary Teacher plus other duties as prescribed by the superintendent and such other duties as may be assigned by the District for which the Certified Personnel is properly certified and endorsed.
3. The parties hereto agree that this is a one-year Contract entered into pursuant to Section 33-1004H, Idaho Code, 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 District 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 will accrue one (1) day of sick leave per month of the contract period. Sick leave will _____ will not X accumulate beyond the contract period for use in subsequent contracts entered into with the District by the Certified Personnel. No sick leave accrued pursuant to this Contract shall qualify for the unused sick leave benefit as provided in section 33-1228, Idaho Code.
5. The District will provide the following benefits to the Certified Personnel during the contract period:
NA Health Insurance NA Life Insurance NA Other (_____)
6. The Certified Personnel agrees to perform all assignments made by the District in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification and/or to teach the assigned grades or subjects during all times that performance is required hereunder.
7. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, the duly adopted rules of the State Board of Education and the policies of the District which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein.
8. Any material false statement knowingly made in the written application for a position with the District shall constitute sufficient ground for voiding this Contract.
9. 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.
10. The terms of this Contract are separate and apart from, and do not include or incorporate, any terms of any Master Contract.

IN WITNESS WHEREOF the District 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.

MACKAY JT SCHOOL DISTRICT NO.182 in CUSTER AND BUTTE COUNTY(IES), STATE OF IDAHO

_____ CERTIFIED PERSONNEL

_____ CHAIRMAN, BOARD OF TRUSTEES

Attest: _____ SUPERINTENDENT OR CLERK

STATE OF IDAHO: RENEWABLE CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 19th day of June year of 2025, by and between Mackay Jt. School District No. 182, Mackay, Idaho ("the District"), and Jennifer Wanstrom ("the Certified Personnel").

WITNESSETH:

1. The District hereby employs the Certified Personnel pursuant to Section 33-515, Idaho Code, for the duration of the 2025-2026 school year, consisting of a period of 168 days, and agrees to pay the Certified Personnel for said services a sum of Sixty Thousand Seven Hundred Fifty-Two Dollars (\$ 60,752.00), of which 1/12 shall be payable on the 25th day(s) of the months September, year of 2025 to August year of 2026, inclusive, and such other monetary benefits as accorded to its certificated employees by the District.
2. Assignment(s): Elementary Teacher plus other duties as prescribed by the superintendent and such other duties as may be assigned by the District for which the Certified Personnel is properly certified and endorsed.
3. The Certified Personnel agrees to perform all assignments made by the District 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, the duly adopted rules of the State Board of Education and the policies of the District which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein.
5. Any material false statement knowingly made in the written application for a position with the District shall constitute sufficient ground for voiding this Contract.
6. The District Board of Trustees 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 District and the Certified Personnel.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

IN WITNESS WHEREOF the District 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.

MACKAY JT SCHOOL DISTRICT NO. 182 in CUSTER & BUTTE COUNTY(IES), STATE OF IDAHO

CERTIFIED PERSONNEL

CHAIRMAN, BOARD OF TRUSTEES

Attest: _____
SUPERINTENDENT OR CLERK

STATE OF IDAHO: RENEWABLE CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 19th day of June year of 2025, by and between Mackay Jt. School District No. 182, Mackay, Idaho ("the District"), and Kerry Simmons ("the Certified Personnel").

WITNESSETH:

1. The District hereby employs the Certified Personnel pursuant to Section 33-515, Idaho Code, for the duration of the 2025-2026 school year, consisting of a period of 168 days, and agrees to pay the Certified Personnel for said services a sum of Sixty-Six Thousand Five Hundred Twenty-Seven Dollars (\$ 66,527.00), of which 1/12 shall be payable on the 25th day(s) of the months September, year of 2025 to August year of 2026, inclusive, and such other monetary benefits as accorded to its certificated employees by the District.
2. Assignment(s): Elementary Teacher plus other duties as prescribed by the superintendent and such other duties as may be assigned by the District for which the Certified Personnel is properly certified and endorsed.
3. The Certified Personnel agrees to perform all assignments made by the District 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, the duly adopted rules of the State Board of Education and the policies of the District which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein.
5. Any material false statement knowingly made in the written application for a position with the District shall constitute sufficient ground for voiding this Contract.
6. The District Board of Trustees 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 District and the Certified Personnel.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

IN WITNESS WHEREOF the District 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.

MACKAY JT SCHOOL DISTRICT NO. 182 in CUSTER & BUTTE COUNTY(IES), STATE OF IDAHO

_____ CERTIFIED PERSONNEL

_____ CHAIRMAN, BOARD OF TRUSTEES

Attest: _____ SUPERINTENDENT OR CLERK

STATE OF IDAHO: RENEWABLE CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 19th day of June year of 2025, by and between Mackay Jt. School District No. 182, Mackay, Idaho ("the District"), and Helen Mercedes Nelson ("the Certified Personnel").

WITNESSETH:

1. The District hereby employs the Certified Personnel pursuant to Section 33-515, Idaho Code, for the duration of the 2025-2026 school year, consisting of a period of 168 days, and agrees to pay the Certified Personnel for said services a sum of Sixty Thousand Seven Hundred Fifty-Two Dollars (\$ 60,752.00), of which 1/12 shall be payable on the 25th day(s) of the months September, year of 2025 to August year of 2026, inclusive, and such other monetary benefits as accorded to its certificated employees by the District.
2. Assignment(s): Title and Jr High Teacher plus other duties as prescribed by the superintendent and such other duties as may be assigned by the District for which the Certified Personnel is properly certified and endorsed.
3. The Certified Personnel agrees to perform all assignments made by the District 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, the duly adopted rules of the State Board of Education and the policies of the District which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein.
5. Any material false statement knowingly made in the written application for a position with the District shall constitute sufficient ground for voiding this Contract.
6. The District Board of Trustees 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 District and the Certified Personnel.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

IN WITNESS WHEREOF the District 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.

MACKAY JT SCHOOL DISTRICT NO. 182 in CUSTER & BUTTE COUNTY(IES), STATE OF IDAHO

CERTIFIED PERSONNEL

CHAIRMAN, BOARD OF TRUSTEES

Attest: _____ SUPERINTENDENT OR CLERK

REISSUE

STATE OF IDAHO: RENEWABLE CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 19th day of June year of 2025, by and between Mackay Jt. School District No. 182, Mackay, Idaho ("the District"), and Michelle Peterson ("the Certified Personnel").

WITNESSETH:

1. The District hereby employs the Certified Personnel pursuant to Section 33-515, Idaho Code, for the duration of the 2025-2026 school year, consisting of a period of 168 days, and agrees to pay the Certified Personnel for said services a sum of Sixty-Eight Thousand Six Hundred Twenty-Seven Dollars (\$ 68,627.00), of which 1/12 shall be payable on the 25th day(s) of the months September, year of 2025 to August year of 2026, inclusive, and such other monetary benefits as accorded to its certificated employees by the District.
2. Assignment(s): Elementary Teacher plus other duties as prescribed by the superintendent and such other duties as may be assigned by the District for which the Certified Personnel is properly certified and endorsed.
3. The Certified Personnel agrees to perform all assignments made by the District 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, the duly adopted rules of the State Board of Education and the policies of the District which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein.
5. Any material false statement knowingly made in the written application for a position with the District shall constitute sufficient ground for voiding this Contract.
6. The District Board of Trustees 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 District and the Certified Personnel.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

IN WITNESS WHEREOF the District 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.

