STATE OF IDAHO SUPERINTENDENT CONTRACT FORM

	THIS CONTRACT, Made this	day of	year of	, by and between				
		School District No,		, Idaho in				
		County(ies), State of Id	laho (hereinafter calle	ed the District), and				
		(hereinafter called the S	uperintendent),					
\ A / T	TNECCETIL							
	TNESSETH:	and door horoby ampley said Su	porintandant as Supari	ntandant of Schools of				
Ι.	That the District hereby contracts to a School							
	School		d of year (twol)					
	beginning							
	at a salary of							
	Said salary shall be paid in equal mont							
	month for such services, the first payr							
		agrees that Administrative Dues, T						
	the amount of \$4,500 for the 2014-2015	School Year will continue to be his	s personal responsibility	and not that of the				
	District.							
2.	In consideration of the promises and agr	eement of the District hereinbefor	e recited, the Superinter	ndent agrees to assume				
	the duties of Superintendent of School			-				
	, 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, directi		, ,					
				escribe writer are, by				
	reference, incorporated in and made a pa	art 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							
٠.	Board of Education or the State Superint			_				
	expenses of travel.	Board of Trustees will adopt policies pertaining to attendance at other professional meetings and conferences including						
	expenses of traver.							
4.	It is hereby mutually stipulated and agre	eed by and between the parties th	at nothing herein contai	ined shall operate or be				
	construed as a waiver of any of the righ	ts, powers, privileges, or duties of	either party hereto, by	and under the laws of				
	the State of Idaho, otherwise than is he							
	the term of this Contract.	, , , , , , , , , , , , , , , , , , , ,	, ,, ,					
5.	The terms of this Contract shall be sub	ject to amendment and adjustme	ent to conform to the te	erms of any negotiated				
	agreement between the parties as long a IN WITNESS WHEREOF the District has							
Su	perintendent has executed the same all o	n the date first above written.						
	SCHOOL DISTRI	CT NO	, IDAHO, AND					
		COUNTY(IES), S	TATE OF IDAHO					
Att	test:	BY						
								
		CHAIRMAN, BOA	RD OF TRUSTEES	DATE				
CH	FRK. BOARD OF TRUSTEES	DATE SUPERINTENDE	JT.	DATE				

This contract form was approved by the State Superintendent of Public Instruction. Any other form must be approved by the State Superintendent, and reviewed for reapproval every three years.

STATE OF IDAHO STANDARD ADMINISTRATOR CONTRACT

THIS CONTRACT, this **12th day of June, year of 2017**, by and between Highland Joint School District No. 305, Craigmont, Idaho ("the District"), and Sarah Elaine Hatfield ("the Administrator").
WITNESSETH:

- 1. That the District hereby employs said Administrator to perform the duties of K-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 one year (210 days per year), beginning in the month and day of July 31, year of 2017, through the month and day of June 8, year of 2018, at a base salary of **Seventy Two Thousand Four Hundred Seven Dollars (\$72,407)** 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 \$6,033.92 on the 25th day of each month beginning in September, year of 2017, to August, year of 2018, inclusive.
- 2. In consideration of the promises and agreement of the District herinbefore recited, the Administrator agrees to assume the duties above recited at Craigmont, Idaho on July 31, in the year 2017, 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 2017-2018 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.

Date:	Date:				
	Ву	, CHAIRMAN			
ADMINISTRATOR	BOARD OF TRUSTEES				
	Highland Joint School District No. 305				
	Attest:				
	SUPERINTENDENT OR CLERK				

STATE OF IDAHO CATEGORY 3 CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this **12th day of June, 2017**, by and between Highland Joint School District No. 305, Craigmont, Idaho ("the District"), and **Michele Anderson** ("the Certified Personnel").

WITNESSETH:

- 1. The District hereby employs the Certified Personnel pursuant to Idaho Code § 33-514(2)(c) for the duration of the 2017-2018 school year, consisting of a period of 190 days, and agrees to pay the Certified Personnel for said services a sum of Thirty Six Thousand Four Hundred Eleven Dollars (\$36,411) of which 1/12 shall be payable on the 25th day(s) of the months September, year of 2017 to August, year of 2018 inclusive, and such other monetary benefits as accorded to its certificated employees by the District.
- 2. Assignment(s): **Elementary,** 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 agreement the same as if fully set forth herein, and that no property rights attach to this Contract beyond the term of this Contract and the non-renewal procedures provided in Section 33-514(2)(c), Idaho Code.
- 5. A full year under this Contract will count towards renewable contract status, in accordance with Section 33-515, Idaho Code.
- 6. Any material false statement knowingly made in the written application for a position with the 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 wri	itten.	
SCHOOL DISTRICT NO		COUNTY(I	ES) STATE OF IDAHO
	By		, CHAIRMAN
CERTIFIED PERSONNEL		BOARD OF TRUSTEES	
	Attest:		

This contract form was prepared pursuant to Section 33-513, Idaho Code, and approved by the State Superintendent of Public Instruction, as a contract which may be used by school districts. Any other form must be approved by the State Superintendent, and reviewed for reapproval every three years.

SUPERINTENDENT OR CLERK

THIS CONTRACT, made **12th day of June, 2017**, by and between Highland Joint School District No. 305, Craigmont, Idaho ("the District"), and **Chris Cowan** ("the Certified Personnel").

