

# STATE OF IDAHO RENEWABLE CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made **May 14, 2018**, by and between Highland Joint School District No. 305, Craigmont, Idaho ("the District"), and **Michelle Anderson** ("the Certified Personnel").

WITNESSETH:

1. The District hereby employs the Certified Personnel pursuant to Idaho Code § 33-515 for the duration of the 2018-2019 school year, consisting of a period of 190 days, and agrees to pay the Certified Personnel for said services a sum of **Forty Thousand Seven Hundred Fifty Dollars (\$40,750)** of which 1/12 shall be payable on the 25th day(s) of the months September, year of 2018 to August, year of 2019 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.

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.

HIGHLAND JOINT SCHOOL DISTRICT NO. 305, LEWIS, IDAHO, AND NEZ PERCE COUNTIES, STATE OF IDAHO

\_\_\_\_\_ By \_\_\_\_\_, CHAIRMAN  
 CERTIFIED PERSONNEL BOARD OF TRUSTEES

Attest: \_\_\_\_\_  
 SUPERINTENDENT OR CLERK

# HIGHLAND JOINT SCHOOL DISTRICT #305

## Memorandum of Agreement

This agreement is made on April 9, 2018 by and between:

Amy Arnzen

and Highland Joint School District #305 for the 2018-2019 School Year for the following assignments and amounts:

Assistant Volleyball Coach, \$2,293  
Junior High Volleyball Coach, \$1,392

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

\_\_\_\_\_  
EMPLOYEE

By \_\_\_\_\_, CHAIRMAN  
BOARD OF TRUSTEES

Attest: \_\_\_\_\_  
SUPERINTENDENT OR CLERK

# HIGHLAND JOINT SCHOOL DISTRICT #305

## Memorandum of Agreement

This agreement is made on October 8, 2018 by and between:

Brett Arnzen

and Highland Joint School District #305 for the 2018-2019 School Year for the following assignments and amounts:

Girls Basketball Coach, \$3,275

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

\_\_\_\_\_  
EMPLOYEE

By \_\_\_\_\_, CHAIRMAN  
BOARD OF TRUSTEES

Attest: \_\_\_\_\_  
SUPERINTENDENT OR CLERK

HIGHLAND JOINT SCHOOL DISTRICT #305

Memorandum of Agreement

This agreement is made on December 10, 2018 by and between:

Amanda Beck

and Highland Joint School District #305 for the 2018-2019 School Year for the following assignments and amounts:

Junior High Volleyball Coach, \$1,392

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

\_\_\_\_\_  
EMPLOYEE

By \_\_\_\_\_, CHAIR  
BOARD OF TRUSTEES

Attest: \_\_\_\_\_  
SUPERINTENDENT OR CLERK

HIGHLAND JOINT SCHOOL DISTRICT #305

Memorandum of Agreement

This agreement is made on December 10, 2018 by and between:

Andrew Beck

and Highland Joint School District #305 for the 2018-2019 School Year for the following assignments and amounts:

Junior High Wrestling Coach, \$1,392

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

\_\_\_\_\_  
EMPLOYEE

By \_\_\_\_\_, CHAIR  
BOARD OF TRUSTEES

Attest: \_\_\_\_\_  
SUPERINTENDENT OR CLERK

HIGHLAND JOINT SCHOOL DISTRICT #305

Memorandum of Agreement

This agreement is made on April 9, 2018 by and between:

Ariel Bencomo

and Highland Joint School District #305 for the 2018-2019 School Year for the following assignments and amounts:

Assistant Boys Basketball Coach, \$2,456

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

\_\_\_\_\_  
EMPLOYEE

By \_\_\_\_\_, CHAIRMAN  
BOARD OF TRUSTEES

Attest: \_\_\_\_\_  
SUPERINTENDENT OR CLERK

HIGHLAND JOINT SCHOOL DISTRICT #305

Memorandum of Agreement

This agreement is made on April 9, 2018 by and between:

Tami Church

and Highland Joint School District #305 for the 2018-2019 School Year for the following assignments and amounts:

Volleyball Coach, \$3,930

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

\_\_\_\_\_  
EMPLOYEE

By \_\_\_\_\_, CHAIRMAN  
BOARD OF TRUSTEES

Attest: \_\_\_\_\_  
SUPERINTENDENT OR CLERK

# STATE OF IDAHO RENEWABLE CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made **May 14, 2018**, by and between Highland Joint School District No. 305, Craigmont, Idaho ("the District"), and **Christopher Cowan** ("the Certified Personnel").