MACKAY JT SCHOOL DISTRICT NO. 182 in CUSTER & BUTTE COUNTY(IES), STATE OF IDAHO

CERTIFIED PERSONNEL

CHAIRMAN, BOARD OF TRUSTEES

Attest: _____
SUPERINTENDENT OR CLERK

STATE OF IDAHO: RENEWABLE CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 19th day of June year of 2025, by and between Mackay Jt. School District No. 182, Mackay, Idaho ("the District"), and Natalie Perez ("the Certified Personnel").

WITNESSETH:

1. The District hereby employs the Certified Personnel pursuant to Section 33-515, Idaho Code, for the duration of the 2025-2026 school year, consisting of a period of 168 days, and agrees to pay the Certified Personnel for said services a sum of Fifty-Three Thousand Four Hundred Two Dollars (\$ 53,402.00), of which 1/12 shall be payable on the 25th day(s) of the months September, year of 2025 to August year of 2026, inclusive, and such other monetary benefits as accorded to its certificated employees by the District.
2. Assignment(s): Elementary Teacher plus other duties as prescribed by the superintendent and such other duties as may be assigned by the District for which the Certified Personnel is properly certified and endorsed.
3. The Certified Personnel agrees to perform all assignments made by the District 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, the duly adopted rules of the State Board of Education and the policies of the District which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein.
5. Any material false statement knowingly made in the written application for a position with the District shall constitute sufficient ground for voiding this Contract.
6. The District Board of Trustees 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 District and the Certified Personnel.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

IN WITNESS WHEREOF the District 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.

MACKAY JT SCHOOL DISTRICT NO. 182 in CUSTER & BUTTE COUNTY(IES), STATE OF IDAHO

CERTIFIED PERSONNEL

CHAIRMAN, BOARD OF TRUSTEES

Attest: _____ SUPERINTENDENT OR CLERK

STATE OF IDAHO: SUPPLEMENTAL EXTRA DAY CONTRACT

THIS CONTRACT, made this 19th day of June year of June, by and between Mackay Jt. School District No. 182, Mackay, Idaho ("the District"), and Susan Buescher ("the Employee"), a certificated professional employee of the District.

WITNESSETH:

1. The District hereby contracts to hire the Employee to perform an extra day assignment as provided in the job description as Superintendent Mentor for a period of 0 months and/or 12 days, beginning on the 1st day of July, in the year of 2025, and extending to the 30th day of June, in the year of 2026, at the compensation rate or fixed amount of Six Thousand Dollars (\$ 6,000.00) until this Contract has been fulfilled. Said compensation shall be paid in monthly installments on the 25th day of each month for the performance of the extra day assignment, beginning in the month of July in the year of 2025, and ending in the month of June in the year of 2026. Such compensation reflects compensation at the daily rate of pay for the Employee's underlying contract.
2. The Employee will, at all times, faithfully perform all of the duties that may be required pursuant to the express and implicit terms hereof, to the reasonable satisfaction of the District. Such duties shall be rendered at District premises and such other place or places as the District shall in good faith require or as the interests, needs, business, or opportunity of the District shall require.
3. The terms of employment of this Contract shall remain in effect for the period set forth above and concerns the extra day assignment described herein. This Contract is in addition to the Employee's regular standard contract length and any category 1, 2, 3, renewable, or retired certified personnel contract.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, the duly adopted rules of the State Board of Education, and the policies of the District, which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein. It is further understood that this Contract excludes any expectation of employment beyond the terms given herein and the procedural requirements of section 33-515A, Idaho Code. As this is an extra day assignment contract, pursuant to section 33-515A(3), Idaho Code, the Employee is entitled to the same due process and procedures as provided by the Employee's underlying standard contract, whether such contract be a category 1, 2, 3, renewable, or retired certified personnel contract.

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

MACKAY JT. SCHOOL DISTRICT NO. 182 in CUSTER AND BUTTE COUNTY(IES), STATE OF IDAHO

CERTIFICATED PROFESSIONAL EMPLOYEE

CHAIRMAN, BOARD OF TRUSTEES

Attest: _____
SUPERINTENDENT OR CLERK

STATE OF IDAHO: RENEWABLE CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 19th day of June year of 2025, by and between Mackay Jt. School District No. 182, Mackay, Idaho ("the District"), and Stephanie Engle ("the Certified Personnel").

WITNESSETH:

1. The District hereby employs the Certified Personnel pursuant to Section 33-515, Idaho Code, for the duration of the 2025-2026 school year, consisting of a period of 168 days, and agrees to pay the Certified Personnel for said services a sum of Sixty-Six Thousand Nine Hundred Three Dollars (\$ 66,903.00), of which 1/12 shall be payable on the 25th day(s) of the month(s) September, year of 2025 to August year of 2026, inclusive, and such other monetary benefits as accorded to its certificated employees by the District.
2. Assignment(s): Elementary Teacher plus other duties as prescribed by the superintendent and such other duties as may be assigned by the District for which the Certified Personnel is properly certified and endorsed.
3. The Certified Personnel agrees to perform all assignments made by the District 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, the duly adopted rules of the State Board of Education and the policies of the District which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein.
5. Any material false statement knowingly made in the written application for a position with the District shall constitute sufficient ground for voiding this Contract.
6. The District Board of Trustees 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 District and the Certified Personnel.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

IN WITNESS WHEREOF the District 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.

MACKAY JT SCHOOL DISTRICT NO. 182 in CUSTER & BUTTE COUNTY(IES), STATE OF IDAHO

CERTIFIED PERSONNEL

CHAIRMAN, BOARD OF TRUSTEES

Attest: _____
SUPERINTENDENT OR CLERK

STATE OF IDAHO: STANDARD ADMINISTRATOR CONTRACT

THIS CONTRACT, made this 19th day of June year of 2025, by and between Mackay Jt. School District No. 182, Mackay, Idaho ("the District"), and Stephanie Fullmer ("the Administrator").

WITNESSETH:

1. That the District hereby employs said Administrator to perform the duties of K-6 principal so designated by the District and to perform such other duties as specified by the District at any time during the term hereof, provided that the Administrator is properly certified and endorsed to perform said duties for a period of 1 year (215 days per year), beginning in the month and day of August, year of 2025, through the month and day of June 30th, year of 2026, at a base salary of Forty-Two Thousand Five Hundred Dollars (\$ 42,500.00) per year, plus any additional annual increments, and such other monetary benefits accorded by the District to employees under contract for this position which may be described in a separate addendum. Said salary shall be paid in equal monthly installments in the amount of \$ 3541.00 on the 25th day(s) of each month beginning in August, year of 2025, to July, year of 2026, inclusive.
2. In consideration of the promises and agreement of the District herein before recited, the Administrator agrees to assume the duties above recited at Mackay, Idaho on August 1st, in the year 2025, and to faithfully perform and discharge the same to the best of his/her ability and as directed by the District and to comply with the applicable laws of the State of Idaho, the duly adopted rules of the State Board of Education, and such regulations, directives and policies as the Board of Trustees may legally prescribe which are, by reference, incorporated in and made a part of this agreement the same as if set forth herein.
3. The District shall review this Contract during the 1st year of performance hereunder to consider employing the Administrator beyond the last year designated in this contract. If the District elects to employ the Administrator beyond the last year designated in this Contract, it shall offer the Administrator a new Contract that reflects the new terms of employment, unless one of the parties notifies the other party by the sooner of the date this Contract expires or the July 1st following the last school year of employment under this Contract, of the intent to discontinue employment.
4. It is hereby mutually stipulated and agreed by and between the parties hereto that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, otherwise than is herein expressly stated, and that no property rights attach to this Contract beyond the term of this Contract.
5. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of any negotiated agreement between the parties as long as those terms do not conflict with the terms of this Contract.