WITNESSETH:

- 1. The District hereby employs the Certified Personnel pursuant to Idaho Code § 33-515 for the duration of the 2017-2018 school year, consisting of a period of 190 days, and agrees to pay the Certified Personnel for said services a sum of Forty Eight Thousand Six Hundred Forty Dollars (\$48,640) of which 1/12 shall be payable on the 25th day(s) of the months September, year of 2017 to August, year of 2018 inclusive, and such other monetary benefits as accorded to its certificated employees by the District.
- 2. Assignment(s): **Music, Elementary and Secondary**, 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 agreement the same as if fully set forth herein.
- 5. Any material false statement knowingly made in the written application for a position with the 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.

HIGHLAND JOINT SCHOOL DISTRICT NO. 305, LEWIS, IDA	AHO, AND NEZ	Z PERCE COUNTIES, STATE OF IDAHO	
	By		, CHAIRMAN
CERTIFIED PERSONNEL		BOARD OF TRUSTEES	
	Attest:		
		SUPERINTENDENT OR CLERK	

THIS CONTRACT, **12th day of June, 2017**, by and between Highland Joint School District No. 305, Craigmont, Idaho ("the District"), and **Chris Cowan** ("the Employee"),

WITNESSETH:

1. The District hereby contracts to hire the Employee to perform an extra duty assignment or extra days as provided in the job description

MUSIC - \$1,338 BAND - \$1,338

for the term of the 2017-2018 School year, at the compensation rate or fixed amount of:

TWO THOUSAND SIX HUNDRED SEVENTY SIX DOLLARS (\$2,676.00)

Said compensation shall be paid in monthly installments on the 25th day of each month for the performance of the extra duty assignment or extra days, beginning in the month of September in the year of 2017, and ending in the month of August in the year of 2018.

- 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 duty described herein. This Contract is separate and apart from any certificated employee's regular duties and any Category 1, 2, 3, Renewable, or Retired 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.

HIGHLAND JOINT SCHOOL DISTRICT NO. 305, LEWIS, IDAHO, AND NEZ PERCE COUNTIES, STATE OF IDAHO				
EMPLOYEE	Ву	BOARD OF TRUSTEES	, CHAIRMAN	
	Attest:	SUBEDINTENDENT OD CLEDV		

THIS CONTRACT, **11th day of September, 2017**, by and between Highland Joint School District No. 305, Craigmont, Idaho ("the District"), and **Chris Cowan** ("the Employee"),

WITNESSETH:

1. The District hereby contracts to hire the Employee to perform an extra duty assignment or extra days as provided in the job description

8th Grade Advisor

for the term of the 2017-2018 School year, at the compensation rate or fixed amount of:

ONE HUNDRED FIFTY SEVEN DOLLARS (\$157.00)

Said compensation shall be paid in monthly installments on the 25th day of each month for the performance of the extra duty assignment or extra days, beginning in the month of September in the year of 2017, and ending in the month of August in the year of 2018.

- 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 duty described herein. This Contract is separate and apart from any certificated employee's regular duties and any Category 1, 2, 3, Renewable, or Retired 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.

HIGHLAND JOINT SCHOOL DISTRICT NO. 305, LEWIS, IDAHO, AND NEZ PERCE COUNTIES, STATE OF IDAHO			
EMPLOYEE	Ву	BOARD OF TRUSTEES	_, CHAIRMAN
	Attest:	SUPERINTENDENT OR CLERK	

STATE OF IDAHO CATEGORY 2 CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this made this **12th day of June**, **2017**, by and between Highland Joint School District No. 305, Craigmont, Idaho ("the District"), and **Jennifer Crow** ("the Certified Personnel").

WITNESSETH:

- 1. The District hereby employs the Certified Personnel pursuant to Idaho Code § 33-514(2)(b) for the duration of the 2017-2018 school year, consisting of a period of 190 days, and agrees to pay the Certified Personnel for said services a sum of **Thirty Five Thousand Five Hundred Dollars (\$35,500)** of which 1/12 shall be payable on the 25th day(s) of the months September, year of 2017 to August, year of 2018 inclusive, and such other monetary benefits as accorded to its certificated employees by the District.
- 2. Assignments(s): **Secondary**, 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, and that no property rights attach to this Contract beyond the term of this Contract.
- 5. A full year under this Contract will count towards renewable contract status, in accordance with Section 33-515, Idaho Code.
- 6. Any material false statement knowingly made in the written application for a position with the 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 agreement.
- 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.

HIGHLAND JOINT SCHOOL DISTRICT NO. 305, LEWIS, IDAH	HO, AND NEZ	PERCE COUNTIES, STATE OF IDAHO	
CERTIFIED PERSONNEL	By	BOARD OF TRUSTEES	, CHAIRMAN
	Attest:		
		SUPERINTENDENT OR CLERK	

THIS CONTRACT, **11th day of September, 2017**, by and between Highland Joint School District No. 305, Craigmont, Idaho ("the District"), and **Jennifer Crow** ("the Employee"),

WITNESSETH:

1. The District hereby contracts to hire the Employee to perform an extra duty assignment or extra days as provided in the job description

11th Grade Advisor

for the term of the 2017-2018 School year, at the compensation rate or fixed amount of:

THREE HUNDRED NINETY FOUR DOLLARS (\$394.00)

Said compensation shall be paid in monthly installments on the 25th day of each month for the performance of the extra duty assignment or extra days, beginning in the month of September in the year of 2017, and ending in the month of August in the year of 2018.

- 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 duty described herein. This Contract is separate and apart from any certificated employee's regular duties and any Category 1, 2, 3, Renewable, or Retired 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.