WITNESSETH:

1. The District hereby employs the Certified Personnel pursuant to Idaho Code § 33-515 for the duration of the 2018-2019 school year, consisting of a period of 190 days, and agrees to pay the Certified Personnel for said services a sum of **Fifty Two Thousand Four Hundred Fifty Eight Dollars (\$52,458)** of which 1/12 shall be payable on the 25th day(s) of the months September, year of 2018 to August, year of 2019 inclusive, and such other monetary benefits as accorded to its certificated employees by the District.
2. Assignment(s): **Music**, 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.

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.

HIGHLAND JOINT SCHOOL DISTRICT NO. 305, LEWIS, IDAHO, AND NEZ PERCE COUNTIES, STATE OF IDAHO

\_\_\_\_\_ By \_\_\_\_\_, CHAIRMAN  
 CERTIFIED PERSONNEL BOARD OF TRUSTEES

Attest: \_\_\_\_\_  
 SUPERINTENDENT OR CLERK



## STATE OF IDAHO SUPPLEMENTAL CONTRACT FORM

THIS CONTRACT, dated **5/14/2018**, by and between Highland Joint School District No. 305, Craigmont, Idaho ("the District"), and **Christopher 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 for the term of the **2018-2019 School year**, at the compensation rate or fixed amount of:

**Music - \$1,392**

**Band - \$1,392**

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 2018, and ending in the month of August in the year of 2019.

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

\_\_\_\_\_ By \_\_\_\_\_, CHAIRMAN  
EMPLOYEE BOARD OF TRUSTEES

Attest: \_\_\_\_\_  
SUPERINTENDENT OR CLERK

## STATE OF IDAHO CATEGORY 3 CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this **May 14, 2018**, 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)(c) for the duration of the 2018-2019 school year, consisting of a period of 190 days, and agrees to pay the Certified Personnel for said services a sum of **Thirty Seven Thousand Seven Hundred Six Dollars (\$37,706)** of which 1/12 shall be payable on the 25th day(s) of the months September, year of 2018 to August, year of 2019 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.

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.

HIGHLAND JOINT SCHOOL DISTRICT NO. 305, LEWIS, IDAHO, 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 **14th day of May, 2018**, by and between Highland Joint School District No. 305, Craigmont, Idaho ("the District"), and **Carole Davis** ("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 2018-2019 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 Eight Hundred Dollars (\$35,800)** of which 1/12 shall be payable on the 25th day(s) of the months September, year of 2018 to August, year of 2019 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.

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.

HIGHLAND JOINT SCHOOL DISTRICT NO. 305, LEWIS, IDAHO, AND NEZ PERCE COUNTIES, STATE OF IDAHO

\_\_\_\_\_ By \_\_\_\_\_, CHAIRMAN  
 CERTIFIED PERSONNEL BOARD OF TRUSTEES

Attest: \_\_\_\_\_  
 SUPERINTENDENT OR CLERK

# STATE OF IDAHO RENEWABLE CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made **May 14, 2018**, 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 2018-2019 school year, consisting of a period of 190 days, and agrees to pay the Certified Personnel for said services a sum of **Fifty Six Thousand Four Hundred Seventeen Dollars (\$56,417)** of which 1/12 shall be payable on the 25th day(s) of the months September, year of 2018 to August, year of 2019 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.

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.

HIGHLAND JOINT SCHOOL DISTRICT NO. 305, LEWIS, IDAHO, AND NEZ PERCE COUNTIES, STATE OF IDAHO

\_\_\_\_\_ By \_\_\_\_\_, CHAIRMAN  
 CERTIFIED PERSONNEL BOARD OF TRUSTEES

Attest: \_\_\_\_\_  
 SUPERINTENDENT OR CLERK

# STATE OF IDAHO STANDARD ADMINISTRATOR CONTRACT

THIS CONTRACT, this **18th day of April, year of 2018**, by and between Highland Joint School District No. 305, Craigmont, Idaho ("the District"), and Dennis Fredrickson ("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 August 6, year of 2018, through the month and day of June 21, year of 2019, at a base salary of **Sixty Five Thousand Dollars (\$65,000)** 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 \$5,416.67 on the 25th day of each month beginning in September, year of 2018, to August, year of 2019, inclusive.
2. In consideration of the promises and agreement of the District hereinbefore recited, the Administrator agrees to assume the duties above recited at Craigmont, Idaho on August 6, in the year 2018, 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 2018-2019 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 1<sup>st</sup> following the last school year of employment under this Contract, of the intent to discontinue employment.
4. It is hereby mutually stipulated and agreed by and between the parties hereto that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, otherwise than is herein expressly stated, and that no property rights attach to this Contract beyond the term of this Contract.
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.