IN WITNESS WHEREOF the District 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.

MACKAY JT SCHOOL DISTRICT NO.182 in CUSTER AND BUTTE COUNTY(IES), STATE OF IDAHO

ADMINISTRATOR

CHAIRMAN, BOARD OF TRUSTEES

Attest: _____
SUPERINTENDENT OR CLERK

STATE OF IDAHO: SUPERINTENDENT CONTRACT

THIS CONTRACT, Made this 19th day of June year of 2026, by and between Mackay Jt. School District No. 182, Mackay, Idaho in Custer County(ies), State of Idaho (hereinafter called the District), and Stephanie Fullmer (hereinafter called the Superintendent),

WITNESSETH:

1. That the District hereby contracts to and does hereby employ said Superintendent as Superintendent of Schools of Mackay Jt. School District No. 182, Mackay, Idaho in Custer and Butte County(ies), State of Idaho, for a period of 1 year (twelve months per year), beginning July 1st, in the year of 2025, and extending to June 30 in the year of 2026, at a salary of Forty-Two Thousand Five Hundred Dollars (\$ 42,500.00) the first year, with 0 (\$ 0.00) increment for each of the succeeding years until this Contract has been fulfilled. Said salary shall be paid in equal monthly installments on the 25th day of each month for such services, the first payment to be made on July in the year of 2025.
2. In consideration of the promises and agreement of the District hereinbefore recited, the Superintendent agrees to assume the duties of Superintendent of Schools at Mackay, Idaho on July 1st in the year of 2025, and to faithfully perform and discharge the same to the best of his/her ability as directed by the Board of Trustees, and to comply with the applicable laws of the State of Idaho, the duly adopted rules of the State Board of Education, and such regulations, directives and policies as the Board of Trustees may legally prescribe which are, by reference, incorporated in and made a part of this contract as though fully set forth herein.
3. It is further agreed that the Superintendent will have authorization to attend, at District expense, all meetings of the State Board of Education or the State Superintendent of Public Instruction to which the Superintendent is invited, and that the Board of Trustees will adopt policies pertaining to attendance at other professional meetings and conferences including expenses of travel.
4. It is hereby mutually stipulated 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, otherwise than is herein expressly stated, and that no property rights attach to this Contract beyond the term of this Contract.
5. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of any negotiated agreement between the parties as long as those terms do not conflict with the terms of this Contract.

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

MACKAY SCHOOL DISTRICT NO. 182 in CUSTER & BUTTE COUNTY(IES), STATE OF IDAHO

SUPERINTENDENT

CHAIRMAN, BOARD OF TRUSTEES

Attest: _____
CLERK, BOARD OF TRUSTEES

STATE OF IDAHO: STANDARD ADMINISTRATOR CONTRACT

THIS CONTRACT, made this 19th day of June year of 2025, by and between Mackay Jt. School District No. 182, Mackay, Idaho ("the District"), and Tricia Rhead ("the Administrator").

WITNESSETH:

1. That the District hereby employs said Administrator to perform the duties of 7-12 principal so designated by the District and to perform such other duties as specified by the District at any time during the term hereof, provided that the Administrator is properly certified and endorsed to perform said duties for a period of 1 year (190 days per year), beginning in the month and day of August, year of 2025, through the month and day of June 30th, year of 2026, at a base salary of Thirty-Five Thousand Dollars (\$ 35,000.00) per year, plus any additional annual increments, and such other monetary benefits accorded by the District to employees under contract for this position which may be described in a separate addendum. Said salary shall be paid in equal monthly installments in the amount of \$ 2916.66 on the 25th day(s) of each month beginning in August, year of 2025, to July, year of 2026, inclusive.
2. In consideration of the promises and agreement of the District herein before recited, the Administrator agrees to assume the duties above recited at Mackay, Idaho on August 1st, in the year 2025, and to faithfully perform and discharge the same to the best of his/her ability and as directed by the District and to comply with the applicable laws of the State of Idaho, the duly adopted rules of the State Board of Education, and such regulations, directives and policies as the Board of Trustees may legally prescribe which are, by reference, incorporated in and made a part of this agreement the same as if set forth herein.
3. The District shall review this Contract during the 1st year of performance hereunder to consider employing the Administrator beyond the last year designated in this contract. If the District elects to employ the Administrator beyond the last year designated in this Contract, it shall offer the Administrator a new Contract that reflects the new terms of employment, unless one of the parties notifies the other party by the sooner of the date this Contract expires or the July 1st following the last school year of employment under this Contract, of the intent to discontinue employment.
4. It is hereby mutually stipulated and agreed by and between the parties hereto that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, otherwise than is herein expressly stated, and that no property rights attach to this Contract beyond the term of this Contract.
5. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of any negotiated agreement between the parties as long as those terms do not conflict with the terms of this Contract.

IN WITNESS WHEREOF the District 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.

MACKAY JT SCHOOL DISTRICT NO.182 in CUSTER AND BUTTE COUNTY(IES), STATE OF IDAHO

ADMINISTRATOR

CHAIRMAN, BOARD OF TRUSTEES

Attest: _____
SUPERINTENDENT OR CLERK

STATE OF IDAHO: RENEWABLE CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 19th day of June year of 2025, by and between Mackay Jt. School District No. 182, Mackay, Idaho ("the District"), and Tricia Rhead ("the Certified Personnel").

WITNESSETH:

1. The District hereby employs the Certified Personnel pursuant to Section 33-515, Idaho Code, for the duration of the 2025-2026 school year, consisting of a period of 168 days, and agrees to pay the Certified Personnel for said services a sum of Thirty-Five Thousand Dollars (\$ 35,000.00), of which 1/12 shall be payable on the 25th day(s) of the months September, year of 2025 to August year of 2026, inclusive, and such other monetary benefits as accorded to its certificated employees by the District.
2. Assignment(s): Secondary Teacher plus other duties as prescribed by the superintendent and such other duties as may be assigned by the District for which the Certified Personnel is properly certified and endorsed.
3. The Certified Personnel agrees to perform all assignments made by the District 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, the duly adopted rules of the State Board of Education and the policies of the District which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein.
5. Any material false statement knowingly made in the written application for a position with the District shall constitute sufficient ground for voiding this Contract.
6. The District Board of Trustees 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 District and the Certified Personnel.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

IN WITNESS WHEREOF the District 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.

MACKAY JT SCHOOL DISTRICT NO. 182 in CUSTER & BUTTE COUNTY(IES), STATE OF IDAHO

_____ CERTIFIED PERSONNEL

_____ CHAIRMAN, BOARD OF TRUSTEES

Attest: _____ SUPERINTENDENT OR CLERK

STATE OF IDAHO: SUPPLEMENTAL EXTRA DUTY CONTRACT

THIS CONTRACT, made this 19th day of June year of 2025, by and between Mackay Jt. School District No. 182, Mackay, Idaho ("the District"), and Trent VanLeuven ("the Employee"), a certificated professional employee of the District.