HIGHLAND JOINT SCHOOL DISTRICT NO. 305, LEWIS, IDAHO, AND NEZ PERCE COUNTIES, STATE OF IDAHO			
EMPLOYEE	Ву	BOARD OF TRUSTEES	_, CHAIRMAN
	Attest:	SUPERINTENDENT OR CLERK	

THIS CONTRACT, made **12th day of June, 2017**, by and between Highland Joint School District No. 305, Craigmont, Idaho ("the District"), and **Becky Finnell** ("the Certified Personnel").

WITNESSETH:

- 1. The District hereby employs the Certified Personnel pursuant to Idaho Code § 33-515 for the duration of the 2017-2018 school year, consisting of a period of 190 days, and agrees to pay the Certified Personnel for said services a sum of Fifty Thousand Four Hundred Forty One Dollars (\$50,441) of which 1/12 shall be payable on the 25th day(s) of the months September, year of 2017 to August, year of 2018 inclusive, and such other monetary benefits as accorded to its certificated employees by the District. This Contract supersedes the earlier contract executed in June, 2017.
- 2. Assignment(s): **Elementary**, 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 agreement the same as if fully set forth herein.
- 5. Any material false statement knowingly made in the written application for a position with the 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.

HIGHLAND JOINT SCHOOL DISTRICT NO. 305, LEWIS, I	DAHO, AND NE	Z PERCE COUNTIES, STATE OF IDAHO	0
	By		, CHAIRMAN
CERTIFIED PERSONNEL		BOARD OF TRUSTEES	
	Attest:		
		SUPERINTENDENT OR CLERK	

THIS CONTRACT, made **12th day of June, 2017**, by and between Highland Joint School District No. 305, Craigmont, Idaho ("the District"), and **William Gehring** ("the Certified Personnel").

WITNESSETH:

- 1. The District hereby employs the Certified Personnel pursuant to Idaho Code § 33-515 for the duration of the 2017-2018 school year, consisting of a period of 190 days, and agrees to pay the Certified Personnel for said services a sum of Sixty Two Thousand Seven Hundred Fifty Six Dollars (\$62,756) of which 1/12 shall be payable on the 25th day(s) of the months September, year of 2017 to August, year of 2018 inclusive, and such other monetary benefits as accorded to its certificated employees by the District.
- 2. Assignment(s): **K-12 Guidance Counselor, Secondary**, 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 agreement the same as if fully set forth herein.
- 5. Any material false statement knowingly made in the written application for a position with the 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.

HIGHLAND JOINT SCHOOL DISTRICT NO. 305, LEWIS, I	DAHO, AND NE	Z PERCE COUNTIES, STATE OF IDAHO	•
	By		, CHAIRMAN
CERTIFIED PERSONNEL		BOARD OF TRUSTEES	
	Attest:		
		SUPERINTENDENT OR CLERK	

THIS CONTRACT, **12th day of June, 2017**, by and between Highland Joint School District No. 305, Craigmont, Idaho ("the District"), and **Bill Gehring** ("the Employee"),

WITNESSETH:

1. The District hereby contracts to hire the Employee to perform an extra duty assignment or extra days as provided in the job description

TRACK COACH - 5+ YEARS- \$2,834

for the term of the 2017-2018 School year, at the compensation rate or fixed amount of:

TWO THOUSAND EIGHT HUNDRED THIRTY FOUR DOLLARS (\$2,834.00)

Said compensation shall be paid in monthly installments on the 25th day of each month for the performance of the extra duty assignment or extra days, beginning in the month of September in the year of 2017, and ending in the month of August in the year of 2018.

- 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 duty described herein. This Contract is separate and apart from any certificated employee's regular duties and any Category 1, 2, 3, Renewable, or Retired 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.

HIGHLAND JOINT SCHOOL DISTRICT NO. 305, LEWIS, IDAH	IO, AND NE	Z PERCE COUNTIES, STATE OF IDAHO)
EMBLOVES	Ву	20.422.05.72.407550	_, CHAIRMAN
EMPLOYEE		BOARD OF TRUSTEES	
	Attest: _		
		SUPERINTENDENT OR CLERK	

THIS CONTRACT, made **12th day of June, 2017**, by and between Highland Joint School District No. 305, Craigmont, Idaho ("the District"), and **Terrie Hines** ("the Certified Personnel").

WITNESSETH:

- The District hereby employs the Certified Personnel pursuant to Idaho Code § 33-515 for the duration of the 2017-2018 school year, consisting of a period of 190 days, and agrees to pay the Certified Personnel for said services a sum of Sixty Two Thousand Seven Hundred Fifty Six Dollars (\$62,756) of which 1/12 shall be payable on the 25th day(s) of the months September, year of 2017 to August, year of 2018 inclusive, and such other monetary benefits as accorded to its certificated employees by the District.
- 2. Assignment(s): **Secondary**, 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 agreement the same as if fully set forth herein.
- 5. Any material false statement knowingly made in the written application for a position with the 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.

HIGHLAND JOINT SCHOOL DISTRICT NO. 305, LEWIS, I	IDAHO, AND NE	Z PERCE COUNTIES, STATE OF IDAH	0
	By		, CHAIRMAN
CERTIFIED PERSONNEL		BOARD OF TRUSTEES	
	Attest:		
		SUPERINTENDENT OR CLERK	

THIS CONTRACT, **12th day of June, 2017**, by and between Highland Joint School District No. 305, Craigmont, Idaho ("the District"), and **Terrie Hines** ("the Employee"),

WITNESSETH:

1. The District hereby contracts to hire the Employee to perform an extra duty assignment or extra days as provided in the job description

BPA ADVISOR - \$1,338 ANNUAL ADVISOR - \$1,338 PHOTOGRAPHY - \$1,338

for the term of the 2017-2018 School year, at the compensation rate or fixed amount of:

FOUR THOUSAND FOURTEEN DOLLARS (\$4,014.00)

Said compensation shall be paid in monthly installments on the 25th day of each month for the performance of the extra duty assignment or extra days, beginning in the month of September in the year of 2017, and ending in the month of August in the year of 2018.

- 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 duty described herein. This Contract is separate and apart from any certificated employee's regular duties and any Category 1, 2, 3, Renewable, or Retired 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.

HIGHLAND JOINT SCHOOL DISTRICT NO. 305, LEWIS, IDAH	O, AND NEZ PERCE COUNTIES, STATE OF IDAH	0
	By	, CHAIRMAN
EMPLOYEE	BOARD OF TRUSTEES	

THIS CONTRACT, **11th day of September, 2017**, by and between Highland Joint School District No. 305, Craigmont, Idaho ("the District"), and **Terrie Hines** ("the Employee"),

WITNESSETH:

1. The District hereby contracts to hire the Employee to perform an extra duty assignment or extra days as provided in the job description

9th Grade Advisor

for the term of the 2017-2018 School year, at the compensation rate or fixed amount of:

ONE HUNDRED FIFTY SEVEN DOLLARS (\$157.00)

Said compensation shall be paid in monthly installments on the 25th day of each month for the performance of the extra duty assignment or extra days, beginning in the month of September in the year of 2017, and ending in the month of August in the year of 2018.

- 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 duty described herein. This Contract is separate and apart from any certificated employee's regular duties and any Category 1, 2, 3, Renewable, or Retired 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.

HIGHLAND JOINT SCHOOL DISTRICT NO. 305, LEWIS, IDAH	O, AND NEZ	PERCE COUNTIES, STATE OF IDAHC	1
EMPLOYEE	Ву	BOARD OF TRUSTEES	, CHAIRMAN
	Attest:	SUPERINTENDENT OR CLERK	

THIS CONTRACT, made **12th day of June, 2017**, by and between Highland Joint School District No. 305, Craigmont, Idaho ("the District"), and **Alia Riggers** ("the Certified Personnel").

WITNESSETH:

- The District hereby employs the Certified Personnel pursuant to Idaho Code § 33-515 for the duration of the 2017-2018 school year, consisting of a period of 190 days, and agrees to pay the Certified Personnel for said services a sum of Sixty Two Thousand Seven Hundred Fifty Six Dollars (\$62,756) of which 1/12 shall be payable on the 25th day(s) of the months September, year of 2017 to August, year of 2018 inclusive, and such other monetary benefits as accorded to its certificated employees by the District.
- 2. Assignment(s): **Elementary**, 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 agreement the same as if fully set forth herein.
- 5. Any material false statement knowingly made in the written application for a position with the 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.

HIGHLAND JOINT SCHOOL DISTRICT NO. 305, LEWIS, IDA	HO, AND NEZ	PERCE COUNTIES, STATE OF IDAHO	
	By		, CHAIRMAN
CERTIFIED PERSONNEL		BOARD OF TRUSTEES	
	Attest:		
		SUPERINTENDENT OR CLERK	

STATE OF IDAHO CATEGORY 2 CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this made this **12th day of June**, **2017**, by and between Highland Joint School District No. 305, Craigmont, Idaho ("the District"), and **Andrea McMillion** ("the Certified Personnel").

WITNESSETH:

- 1. The District hereby employs the Certified Personnel pursuant to Idaho Code § 33-514(2)(b) for the duration of the 2017-2018 school year, consisting of a period of 190 days, and agrees to pay the Certified Personnel for said services a sum of Fifty Thousand Four Hundred Forty One Dollars (\$50,441) of which 1/12 shall be payable on the 25th day(s) of the months September, year of 2017 to August, year of 2018, inclusive, and such other monetary benefits as accorded to its certificated employees by the District.
- 2. Assignments(s): **Elementary**, 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, and that no property rights attach to this Contract beyond the term of this Contract.
- 5. A full year under this Contract will count towards renewable contract status, in accordance with Section 33-515, Idaho Code.
- 6. Any material false statement knowingly made in the written application for a position with the 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 agreement.
- 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.

HIGHLAND JOINT SCHOOL DISTRICT NO. 305, LEWIS, IDAH	O, AND NEZ	PERCE COUNTIES, STATE OF IDAHO	
CERTIFIED PERSONNEL	Ву	BOARD OF TRUSTEES	, CHAIRMAN
	Attest:	SUPERINTENDENT OR CLERK	

STATE OF IDAHO CATEGORY 2 CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this made this **14th day of August**, **2017**, by and between Highland Joint School District No. 305, Craigmont, Idaho ("the District"), and **Sarah Murt** ("the Certified Personnel").