WITNESSETH:

1. The District hereby contracts to hire the Employee to perform an extra duty assignment as provided in the job description as Vocational Agriculture Instructor/FFA for a period of 3 months and/or 0 days, beginning on the 1st day of June, in the year of 2026, and extending to the last day of August, in the year of 2026, at the compensation rate or fixed amount of Twenty-One Thousand Four Hundred Seventy-Five Dollars (\$ 21,475.00) until this Contract has been fulfilled. Said compensation shall be paid in a manner as agreed to between the parties.
2. The Employee will, at all times, faithfully perform all of the duties that may be required pursuant to the express and implicit terms hereof, to the reasonable satisfaction of the District. Such extra duty assignment shall be rendered at District premises and such other place or places as the District shall in good faith require or as the interests, needs, business, or opportunity of the District shall require.
3. The terms of employment of this Contract shall remain in effect for the period set forth above and concerns the extra duty assignment described herein. This Contract is separate and apart from the Employee's regular duties and underlying contract, including any category 1, 2, 3, renewable, or retired certified personnel contract.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, the duly adopted rules of the State Board of Education, and the policies of the District, which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein, and that no property rights attach to this Contract beyond the term of this Contract. It is further understood that this Contract excludes any expectation of employment beyond the terms given herein and the procedural requirements of section 33-515A, Idaho Code.

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

MACKAY SCHOOL DISTRICT NO. 182 in CUSTER AND BUTTE COUNTY(IES), STATE OF IDAHO

_____ CERTIFICATED PROFESSIONAL EMPLOYEE

_____ CHAIRMAN, BOARD OF TRUSTEES

Attest: _____ SUPERINTENDENT OR CLERK

STATE OF IDAHO: RENEWABLE CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 19th day of June year of 2025, by and between Mackay Jt. School District No. 182, Mackay, Idaho ("the District"), and Trent VanLeuven ("the Certified Personnel").

WITNESSETH:

1. The District hereby employs the Certified Personnel pursuant to Section 33-515, Idaho Code, for the duration of the 2025-2026 school year, consisting of a period of 168 days, and agrees to pay the Certified Personnel for said services a sum of Sixty-Four Thousand Four Hundred Twenty-Seven Dollars (\$ 64,427.00), of which 1/9 shall be payable on the 25th day(s) of the months September, year of 2025 to May year of 2026, inclusive, and such other monetary benefits as accorded to its certificated employees by the District.
2. Assignment(s): Secondary Teacher plus other duties as prescribed by the superintendent and such other duties as may be assigned by the District for which the Certified Personnel is properly certified and endorsed.
3. The Certified Personnel agrees to perform all assignments made by the District 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, the duly adopted rules of the State Board of Education and the policies of the District which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein.
5. Any material false statement knowingly made in the written application for a position with the District shall constitute sufficient ground for voiding this Contract.
6. The District Board of Trustees 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 District and the Certified Personnel.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

IN WITNESS WHEREOF the District 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.

MACKAY JT SCHOOL DISTRICT NO. 182 in CUSTER & BUTTE COUNTY(IES), STATE OF IDAHO

_____ CERTIFIED PERSONNEL

_____ CHAIRMAN, BOARD OF TRUSTEES

Attest: _____ SUPERINTENDENT OR CLERK

Reissue

INDEPENDENT CONTRACTOR COACHING AGREEMENT

This Independent Contractor Coaching Agreement ("Agreement") is entered into between Mackay School District No. 182 ("District") and Amber Sherwood ("Coach") confirming Coach's service as the District's Girls' Jr. High Volleyball coach.

The Coach will begin her service as the District's Girls' Jr. High Volleyball coach for the 2025-2026 school year, with the season beginning on August 15th, 2025 and ending on October 31st, 2025. Coach will be paid \$1050.00 to serve as the District's Girls' Jr. High Volleyball coach. Payment will be as follows: one-half (1/2) will be paid on September 25th, 2025 and the second one-half (1/2) will be paid October 25th, 2025.

The District and Coach agree that the relationship between them is that of an independent contractor of the District and in no way creates an employer/employee relationship, nor is Coach an agent of the District. Coach agrees to comply with all applicable state and federal laws and Mackay School District No. 182 policies in the performance of his/her coaching functions. Coach further agrees to cooperate with the District in obtaining a criminal background check, including but not limited to providing a ten finger fingerprint card or scan. Coach agrees to pay all costs associated with the criminal background check. If a season ends due to injury or not enough kids to participate the coaching stipend will be prorated for the portion of the season that was completed.

As an independent contractor, none of the benefits of employment provided by the District to its employees, including but not limited to workers' compensation insurance, unemployment insurance or health insurance are available from the District. Coach shall assume full responsibility for payment of all state, federal, and local taxes, and understands that he/she will be provided a Federal Tax 1099 Form for tax purposes.

In the event Coach fails to perform his/her duties as coach, including but not limited to supervision and direction of the student athletes, or in the event of conduct which endangers or otherwise creates a risk of harm to the student athletes, patrons and/or other persons which, in the sole discretion of the Board of Trustees is found to be contrary to the best interests of the District, the District shall retain the right to immediately terminate this Agreement.

****Note: Only coaches and players are allowed on travel buses.**

Superintendent date

Approved:

Chairman, Board of Trustees date

Coach date

INDEPENDENT CONTRACTOR COACHING AGREEMENT

This Independent Contractor Coaching Agreement ("Agreement") is entered into between Mackay School District No. 182 ("District") and Ashley Pehrson ("Coach") confirming Coach's service as the District's **Jr. High Girls' Basketball** coach.

The Coach will begin their service as the District's Jr. High Girls' Basketball coach for the 2025-2026 school year, with the season beginning on October 14th, 2025 and ending on December 31st, 2025. Coach will be paid \$900.00 to serve as the District's Jr. High Girls' Basketball coach. Payment will be as follows: ½ will be paid October 25th, 2025 and ½ will be paid on December 15th, 2025.

The District and Coach agree that the relationship between them is that of an independent contractor of the District and in no way creates an employer/employee relationship, nor is Coach an agent of the District. Coach agrees to comply with all applicable state and federal laws and Mackay School District No. 182 policies in the performance of his/her coaching functions. Coach further agrees to cooperate with the District in obtaining a criminal background check, including but not limited to providing a ten finger fingerprint card or scan. Coach agrees to pay all costs associated with the criminal background check. If a season ends due to injury or not enough kids to participate the coaching stipend will be prorated for the portion of the season that was completed.

As an independent contractor, none of the benefits of employment provided by the District to its employees, including but not limited to workers' compensation insurance, unemployment insurance or health insurance are available from the District. Coach shall assume full responsibility for payment of all state, federal, and local taxes, and understands that he/she will be provided a Federal Tax 1099 Form for tax purposes.

In the event Coach fails to perform his/her duties as coach, including but not limited to supervision and direction of the student athletes, or in the event of conduct which endangers or otherwise creates a risk of harm to the student athletes, patrons and/or other persons which, in the sole discretion of the Board of Trustees is found to be contrary to the best interests of the District, the District shall retain the right to immediately terminate this Agreement.

**** Note: Only coaches and players are allowed on travel buses.**

Superintendent _____ date _____

Approved:

Chairman, Board of Trustees date

Coach _____ date _____

INDEPENDENT CONTRACTOR COACHING AGREEMENT

This Independent Contractor Coaching Agreement (“Agreement”) is entered into between Mackay School District No. 182 (“District”) and **Chris Holt** (“Coach”) confirming Coach’s service as the District’s **Girls’ Assistant Basketball** coach.

The Coach will begin his service as the District's Girls' Assistant Basketball coach for the 2025-2026 school year, with the season beginning on November 1st, 2025 and ending on February 28th, 2026. Coach will be paid \$2,100.00 to serve as the District's Girls' Assistant Basketball coach. Payment will be as follows: one-half (1/2) will be paid on November 25th, 2025 and the second one-half (1/2) will be paid February 25th, 2026.

The District and Coach agree that the relationship between them is that of an independent contractor of the District and in no way creates an employer/employee relationship, nor is Coach an agent of the District. Coach agrees to comply with all applicable state and federal laws and Mackay School District No. 182 policies in the performance of his/her coaching functions. Coach further agrees to cooperate with the District in obtaining a criminal background check, including but not limited to providing a ten finger fingerprint card or scan. Coach agrees to pay all costs associated with the criminal background check. If a season ends due to injury or not enough kids to participate the coaching stipend will be prorated for the portion of the season that was completed.

As an independent contractor, none of the benefits of employment provided by the District to its employees, including but not limited to workers' compensation insurance, unemployment insurance or health insurance are available from the District. Coach shall assume full responsibility for payment of all state, federal, and local taxes, and understands that he/she will be provided a Federal Tax 1099 Form for tax purposes.

In the event Coach fails to perform his/her duties as coach, including but not limited to supervision and direction of the student athletes, or in the event of conduct which endangers or otherwise creates a risk of harm to the student athletes, patrons and/or other persons which, in the sole discretion of the Board of Trustees is found to be contrary to the best interests of the District, the District shall retain the right to immediately terminate this Agreement.

****Note: Only coaches and players are allowed on travel buses.**

Superintendent _____ date _____
Approved: _____

Chairman, Board of Trustees date _____

Coach _____ date _____

INDEPENDENT CONTRACTOR COACHING AGREEMENT

This Independent Contractor Coaching Agreement ("Agreement") is entered into between Mackay School District No. 182 ("District") and Christopher Peterson ("Coach") confirming Coach's service as the District's Track coach.

The Coach will begin his service as the District's Track coach for the 2025-2026 school year, with the season beginning on March 1st, 2026 and ending on May 31st, 2026. Coach will be paid \$2,500.00 to serve as the District's Track coach. Payment will be as follows: one-half (1/2) will be paid on March 25th, 2026 and the second one-half (1/2) will be paid May 25th, 2026.

The District and Coach agree that the relationship between them is that of an independent contractor of the District and in no way creates an employer/employee relationship, nor is Coach an agent of the District. Coach agrees to comply with all applicable state and federal laws and Mackay School District No. 182 policies in the performance of his/her coaching functions. Coach further agrees to cooperate with the District in obtaining a criminal background check, including but not limited to providing a ten finger fingerprint card or scan. Coach agrees to pay all costs associated with the criminal background check. If a season ends due to injury or not enough kids to participate the coaching stipend will be prorated for the portion of the season that was completed.

As an independent contractor, none of the benefits of employment provided by the District to its employees, including but not limited to workers' compensation insurance, unemployment insurance or health insurance are available from the District. Coach shall assume full responsibility for payment of all state, federal, and local taxes, and understands that he/she will be provided a Federal Tax 1099 Form for tax purposes.

In the event Coach fails to perform his/her duties as coach, including but not limited to supervision and direction of the student athletes, or in the event of conduct which endangers or otherwise creates a risk of harm to the student athletes, patrons and/or other persons which, in the sole discretion of the Board of Trustees is found to be contrary to the best interests of the District, the District shall retain the right to immediately terminate this Agreement.

****Note: Only coaches and players are allowed on travel buses.**

Superintendent date

Approved:

Chairman, Board of Trustees date

Coach date

Mackay School District

"Home of the Miners"

390 E. SPRUCE ST. * MACKAY, IDAHO 83251 * (208) 588-2896

August 11, 2025

Stephenie Barnhard
Mackay, ID 83251

RE: 2025–2026 Cheer

Dear Mrs. Barnhard,

This letter is a confirmation of your employment and salary with the Mackay School District #182. For the 2025-2026 school year for the duties of Cheer Coach the compensation rate will be \$2,800.00. Said compensation shall be paid in monthly installments on the 25th day of each month, beginning in the month of September, 2025 and ending in February, 2026.

Note: Only coaches and players are allowed at practices and on travel buses.

Please understand there are no contractual rights to this position. All classified positions with Mackay School District #182 are at-will positions.

If you have any questions, please contact me at 588-2262. If you need to update any payroll information, please contact the District Office at 588-2896.

Sincerely,

Stephanie Fullmer
Mackay School District
Superintendent

INDEPENDENT CONTRACTOR COACHING AGREEMENT

This Independent Contractor Coaching Agreement ("Agreement") is entered into between Mackay School District No. 182 ("District") and **Duston Lords** ("Coach") confirming Coach's service as the District's **Jr. High Football** coach.

The Coach will begin his service as the District's Jr. High Football coach for the 2025-2026 school year, with the season beginning on August 15th, 2025 and ending on October 31st, 2025. Coach will be paid \$900.00 to serve as the District's Jr. High Football coach. Payment will be as follows: one-half (1/2) will be paid on September 25th, 2025 and the second one-half (1/2) will be paid October 25th, 2025.

The District and Coach agree that the relationship between them is that of an independent contractor of the District and in no way creates an employer/employee relationship, nor is Coach an agent of the District. Coach agrees to comply with all applicable state and federal laws and Mackay School District No. 182 policies in the performance of his/her coaching functions. Coach further agrees to cooperate with the District in obtaining a criminal background check, including but not limited to providing a ten finger fingerprint card or scan. Coach agrees to pay all costs associated with the criminal background check. If a season ends due to injury or not enough kids to participate the coaching stipend will be prorated for the portion of the season that was completed.

As an independent contractor, none of the benefits of employment provided by the District to its employees, including but not limited to workers' compensation insurance, unemployment insurance or health insurance are available from the District. Coach shall assume full responsibility for payment of all state, federal, and local taxes, and understands that he/she will be provided a Federal Tax 1099 Form for tax purposes.

In the event Coach fails to perform his/her duties as coach, including but not limited to supervision and direction of the student athletes, or in the event of conduct which endangers or otherwise creates a risk of harm to the student athletes, patrons and/or other persons which, in the sole discretion of the Board of Trustees is found to be contrary to the best interests of the District, the District shall retain the right to immediately terminate this Agreement.

****Note: Only coaches and players are allowed on travel buses.**

Superintendent _____ date _____

Approved:

Chairman, Board of Trustees date

Coach _____ date _____

INDEPENDENT CONTRACTOR COACHING AGREEMENT

This Independent Contractor Coaching Agreement ("Agreement") is entered into between Mackay School District No. 182 ("District") and **Travis Drusell** ("Coach") confirming Coach's service as the District's **Boys' Assistant Basketball** coach.