WITNESSETH:

- 1. The District hereby employs the Certified Personnel pursuant to Idaho Code § 33-514(2)(b) for the duration of the 2017-2018 school year, consisting of a period of 190 days, and agrees to pay the Certified Personnel for said services a sum of **Thirty Four Thousand Six Hundred Dollars (\$34,600)** of which 1/12 shall be payable on the 25th day(s) of the months September, year of 2017 to August, year of 2018 inclusive, and such other monetary benefits as accorded to its certificated employees by the District.
- 2. Assignments(s): **Secondary**, 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, and that no property rights attach to this Contract beyond the term of this Contract.
- 5. A full year under this Contract will count towards renewable contract status, in accordance with Section 33-515, Idaho Code.
- 6. Any material false statement knowingly made in the written application for a position with the 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 agreement.
- 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.

HIGHLAND JOINT SCHOOL DISTRICT NO. 305, LEWIS, IDA	AHO, AND NEZ	Z PERCE COUNTIES, STATE OF IDAHO	
CERTIFIED PERSONNEL	By	BOARD OF TRUSTEES	, CHAIRMAN
	A b b a a b a		
	Attest:	SUPERINTENDENT OR CLERK	

THIS CONTRACT, made **12th day of June, 2017**, by and between Highland Joint School District No. 305, Craigmont, Idaho ("the District"), and **Josette Nebeker** ("the Certified Personnel").

WITNESSETH:

- 1. The District hereby employs the Certified Personnel pursuant to Idaho Code § 33-515 for the duration of the 2017-2018 school year, consisting of a period of 190 days, and agrees to pay the Certified Personnel for said services a sum of Forty Six Thousand Nine Hundred Four Dollars (\$46,904) of which 1/12 shall be payable on the 25th day(s) of the months September, year of 2017 to August, year of 2018 inclusive, and such other monetary benefits as accorded to its certificated employees by the District.
- 2. Assignment(s): **Secondary**, 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 agreement the same as if fully set forth herein.
- 5. Any material false statement knowingly made in the written application for a position with the 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.

HIGHLAND JOINT SCHOOL DISTRICT NO. 305, LEWIS, 1	IDAHO, AND NE	Z PERCE COUNTIES, STATE OF IDAH	0
	By		, CHAIRMAN
CERTIFIED PERSONNEL		BOARD OF TRUSTEES	
	Attest:		
		SUPERINTENDENT OR CLERK	

THIS CONTRACT, **12th day of June, 2017**, by and between Highland Joint School District No. 305, Craigmont, Idaho ("the District"), and **Josette Nebeker** ("the Employee"),

WITNESSETH:

1. The District hereby contracts to hire the Employee to perform an extra duty assignment or extra days as provided in the job description

FFA INSTRUCTOR EXTENDED CONTRACT - 40 DAYS

for the term of the 2017-2018 School year, at the compensation rate or fixed amount of:

EIGHT THOUSAND EIGHT HUNDRED THIRTY DOLLARS (\$9,875.00)

Said compensation shall be paid in monthly installments on the 25th day of each month for the performance of the extra duty assignment or extra days, beginning in the month of September in the year of 2017, and ending in the month of August in the year of 2018.

- 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 duty described herein. This Contract is separate and apart from any certificated employee's regular duties and any Category 1, 2, 3, Renewable, or Retired 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.

HIGHLAND JOINT SCHOOL DISTRICT NO. 305, LEWIS, IDAH	O, AND NEZ F	PERCE COUNTIES, STATE OF IDAHO	
EMPLOYEE	Ву	BOARD OF TRUSTEES	_, CHAIRMAN
	Attest:	SUPERINTENDENT OR CLERK	

THIS CONTRACT, **11th day of September, 2017**, by and between Highland Joint School District No. 305, Craigmont, Idaho ("the District"), and **Josette Nebeker** ("the Employee"),

WITNESSETH:

1. The District hereby contracts to hire the Employee to perform an extra duty assignment or extra days as provided in the job description

10th Grade Advisor

for the term of the 2017-2018 School year, at the compensation rate or fixed amount of:

ONE HUNDRED FIFTY SEVEN DOLLARS (\$157.00)

Said compensation shall be paid in monthly installments on the 25th day of each month for the performance of the extra duty assignment or extra days, beginning in the month of September in the year of 2017, and ending in the month of August in the year of 2018.

- 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 duty described herein. This Contract is separate and apart from any certificated employee's regular duties and any Category 1, 2, 3, Renewable, or Retired 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.

HIGHLAND JOINT SCHOOL DISTRICT NO. 305, LEWIS, IDAH	O, AND NEZ	PERCE COUNTIES, STATE OF IDAHO	
EMPLOYEE	Ву	BOARD OF TRUSTEES	_, CHAIRMAN
	Attest:	SUPERINTENDENT OR CLERK	

THIS CONTRACT, made **12th day of June, 2017**, by and between Highland Joint School District No. 305, Craigmont, Idaho ("the District"), and **David Palmer** ("the Certified Personnel").

WITNESSETH:

- 1. The District hereby employs the Certified Personnel pursuant to Idaho Code § 33-515 for the duration of the 2017-2018 school year, consisting of a period of 190 days, and agrees to pay the Certified Personnel for said services a sum of Sixty Two Thousand Seven Hundred Fifty Six Dollars (\$62,756) of which 1/12 shall be payable on the 25th day(s) of the months September, year of 2017 to August, year of 2018 inclusive, and such other monetary benefits as accorded to its certificated employees by the District.
- 2. Assignment(s): **Secondary**, 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 agreement the same as if fully set forth herein.
- 5. Any material false statement knowingly made in the written application for a position with the 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.