The Coach will begin his service as the District's Boys' Assistant Basketball coach for the 2025-2026 school year, with the season beginning on November 1st, 2025 and ending on March 10th, 2026. Coach will be paid \$2,050.00 to serve as the District's Boys' Varsity Basketball coach. Payment will be as follows: one-half (1/2) will be paid on November 25th, 2025 and the second one-half (1/2) will be paid February 25th, 2026.

The District and Coach agree that the relationship between them is that of an independent contractor of the District and in no way creates an employer/employee relationship, nor is Coach an agent of the District. Coach agrees to comply with all applicable state and federal laws and Mackay School District No. 182 policies in the performance of his/her coaching functions. Coach further agrees to cooperate with the District in obtaining a criminal background check, including but not limited to providing a ten finger fingerprint card or scan. Coach agrees to pay all costs associated with the criminal background check. If a season ends due to injury or not enough kids to participate the coaching stipend will be prorated for the portion of the season that was completed.

As an independent contractor, none of the benefits of employment provided by the District to its employees, including but not limited to workers' compensation insurance, unemployment insurance or health insurance are available from the District. Coach shall assume full responsibility for payment of all state, federal, and local taxes, and understands that he/she will be provided a Federal Tax 1099 Form for tax purposes.

In the event Coach fails to perform his/her duties as coach, including but not limited to supervision and direction of the student athletes, or in the event of conduct which endangers or otherwise creates a risk of harm to the student athletes, patrons and/or other persons which, in the sole discretion of the Board of Trustees is found to be contrary to the best interests of the District, the District shall retain the right to immediately terminate this Agreement.

****Note: Only coaches and players are allowed on travel buses.**

Superintendent _____, date _____

Approved:

Chairman, Board of Trustees date

Coach _____ date _____

INDEPENDENT CONTRACTOR COACHING AGREEMENT

This Independent Contractor Coaching Agreement ("Agreement") is entered into between Mackay School District No. 182 ("District") and **Joshua Pehrson** ("Coach") confirming Coach's service as the District's **Girls' Varsity Basketball** coach.

The Coach will begin her service as the District's Girls' Varsity Basketball coach for the 2025-2026 school year, with the season beginning on November 1st, 2025 and ending on February 28th, 2026. Coach will be paid \$3,150.00 to serve as the District's Girls' Varsity Basketball coach. Payment will be as follows: one-half (1/2) will be paid on November 25th, 2025 and the second one-half (1/2) will be paid February 25th, 2026.

The District and Coach agree that the relationship between them is that of an independent contractor of the District and in no way creates an employer/employee relationship, nor is Coach an agent of the District. Coach agrees to comply with all applicable state and federal laws and Mackay School District No. 182 policies in the performance of his/her coaching functions. Coach further agrees to cooperate with the District in obtaining a criminal background check, including but not limited to providing a ten finger fingerprint card or scan. Coach agrees to pay all costs associated with the criminal background check. If a season ends due to injury or not enough kids to participate the coaching stipend will be prorated for the portion of the season that was completed.

As an independent contractor, none of the benefits of employment provided by the District to its employees, including but not limited to workers' compensation insurance, unemployment insurance or health insurance are available from the District. Coach shall assume full responsibility for payment of all state, federal, and local taxes, and understands that he/she will be provided a Federal Tax 1099 Form for tax purposes.

In the event Coach fails to perform his/her duties as coach, including but not limited to supervision and direction of the student athletes, or in the event of conduct which endangers or otherwise creates a risk of harm to the student athletes, patrons and/or other persons which, in the sole discretion of the Board of Trustees is found to be contrary to the best interests of the District, the District shall retain the right to immediately terminate this Agreement.

****Note: Only coaches and players are allowed on travel buses.**

Superintendent _____ date _____

Approved:

Chairman, Board of Trustees date

Coach _____ date _____

INDEPENDENT CONTRACTOR COACHING AGREEMENT

This Independent Contractor Coaching Agreement ("Agreement") is entered into between Mackay School District No. 182 ("District") and **Mallory Hocking** ("Coach") confirming Coach's service as the District's **Girls' Varsity Volleyball** coach.

The Coach will begin her service as the District's Girls' Varsity Volleyball coach for the 2025-2026 school year, with the season beginning on August 11th, 2025 and ending on October 31st, 2025. Coach will be paid \$3,150.00 to serve as the District's Girls' Varsity Volleyball coach. Payment will be as follows: one-half (1/2) will be paid on September 25th, 2025 and the second one-half (1/2) will be paid October 25th, 2025.

The District and Coach agree that the relationship between them is that of an independent contractor of the District and in no way creates an employer/employee relationship, nor is Coach an agent of the District. Coach agrees to comply with all applicable state and federal laws and Mackay School District No. 182 policies in the performance of his/her coaching functions. Coach further agrees to cooperate with the District in obtaining a criminal background check, including but not limited to providing a ten finger fingerprint card or scan. Coach agrees to pay all costs associated with the criminal background check. If a season ends due to injury or not enough kids to participate the coaching stipend will be prorated for the portion of the season that was completed.

As an independent contractor, none of the benefits of employment provided by the District to its employees, including but not limited to workers' compensation insurance, unemployment insurance or health insurance are available from the District. Coach shall assume full responsibility for payment of all state, federal, and local taxes, and understands that he/she will be provided a Federal Tax 1099 Form for tax purposes.

In the event Coach fails to perform his/her duties as coach, including but not limited to supervision and direction of the student athletes, or in the event of conduct which endangers or otherwise creates a risk of harm to the student athletes, patrons and/or other persons which, in the sole discretion of the Board of Trustees is found to be contrary to the best interests of the District, the District shall retain the right to immediately terminate this Agreement.

****Note: Only coaches and players are allowed on travel buses.**

Superintendent _____ date _____

Approved:

Chairman, Board of Trustees date

Coach _____ date _____

INDEPENDENT CONTRACTOR COACHING AGREEMENT

This Independent Contractor Coaching Agreement ("Agreement") is entered into between Mackay School District No. 182 ("District") and **Ryan Huish** ("Coach") confirming Coach's service as the District's **Boys' Varsity Football** coach.

The Coach will begin his service as the District's Boys' Varsity Football coach for the 2025-2026 school year, with the season beginning on August 11th, 2025 and ending on October 31st, 2025. Coach will be paid \$3,100.00 to serve as the District's Boys' Varsity Football coach. Payment will be as follows: one-half (1/2) will be paid on September 25th, 2025 and the second one-half (1/2) will be paid October 25th, 2025.

The District and Coach agree that the relationship between them is that of an independent contractor of the District and in no way creates an employer/employee relationship, nor is Coach an agent of the District. Coach agrees to comply with all applicable state and federal laws and Mackay School District No. 182 policies in the performance of his/her coaching functions. Coach further agrees to cooperate with the District in obtaining a criminal background check, including but not limited to providing a ten finger fingerprint card or scan. Coach agrees to pay all costs associated with the criminal background check. If a season ends due to injury or not enough kids to participate the coaching stipend will be prorated for the portion of the season that was completed.

As an independent contractor, none of the benefits of employment provided by the District to its employees, including but not limited to workers' compensation insurance, unemployment insurance or health insurance are available from the District. Coach shall assume full responsibility for payment of all state, federal, and local taxes, and understands that he/she will be provided a Federal Tax 1099 Form for tax purposes.

In the event Coach fails to perform his/her duties as coach, including but not limited to supervision and direction of the student athletes, or in the event of conduct which endangers or otherwise creates a risk of harm to the student athletes, patrons and/or other persons which, in the sole discretion of the Board of Trustees is found to be contrary to the best interests of the District, the District shall retain the right to immediately terminate this Agreement.