HIGHLAND JOINT SCHOOL DISTRICT NO. 305, LEWIS, II	DAHO, AND NE	Z PERCE COUNTIES, STATE OF IDAHO	0
	Ву		, CHAIRMAN
CERTIFIED PERSONNEL		BOARD OF TRUSTEES	
	Attest:		
		SUPERINTENDENT OR CLERK	

THIS CONTRACT, **11th day of September, 2017**, by and between Highland Joint School District No. 305, Craigmont, Idaho ("the District"), and **David Palmer** ("the Employee"),

WITNESSETH:

1. The District hereby contracts to hire the Employee to perform an extra duty assignment or extra days as provided in the job description

7th Grade Advisor

for the term of the 2017-2018 School year, at the compensation rate or fixed amount of:

ONE HUNDRED FIFTY SEVEN DOLLARS (\$157.00)

Said compensation shall be paid in monthly installments on the 25th day of each month for the performance of the extra duty assignment or extra days, beginning in the month of September in the year of 2017, and ending in the month of August in the year of 2018.

- 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 duty described herein. This Contract is separate and apart from any certificated employee's regular duties and any Category 1, 2, 3, Renewable, or Retired 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.

HIGHLAND JOINT SCHOOL DISTRICT NO. 305, LEWIS, IDAH	O, AND NEZ	PERCE COUNTIES, STATE OF IDAHO	
EMPLOYEE	Ву	BOARD OF TRUSTEES	_, CHAIRMAN
	Attest:	SUPERINTENDENT OR CLERK	

THIS CONTRACT, made **12th day of June, 2017**, by and between Highland Joint School District No. 305, Craigmont, Idaho ("the District"), and **Teresa Randall** ("the Certified Personnel").

WITNESSETH:

- 1. The District hereby employs the Certified Personnel pursuant to Idaho Code § 33-515 for the duration of the 2017-2018 school year, consisting of a period of 190 days, and agrees to pay the Certified Personnel for said services a sum of Fifty Eight Thousand Three Hundred Forty Five Dollars (\$58,345) of which 1/12 shall be payable on the 25th day(s) of the months September, year of 2017 to August, year of 2018 inclusive, and such other monetary benefits as accorded to its certificated employees by the District.
- 2. Assignment(s): **Elementary**, 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 agreement the same as if fully set forth herein.
- 5. Any material false statement knowingly made in the written application for a position with the 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.

HIGHLAND JOINT SCHOOL DISTRICT NO. 305, LEWIS, IDA	AHO, AND NEZ	Z PERCE COUNTIES, STATE OF IDAHO	
	By		, CHAIRMAN
CERTIFIED PERSONNEL		BOARD OF TRUSTEES	
	Attest:		
		SUPERINTENDENT OR CLERK	

THIS CONTRACT, made **12th day of June, 2017**, by and between Highland Joint School District No. 305, Craigmont, Idaho ("the District"), and **Alia Riggers** ("the Certified Personnel").

WITNESSETH:

- The District hereby employs the Certified Personnel pursuant to Idaho Code § 33-515 for the duration of the 2017-2018 school year, consisting of a period of 190 days, and agrees to pay the Certified Personnel for said services a sum of Sixty Two Thousand Seven Hundred Fifty Six Dollars (\$62,756) of which 1/12 shall be payable on the 25th day(s) of the months September, year of 2017 to August, year of 2018 inclusive, and such other monetary benefits as accorded to its certificated employees by the District.
- 2. Assignment(s): **Elementary**, 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 agreement the same as if fully set forth herein.
- 5. Any material false statement knowingly made in the written application for a position with the 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.

HIGHLAND JOINT SCHOOL DISTRICT NO. 305, LEWIS, I	IDAHO, AND NE	Z PERCE COUNTIES, STATE OF IDAH	0
	By		, CHAIRMAN
CERTIFIED PERSONNEL		BOARD OF TRUSTEES	
	Attest:		
		SUPERINTENDENT OR CLERK	

STATE OF IDAHO CATEGORY 3 CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this **12th day of June, 2017**, by and between Highland Joint School District No. 305, Craigmont, Idaho ("the District"), and **Lindsay Woltering** ("the Certified Personnel").

WITNESSETH:

- 1. The District hereby employs the Certified Personnel pursuant to Idaho Code § 33-514(2)(c) for the duration of the 2017-2018 school year, consisting of a period of 190 days, and agrees to pay the Certified Personnel for said services a sum of Thirty Nine Thousand One Hundred Twenty Two Dollars (\$39,122) of which 1/12 shall be payable on the 25th day(s) of the months September, year of 2017 to August, year of 2018 inclusive, and such other monetary benefits as accorded to its certificated employees by the District.
- 2. Assignment(s): **Special Education,** 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 agreement the same as if fully set forth herein, and that no property rights attach to this Contract beyond the term of this Contract and the non-renewal procedures provided in Section 33-514(2)(c), Idaho Code.
- 5. A full year under this Contract will count towards renewable contract status, in accordance with Section 33-515, Idaho Code.
- 6. Any material false statement knowingly made in the written application for a position with the 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 o	sonnel has executed the same all on the date first above written.				
SCHOOL DISTRICT NO		COUNTY(IE	S) STATE OF IDAHO		
	Ву		, CHAIRMAN		
CERTIFIED PERSONNEL		BOARD OF TRUSTEES			
	Attest:				

This contract form was prepared pursuant to Section 33-513, Idaho Code, and approved by the State Superintendent of Public Instruction, as a contract which may be used by school districts. Any other form must be approved by the State Superintendent, and reviewed for reapproval every three years.