****Note: Only coaches and players are allowed on travel buses.**

Superintendent _____ date _____

Approved:

Chairman, Board of Trustees date

Coach _____ date _____

INDEPENDENT CONTRACTOR COACHING AGREEMENT

This Independent Contractor Coaching Agreement ("Agreement") is entered into between Mackay School District No. 182 ("District") and Seth Teichert ("Coach") confirming Coach's service as the District's **Boys' Assistant Football** coach.

The Coach will begin his service as the District's **Boys' Assistant Football** coach for the 2025-2026 school year, with the season beginning on August 11th, 2025 and ending on October 31st, 2025. Coach will be paid \$1,050.00 to serve as the District's **Boys' Assistant Football** coach. Payment will be as follows: one-half (1/2) will be paid on September 25th, 2025 and the second one-half (1/2) will be paid October 25th, 2025.

The District and Coach agree that the relationship between them is that of an independent contractor of the District and in no way creates an employer/employee relationship, nor is Coach an agent of the District. Coach agrees to comply with all applicable state and federal laws and Mackay School District No. 182 policies in the performance of his/her coaching functions. Coach further agrees to cooperate with the District in obtaining a criminal background check, including but not limited to providing a ten finger fingerprint card or scan. Coach agrees to pay all costs associated with the criminal background check.

As an independent contractor, none of the benefits of employment provided by the District to its employees, including but not limited to workers' compensation insurance, unemployment insurance or health insurance are available from the District. Coach shall assume full responsibility for payment of all state, federal, and local taxes, and understands that he/she will be provided a Federal Tax 1099 Form for tax purposes.

In the event Coach fails to perform his/her duties as coach, including but not limited to supervision and direction of the student athletes, or in the event of conduct which endangers or otherwise creates a risk of harm to the student athletes, patrons and/or other persons which, in the sole discretion of the Board of Trustees is found to be contrary to the best interests of the District, the District shall retain the right to immediately terminate this Agreement.

****Note:** Only coaches and players are allowed on travel buses.

Superintendent date

Approved:

Chairman, Board of Trustees date

Coach date

Mackay School District

"Home of the Miners"

390 E. SPRUCE ST. * MACKAY, IDAHO 83251 * (208) 588-2896

August 11, 2025

Stephanie Woodbury
Mackay, ID 83251

RE: 2025-2026 JH Track

Dear Ms. Woodbury,

This letter is a confirmation of your employment and salary with the Mackay School District #182. For the 2025-2026 school year for the duties of JH Track Coach the compensation rate will be \$950.00. Said compensation shall be paid in monthly installments on the 25th day of each month, beginning in the month of March, 2026 and ending in May, 2026.

Note: Only coaches and players are allowed at practices and on travel buses.

Please understand there are no contractual rights to this position. All classified positions with Mackay School District #182 are at-will positions.

If you have any questions, please contact me at 588-2262. If you need to update any payroll information, please contact the District Office at 588-2896.

Sincerely,

Stephanie Fullmer
Mackay School District
Superintendent

INDEPENDENT CONTRACTOR COACHING AGREEMENT

This Independent Contractor Coaching Agreement ("Agreement") is entered into between Mackay School District No. 182 ("District") and **Trisha Carlson** ("Coach") confirming Coach's service as the District's **Scholastic** coach.

The Coach will begin his service as the District's Scholastic coach for the 2025-2026 school year, with the season beginning on January 3rd, 2026 and ending on March 15th, 2026. Coach will be paid \$2150.00 to serve as the District's Scholastic coach. Payment will be as follows: one-half (1/2) will be paid on February 25th, 2026 and the second one-half (1/2) will be paid March 25th, 2026.

The District and Coach agree that the relationship between them is that of an independent contractor of the District and in no way creates an employer/employee relationship, nor is Coach an agent of the District. Coach agrees to comply with all applicable state and federal laws and Mackay School District No. 182 policies in the performance of his/her coaching functions. Coach further agrees to cooperate with the District in obtaining a criminal background check, including but not limited to providing a ten finger fingerprint card or scan. Coach agrees to pay all costs associated with the criminal background check.

As an independent contractor, none of the benefits of employment provided by the District to its employees, including but not limited to workers' compensation insurance, unemployment insurance or health insurance are available from the District. Coach shall assume full responsibility for payment of all state, federal, and local taxes, and understands that he/she will be provided a Federal Tax 1099 Form for tax purposes.

In the event Coach fails to perform his/her duties as coach, including but not limited to supervision and direction of the student athletes, or in the event of conduct which endangers or otherwise creates a risk of harm to the student athletes, patrons and/or other persons which, in the sole discretion of the Board of Trustees is found to be contrary to the best interests of the District, the District shall retain the right to immediately terminate this Agreement.

****Note: Only coaches and players are allowed on travel buses.**

Superintendent _____ date _____

Approved:

Chairman, Board of Trustees date

Coach _____ date _____

INDEPENDENT CONTRACTOR COACHING AGREEMENT

This Independent Contractor Coaching Agreement ("Agreement") is entered into between Mackay School District No. 182 ("District") and William Hulse ("Coach") confirming Coach's service as the District's **Boys' Assistant Football** coach.

The Coach will begin his service as the District's Boys' Assistant Football coach for the 2025-2026 school year, with the season beginning on August 11th, 2025 and ending on October 31st, 2025. Coach will be paid \$1,050.00 to serve as the District's Boys' Assistant Football coach. Payment will be as follows: one-half (1/2) will be paid on September 25th, 2025 and the second one-half (1/2) will be paid October 25th, 2025.

The District and Coach agree that the relationship between them is that of an independent contractor of the District and in no way creates an employer/employee relationship, nor is Coach an agent of the District. Coach agrees to comply with all applicable state and federal laws and Mackay School District No. 182 policies in the performance of his/her coaching functions. Coach further agrees to cooperate with the District in obtaining a criminal background check, including but not limited to providing a ten finger fingerprint card or scan. Coach agrees to pay all costs associated with the criminal background check.

As an independent contractor, none of the benefits of employment provided by the District to its employees, including but not limited to workers' compensation insurance, unemployment insurance or health insurance are available from the District. Coach shall assume full responsibility for payment of all state, federal, and local taxes, and understands that he/she will be provided a Federal Tax 1099 Form for tax purposes.

In the event Coach fails to perform his/her duties as coach, including but not limited to supervision and direction of the student athletes, or in the event of conduct which endangers or otherwise creates a risk of harm to the student athletes, patrons and/or other persons which, in the sole discretion of the Board of Trustees is found to be contrary to the best interests of the District, the District shall retain the right to immediately terminate this Agreement.

****Note: Only coaches and players are allowed on travel buses.**

Superintendent _____ date _____

Approved:

Chairman, Board of Trustees date

Coach _____ date _____

INDEPENDENT CONTRACTOR COACHING AGREEMENT

This Independent Contractor Coaching Agreement ("Agreement") is entered into between Mackay School District No. 182 ("District") and **Scott Yearsley** ("Coach") confirming Coach's service as the District's **Boys' Varsity Basketball** coach.