SUPERINTENDENT OR CLERK

THIS CONTRACT, made **12th day of June, 2017**, by and between Highland Joint School District No. 305, Craigmont, Idaho ("the District"), and **Julie Yochum** ("the Certified Personnel").

WITNESSETH:

- The District hereby employs the Certified Personnel pursuant to Idaho Code § 33-515 for the duration of the 2017-2018 school year, consisting of a period of 190 days, and agrees to pay the Certified Personnel for said services a sum of Sixty Two Thousand Seven Hundred Fifty Six Dollars (\$62,756) of which 1/12 shall be payable on the 25th day(s) of the months September, year of 2017 to August, year of 2018 inclusive, and such other monetary benefits as accorded to its certificated employees by the District.
- 2. Assignment(s): **Elementary**, 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 agreement the same as if fully set forth herein.
- 5. Any material false statement knowingly made in the written application for a position with the 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.

HIGHLAND JOINT SCHOOL DISTRICT NO. 305, LEWIS, IDA	IDAHO, AND NEZ PERCE COUNTIES, STATE OF IDAHO		
	By		, CHAIRMAN
CERTIFIED PERSONNEL		BOARD OF TRUSTEES	
	Attest:		
		SUPERINTENDENT OR CLERK	

STATE OF IDAHO CATEGORY 3 CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this **12th day of June, 2017**, by and between Highland Joint School District No. 305, Craigmont, Idaho ("the District"), and **Kayla Zenner** ("the Certified Personnel").

WITNESSETH:

- 1. The District hereby employs the Certified Personnel pursuant to Idaho Code § 33-514(2)(c) for the duration of the 2017-2018 school year, consisting of a period of 190 days, and agrees to pay the Certified Personnel for said services a sum of Thirty Six Thousand Four Hundred Eleven Dollars (\$36,411) of which 1/12 shall be payable on the 25th day(s) of the months September, year of 2017 to August, year of 2018 inclusive, and such other monetary benefits as accorded to its certificated employees by the District.
- 2. Assignment(s): **Secondary,** 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 agreement the same as if fully set forth herein, and that no property rights attach to this Contract beyond the term of this Contract and the non-renewal procedures provided in Section 33-514(2)(c), Idaho Code.
- 5. A full year under this Contract will count towards renewable contract status, in accordance with Section 33-515, Idaho Code.
- 6. Any material false statement knowingly made in the written application for a position with the 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.

HIGHLAND JOINT SCHOOL DISTRICT NO. 305, LEWIS, II	DAHO, AND NE		
	Ву		, CHAIRMAN
CERTIFIED PERSONNEL		BOARD OF TRUSTEES	
	Attest:		
		SUPERINTENDENT OR CLERK	

THIS CONTRACT, **11th day of September, 2017**, by and between Highland Joint School District No. 305, Craigmont, Idaho ("the District"), and **Kayla Zenner** ("the Employee"),

WITNESSETH:

1. The District hereby contracts to hire the Employee to perform an extra duty assignment or extra days as provided in the job description

12th Grade Advisor

for the term of the 2017-2018 School year, at the compensation rate or fixed amount of:

SEVEN HUNDRED NINE DOLLARS (\$709.00)

Said compensation shall be paid in monthly installments on the 25th day of each month for the performance of the extra duty assignment or extra days, beginning in the month of September in the year of 2017, and ending in the month of August in the year of 2018.

- 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 duty described herein. This Contract is separate and apart from any certificated employee's regular duties and any Category 1, 2, 3, Renewable, or Retired 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.

HIGHLAND JOINT SCHOOL DISTRICT NO. 305, LEWIS, IDAH	IS, IDAHO, AND NEZ PERCE COUNTIES, STATE OF IDAHO		
EMPLOYEE	Ву	BOARD OF TRUSTEES	_, CHAIRMAN
	Attest:	SUPERINTENDENT OR CLERK	

Memorandum of Agreement

This agreement is made this 8 th day of May, 2017 by and between	Th	is agreem	nent is mad	e this 8 th	day of May.	2017 by	and betwee
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Amanda Beck

and Highland Joint School District #305 for the 2017-2018 School Year for the following assignments and amounts:

Volleyball Coach, \$2,519.00. Junior High Volleyball Coach, \$1,338.00.

This agreement is entered into with the understanding that this appointment is made on annual basis only, that no property right is attached to the position, and that it is contingent on sufficient numbers of students participating in the activity.

Payment for this assignment will be made in equal monthly installments during the activity season or in one lump sum after the conclusion of the activity, as the employee wishes.

HIGHLAND JOINT SCHOOL	DISTRICT #305, LEWIS, IDAHO, AND NEZ PE	#305, LEWIS, IDAHO, AND NEZ PERCE COUNTIES, IDAHO			
	Ву	,CHAIRMAN			
EMPLOYEE	BOARD OF TRUST	EES			
	Attest:	NDENT OR CLERK			

Memorandum of Agreement

This agreement is made this 8 th day of May, 2017 by and between:
DeDe Goeckner
and Highland Joint School District #305 for the 2017-2018 School Year for the following assignments and amounts:
Junior High Girls Basketball Coach, \$1,338.00.
This agreement is entered into with the understanding that this appointment is made on annual basis only, that no property right is attached to the position, and that it is contingent on sufficient numbers of students participating in the activity.
Payment for this assignment will be made in equal monthly installments during the activity season or in one lump sum after the conclusion of the activity, as the employee wishes.
HIGHLAND JOINT SCHOOL DISTRICT #305, LEWIS, IDAHO, AND NEZ PERCE COUNTIES, IDAHO
By,CHAIRMAN EMPLOYEE BOARD OF TRUSTEES

Attest: _____SUPERINTENDENT OR CLERK

Memorandum of Agreement

This agreement is made this 8 th day of Ma	ay, 2017 by an	d between:	
	Kelley He	wett	
and Highland Joint School District #305 fo amounts:	or the 2017-20	18 School Year for the	following assignments and
Cross	s Country Coa	ch, \$2,834.00.	
This agreement is entered into with the unonly, that no property right is attached to students participating in the activity.	_	• •	
Payment for this assignment will be made one lump sum after the conclusion of the	•	•	g the activity season or in
HIGHLAND JOINT SCHOOL DISTRIC	T #305, LEWIS	, IDAHO, AND NEZ PERC	CE COUNTIES, IDAHO
	Ву		,CHAIRMAN
EMPLOYEE		BOARD OF TRUSTEES	S

Attest: _____SUPERINTENDENT OR CLERK

Memorandum of Agreement

This agreement is made this 8 th day of May, 20)17 by and	l between:	
N	lonty Mod	drell	
and Highland Joint School District #305 for the amounts:	2017-201	.8 School Year for the following assi	gnments and
Footba	ıll Coach, Ş	53,027.00.	
This agreement is entered into with the under only, that no property right is attached to the students participating in the activity.	_	··	
Payment for this assignment will be made in e one lump sum after the conclusion of the activ	•	,	season or in
HIGHLAND JOINT SCHOOL DISTRICT #30)5, LEWIS,	IDAHO, AND NEZ PERCE COUNTIES,	IDAHO
	Ву		_,CHAIRMAN
EMPLOYEE		BOARD OF TRUSTEES	

Attest: ______SUPERINTENDENT OR CLERK

Memorandum of Agreement

This agreement is made this 12 th day of June, 2017 by and between:
Matthew Ruth
and Highland Joint School District #305 for the 2017-2018 School Year for the following assignments and amounts:
Junior High Track Coach, \$1,338.00.

This agreement is entered into with the understanding that this appointment is made on annual basis only, that no property right is attached to the position, and that it is contingent on sufficient numbers of students participating in the activity.

Payment for this assignment will be made in equal monthly installments during the activity season or in one lump sum after the conclusion of the activity, as the employee wishes.

HIGHLAND JOINT SCHOOL	DISTRICT #305, LEWIS, IDAHO, AND NEZ P	T #305, LEWIS, IDAHO, AND NEZ PERCE COUNTIES, IDAHO			
	Ву	,CHAIRMAI			
EMPLOYEE	BOARD OF TRUST	TEES			
	Attest:				
		NDENT OR CLERK			

Memorandum of Agreement

This agreement is made this 8 th day of May, 2017 by and between	Th	is agreem	nent is mad	e this 8 th	day of May.	2017 by	and betwee
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Shandrie Stigum

and Highland Joint School District #305 for the 2017-2018 School Year for the following assignments and amounts:

Volleyball Coach, \$3,385.00. Junior High Volleyball Coach, \$1,338.00.

This agreement is entered into with the understanding that this appointment is made on annual basis only, that no property right is attached to the position, and that it is contingent on sufficient numbers of students participating in the activity.

Payment for this assignment will be made in equal monthly installments during the activity season or in one lump sum after the conclusion of the activity, as the employee wishes.

HIGHLAND JOINT SCHOOL DISTRICT #30	5, LEWIS,	DAHO, AND NEZ PERCE COUNT	TIES, IDAHO
	Ву		,CHAIRMAN
EMPLOYEE		BOARD OF TRUSTEES	
	Attest: _		
	Attest: _	SUPERINTENDENT OR C	TI FRK

Memorandum of Agreement

This agreement is made this 8 th day of May, 2017 by an	nd between:
Patty W	eeks
and Highland Joint School District #305 for the 2017-20 amounts:	018 School Year for the following assignments and
Boys Basketball Co	ach, \$3,779.00.
This agreement is entered into with the understanding only, that no property right is attached to the position students participating in the activity.	•
Payment for this assignment will be made in equal mo one lump sum after the conclusion of the activity, as the	
HIGHLAND JOINT SCHOOL DISTRICT #305, LEWIS	S, IDAHO, AND NEZ PERCE COUNTIES, IDAHO
Ву	,CHAIRMAN
EMPLOYEE	BOARD OF TRUSTEES

Attest: ______SUPERINTENDENT OR CLERK

Memorandum of Agreement

This agreement is made this 8 th day of May	, 2017 by and	between:	
	Jeremiah Wy	nott	
and Highland Joint School District #305 for amounts:	the 2017-201	8 School Year for the fol	lowing assignments and
Junior High Bo	oys Basketbal	l Coach, \$1,338.00.	
This agreement is entered into with the unconly, that no property right is attached to the students participating in the activity.	_	• •	
Payment for this assignment will be made i one lump sum after the conclusion of the a		-	he activity season or in
HIGHLAND JOINT SCHOOL DISTRICT #	#305, LEWIS,	DAHO, AND NEZ PERCE	COUNTIES, IDAHO
	Ву		,CHAIRMAN
EMPLOYEE		BOARD OF TRUSTEES	

Attest: _____SUPERINTENDENT OR CLERK