The Coach will begin his service as the District's Boys' Varsity Basketball coach for the 2025-2026 school year, with the season beginning on November 1st, 2025 and ending on March 10th, 2026. Coach will be paid \$3,150.00 to serve as the District's Boys' Varsity Basketball coach. Payment will be as follows: one-half (1/2) will be paid on November 25th, 2025 and the second one-half (1/2) will be paid February 25th, 2026.

The District and Coach agree that the relationship between them is that of an independent contractor of the District and in no way creates an employer/employee relationship, nor is Coach an agent of the District. Coach agrees to comply with all applicable state and federal laws and Mackay School District No. 182 policies in the performance of his/her coaching functions. Coach further agrees to cooperate with the District in obtaining a criminal background check, including but not limited to providing a ten finger fingerprint card or scan. Coach agrees to pay all costs associated with the criminal background check. If a season ends due to injury or not enough kids to participate the coaching stipend will be prorated for the portion of the season that was completed.

As an independent contractor, none of the benefits of employment provided by the District to its employees, including but not limited to workers' compensation insurance, unemployment insurance or health insurance are available from the District. Coach shall assume full responsibility for payment of all state, federal, and local taxes, and understands that he/she will be provided a Federal Tax 1099 Form for tax purposes.

In the event Coach fails to perform his/her duties as coach, including but not limited to supervision and direction of the student athletes, or in the event of conduct which endangers or otherwise creates a risk of harm to the student athletes, patrons and/or other persons which, in the sole discretion of the Board of Trustees is found to be contrary to the best interests of the District, the District shall retain the right to immediately terminate this Agreement.

****Note: Only coaches and players are allowed on travel buses.**

Superintendent _____ date _____

Approved:

Chairman, Board of Trustees date

Coach _____ date _____

INDEPENDENT CONTRACTOR COACHING AGREEMENT

This Independent Contractor Coaching Agreement ("Agreement") is entered into between Mackay School District No. 182 ("District") and Zoe Vandereyken ("Coach") confirming Coach's service as the District's **Girls' Assistant Volleyball** coach.

The Coach will begin her service as the District's Girls' Assistant Volleyball coach for the 2025-2026 school year, with the season beginning on August 11th, 2025 and ending on October 31st, 2025. Coach will be paid \$2,050.00 to serve as the District's Girls' Assistant Volleyball coach. Payment will be as follows: one-half (1/2) will be paid on September 25th, 2025 and the second one-half (1/2) will be paid October 25th, 2025.

The District and Coach agree that the relationship between them is that of an independent contractor of the District and in no way creates an employer/employee relationship, nor is Coach an agent of the District. Coach agrees to comply with all applicable state and federal laws and Mackay School District No. 182 policies in the performance of his/her coaching functions. Coach further agrees to cooperate with the District in obtaining a criminal background check, including but not limited to providing a ten finger fingerprint card or scan. Coach agrees to pay all costs associated with the criminal background check. If a season ends due to injury or not enough kids to participate the coaching stipend will be prorated for the portion of the season that was completed.

As an independent contractor, none of the benefits of employment provided by the District to its employees, including but not limited to workers' compensation insurance, unemployment insurance or health insurance are available from the District. Coach shall assume full responsibility for payment of all state, federal, and local taxes, and understands that he/she will be provided a Federal Tax 1099 Form for tax purposes.

In the event Coach fails to perform his/her duties as coach, including but not limited to supervision and direction of the student athletes, or in the event of conduct which endangers or otherwise creates a risk of harm to the student athletes, patrons and/or other persons which, in the sole discretion of the Board of Trustees is found to be contrary to the best interests of the District, the District shall retain the right to immediately terminate this Agreement.

****Note: Only coaches and players are allowed at practices and on travel buses.**

Superintendent _____ date _____

Approved:

Chairman, Board of Trustees date

Coach _____ date _____

Mackay School District

"Home of the Miners"

390 E. SPRUCE ST. * MACKAY, IDAHO 83251 * (208) 588-2896

August 19, 2025

Jodi McAfee
5594 Fish Hatchery Rd
Mackay, ID 83251

RE: 2025/2026 Concession Manager

Dear Ms. McAfee,

This letter is a confirmation of your employment and salary with the Mackay School District #182, as the Concession Manager for a period of 12 months, beginning on the 19th day of August, 2025, and extending to the last day of March, 2026, the compensation rate will be \$2,400.00. Said compensation shall be paid starting August 25, 2025 and ending February 25, 2026.

Please understand there are no contractual rights to this position. All classified positions with Mackay School District #182 are at-will positions.

If you have any questions, please contact me at 588-2262. If you need to update any payroll information, please contact the District Office at 588-2896.

Sincerely,

Stephanie Fullmer
Mackay School District
Superintendent

Independent Contractor Agreement for Speech-Language Pathology Services

THIS AGREEMENT is made and entered into as of the date of the last signature below, by and between:

Mackay School District (hereinafter "District"), located at 400 Spruce Street, Mackay, Idaho, and

Lucy Gamett (hereinafter "Contractor"), a certified Speech-Language Pathologist, located at 3180 North 3360 W Moore, Idaho.

ARTICLE I: Term of Agreement

This Agreement shall be effective retroactively from **August 18, 2025**, and shall continue through **July 31, 2026**, unless terminated earlier as provided herein.

ARTICLE II: Scope of Services

The Contractor agrees to provide the following speech-language pathology services as an independent contractor to the District's students:

1. **Evaluations and Assessments:** Conduct comprehensive speech and language evaluations as required within the District.
2. **Report Writing:** Prepare written evaluation reports, Individual Education plans and other necessary documentation in a timely manner.
3. **Therapy Services:** Provide individual and group therapy sessions as determined by student IEPs.
4. **Case Management:** Manage student caseloads, including maintaining accurate records and tracking progress.
5. **Meetings:** Attend IEP meetings and other meetings as required to provide student services.
6. **Coordination:** Coordinate services and communication with the Special Education Director, school administration, and teachers.
7. **Locations:** Services will be performed at District buildings, as well as the Contractor's home, such as for report-writing duties.

ARTICLE III: Compensation and Reimbursement

1. **Rate of Pay:** The District shall compensate the Contractor at a rate of **\$75.00 per hour** for all services provided under this Agreement.
2. **Invoicing:** The Contractor shall submit regular invoices to the District detailing the hours worked. Payment is due upon receipt of the invoice.
3. **Travel Reimbursement:** The Contractor shall be reimbursed at the official District rate for any travel required to perform duties.

ARTICLE IV: Independent Contractor Status

The Contractor is an independent contractor and not an employee of the District. The Contractor is responsible for applicable taxes, insurance, and other business expenses.

ARTICLE V: Contractor Responsibilities

The Contractor shall be responsible for the following:

1. **Certification and Insurance:** The Contractor shall maintain valid Idaho State certification as a Speech-Language Pathologist and professional liability insurance at all times during the term of this Agreement.
2. **Confidentiality:** The Contractor shall maintain the confidentiality of all student and family information consistent with District and State standards and laws, including but not limited to the Family Educational Rights and Privacy Act (FERPA).
3. **State Reporting Statutes:** The Contractor is subject to and agrees to comply with all Idaho State reporting statutes for child abuse and neglect.

ARTICLE VI: Termination

Either party may terminate this Agreement for any reason by providing at least **60 days' written notice** to the other party.

AGREED TO AND ACCEPTED BY:

For the District:

Signature _____

Printed Name and Title _____

Date: _____

For the Contractor:

Signature _____

Printed Name and Title _____

Date: _____