Date: \_\_\_\_\_

Date: \_\_\_\_\_

\_\_\_\_\_  
ADMINISTRATOR

By \_\_\_\_\_, CHAIRMAN  
BOARD OF TRUSTEES  
Highland Joint School District No. 305

Attest: \_\_\_\_\_  
SUPERINTENDENT OR CLERK

**STATE OF IDAHO  
SUPPLEMENTAL CONTRACT FORM**

THIS CONTRACT, **18th day of April, 2018**, by and between Highland Joint School District No. 305, Craigmont, Idaho ("the District"), and **Dennis Fredrickson** ("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

**ATHLETIC DIRECTOR**

for the term of the **2018-2019 School year**, at the compensation rate or fixed amount of:

**SIX THOUSAND DOLLARS (\$6,000.00)**

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 2018, and ending in the month of August in the year of 2019.

- 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

\_\_\_\_\_ By \_\_\_\_\_, CHAIRMAN  
EMPLOYEE BOARD OF TRUSTEES

Attest: \_\_\_\_\_  
SUPERINTENDENT OR CLERK

# STATE OF IDAHO RENEWABLE CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made **May 14, 2018**, by and between Highland Joint School District No. 305, Craigmont, Idaho ("the District"), and **Bill Gehring** ("the Certified Personnel").

WITNESSETH:

1. The District hereby employs the Certified Personnel pursuant to Idaho Code § 33-515 for the duration of the 2018-2019 school year, consisting of a period of 190 days, and agrees to pay the Certified Personnel for said services a sum of **Sixty Five Thousand Two Hundred Sixty Six Dollars (\$65,266)** of which 1/12 shall be payable on the 25th day(s) of the months September, year of 2018 to August, year of 2019 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.

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.

HIGHLAND JOINT SCHOOL DISTRICT NO. 305, LEWIS, IDAHO, AND NEZ PERCE COUNTIES, STATE OF IDAHO

\_\_\_\_\_ By \_\_\_\_\_, CHAIRMAN  
 CERTIFIED PERSONNEL BOARD OF TRUSTEES

Attest: \_\_\_\_\_  
 SUPERINTENDENT OR CLERK

HIGHLAND JOINT SCHOOL DISTRICT #305

Memorandum of Agreement

This agreement is made on June 11, 2018 by and between:

Bill Gehring

and Highland Joint School District #305 for the 2018-2019 School Year for the following assignments and amounts:

Track Coach, \$2,948

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

\_\_\_\_\_  
EMPLOYEE

By \_\_\_\_\_, CHAIRMAN  
BOARD OF TRUSTEES

Attest: \_\_\_\_\_  
SUPERINTENDENT OR CLERK



# STATE OF IDAHO SUPPLEMENTAL CONTRACT FORM

THIS CONTRACT, **10th day of September, 2018**, 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

**8th Grade Advisor**

for the term of the **2018-2019 School year**, at the compensation rate or fixed amount of:

**ONE HUNDRED SIXTY FOUR DOLLARS (\$164.00)**

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

\_\_\_\_\_ By \_\_\_\_\_, CHAIRMAN  
EMPLOYEE BOARD OF TRUSTEES

Attest: \_\_\_\_\_  
SUPERINTENDENT OR CLERK

# HIGHLAND JOINT SCHOOL DISTRICT #305

## Memorandum of Agreement

This agreement is made on October 8, 2018 by and between:

DeDe Goeckner

and Highland Joint School District #305 for the 2018-2019 School Year for the following assignments and amounts:

Junior High Boys Basketball Coach, \$1,392

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

\_\_\_\_\_  
EMPLOYEE

By \_\_\_\_\_, CHAIRMAN  
BOARD OF TRUSTEES

Attest: \_\_\_\_\_  
SUPERINTENDENT OR CLERK

# STATE OF IDAHO SUPERINTENDENT CONTRACT FORM

THIS CONTRACT, Made this 12th day of March, year of 2018, by and between Highland Joint School District No. 305, Craigmont, Idaho in Lewis, Idaho and Nez Perce Counties, State of Idaho (hereinafter called the District), and Sarah Hatfield (hereinafter called the Superintendent),

WITNESSETH:

1. That the District hereby contracts to and does hereby employ said Superintendent as Superintendent of Schools of Highland Joint School District No. 305, Craigmont, Idaho in Lewis, Idaho and Nez Perce Counties,, State of Idaho, for a period of one year (twelve months per year), beginning July 1, in the year of 2018, and extending to June 30 in the year of 2019, at a salary of Eighty Four Thousand and no/100 Dollars (\$84,000) for the year, until this Contract has been fulfilled. Said salary shall be paid in equal monthly installments on the 25<sup>th</sup> day of each month for such services, the first payment to be made on July 25 in the year of 2018.
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 Craigmont, Idaho on July 1, in the year of 2018, 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.

HIGHLAND JOINT SCHOOL DISTRICT NO. 305, CRAIGMONT, IDAHO,  
LEWIS, IDAHO, AND NEZ PERCE COUNTIES, STATE OF IDAHO

Attest:

BY

\_\_\_\_\_  
CHAIR, BOARD OF TRUSTEES

DATE

\_\_\_\_\_  
CLERK, BOARD OF TRUSTEES

DATE

\_\_\_\_\_  
SUPERINTENDENT

DATE

# STATE OF IDAHO RENEWABLE CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made **May 14, 2018**, by and between Highland Joint School District No. 305, Craigmont, Idaho ("the District"), and **Terrie Hines** ("the Certified Personnel").

WITNESSETH:

1. The District hereby employs the Certified Personnel pursuant to Idaho Code § 33-515 for the duration of the 2018-2019 school year, consisting of a period of 190 days, and agrees to pay the Certified Personnel for said services a sum of **Sixty Five Thousand Two Hundred Sixty Six Dollars (\$65,266)** of which 1/12 shall be payable on the 25th day(s) of the months September, year of 2018 to August, year of 2019 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.

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.

HIGHLAND JOINT SCHOOL DISTRICT NO. 305, LEWIS, IDAHO, AND NEZ PERCE COUNTIES, STATE OF IDAHO

\_\_\_\_\_ By \_\_\_\_\_, CHAIRMAN  
 CERTIFIED PERSONNEL BOARD OF TRUSTEES

Attest: \_\_\_\_\_  
 SUPERINTENDENT OR CLERK

# STATE OF IDAHO SUPPLEMENTAL CONTRACT FORM

THIS CONTRACT, dated **5/14/2018**, 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 for the term of the **2018-2019 School year**, at the compensation rate or fixed amount of:

**BPA Advisor - \$1,392**  
**Annual Advisor - \$1,392**  
**Photography - \$1,392**

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 2018, and ending in the month of August in the year of 2019.

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

By \_\_\_\_\_, CHAIRMAN  
BOARD OF TRUSTEES

Attest: \_\_\_\_\_  
SUPERINTENDENT OR CLERK

# STATE OF IDAHO RENEWABLE CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made **May 14, 2018**, by and between Highland Joint School District No. 305, Craigmont, Idaho ("the District"), and **Danette Horrocks** ("the Certified Personnel").

WITNESSETH:

1. The District hereby employs the Certified Personnel pursuant to Idaho Code § 33-515 for the duration of the 2018-2019 school year, consisting of a period of 190 days, and agrees to pay the Certified Personnel for said services a sum of **Sixty Five Thousand Two Hundred Sixty Six Dollars (\$65,266)** of which 1/12 shall be payable on the 25th day(s) of the months September, year of 2018 to August, year of 2019 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.

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.

HIGHLAND JOINT SCHOOL DISTRICT NO. 305, LEWIS, IDAHO, AND NEZ PERCE COUNTIES, STATE OF IDAHO

\_\_\_\_\_ By \_\_\_\_\_, CHAIRMAN  
 CERTIFIED PERSONNEL BOARD OF TRUSTEES

Attest: \_\_\_\_\_  
 SUPERINTENDENT OR CLERK

HIGHLAND JOINT SCHOOL DISTRICT #305

Memorandum of Agreement

This agreement is made on April 9, 2018 by and between:

Monty Moddrell

and Highland Joint School District #305 for the 2018-2019 School Year for the following assignments and amounts:

Football Coach, \$3,027  
Girls Basketball Co-Coach, \$1,638

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

\_\_\_\_\_  
EMPLOYEE

By \_\_\_\_\_, CHAIRMAN  
BOARD OF TRUSTEES

Attest: \_\_\_\_\_  
SUPERINTENDENT OR CLERK

HIGHLAND JOINT SCHOOL DISTRICT #305

Memorandum of Agreement

This agreement is made on October 8, 2018 by and between:

Monty Moddrell

and Highland Joint School District #305 for the 2018-2019 School Year for the following assignments and amounts:

Assistant Girls Basketball Coach, \$2,456

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

\_\_\_\_\_  
EMPLOYEE

By \_\_\_\_\_, CHAIRMAN  
BOARD OF TRUSTEES

Attest: \_\_\_\_\_  
SUPERINTENDENT OR CLERK



# STATE OF IDAHO RENEWABLE CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made **May 14, 2018**, 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 2018-2019 school year, consisting of a period of 190 days, and agrees to pay the Certified Personnel for said services a sum of **Fifty Two Thousand Four Hundred Fifty Eight Dollars (\$52,458)** of which 1/12 shall be payable on the 25th day(s) of the months September, year of 2018 to August, year of 2019 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.

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.

HIGHLAND JOINT SCHOOL DISTRICT NO. 305, LEWIS, IDAHO, AND NEZ PERCE COUNTIES, STATE OF IDAHO

\_\_\_\_\_ By \_\_\_\_\_, CHAIRMAN  
 CERTIFIED PERSONNEL BOARD OF TRUSTEES

Attest: \_\_\_\_\_  
 SUPERINTENDENT OR CLERK

**STATE OF IDAHO**  
**SUPPLEMENTAL CONTRACT FORM**

THIS CONTRACT, dated **5/14/2018**, 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 for the term of the **2018-2019 School year**, at the compensation rate or fixed amount of:

**FFA INSTRUCTOR EXTENDED CONTRACT – 40 DAYS - \$11,044**

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 2018, and ending in the month of August in the year of 2019.

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

\_\_\_\_\_ By \_\_\_\_\_, CHAIRMAN  
EMPLOYEE BOARD OF TRUSTEES

Attest: \_\_\_\_\_  
SUPERINTENDENT OR CLERK

HIGHLAND JOINT SCHOOL DISTRICT #305

Memorandum of Agreement

This agreement is made on June 11, 2018 by and between:

Brandon Randall

and Highland Joint School District #305 for the 2018-2019 School Year for the following assignments and amounts:

Baseball Coach, \$2,456

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

\_\_\_\_\_  
EMPLOYEE

By \_\_\_\_\_, CHAIRMAN  
BOARD OF TRUSTEES

Attest: \_\_\_\_\_  
SUPERINTENDENT OR CLERK

# STATE OF IDAHO RENEWABLE CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made **May 14, 2018**, 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 2018-2019 school year, consisting of a period of 190 days, and agrees to pay the Certified Personnel for said services a sum of **Sixty Thousand Six Hundred Seventy Nine Dollars (\$60,679)** of which 1/12 shall be payable on the 25th day(s) of the months September, year of 2018 to August, year of 2019 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.

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.

HIGHLAND JOINT SCHOOL DISTRICT NO. 305, LEWIS, IDAHO, AND NEZ PERCE COUNTIES, STATE OF IDAHO

\_\_\_\_\_ By \_\_\_\_\_, CHAIRMAN  
 CERTIFIED PERSONNEL BOARD OF TRUSTEES

Attest: \_\_\_\_\_  
 SUPERINTENDENT OR CLERK

# STATE OF IDAHO RENEWABLE CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made **May 14, 2018**, by and between Highland Joint School District No. 305, Craigmont, Idaho ("the District"), and **Alia Riggers** ("the Certified Personnel").

WITNESSETH:

1. The District hereby employs the Certified Personnel pursuant to Idaho Code § 33-515 for the duration of the 2018-2019 school year, consisting of a period of 190 days, and agrees to pay the Certified Personnel for said services a sum of **Sixty Five Thousand Two Hundred Sixty Six Dollars (\$65,266)** of which 1/12 shall be payable on the 25th day(s) of the months September, year of 2018 to August, year of 2019 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.

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.

HIGHLAND JOINT SCHOOL DISTRICT NO. 305, LEWIS, 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 **May 14, 2018**, by and between Highland Joint School District No. 305, Craigmont, Idaho ("the District"), and **Alexandra Sisk** ("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 2018-2019 school year, consisting of a period of 190 days, and agrees to pay the Certified Personnel for said services a sum of **Sixty Thousand Six Hundred Seventy Nine Dollars (\$60,679)** of which 1/12 shall be payable on the 25th day(s) of the months September, year of 2018 to August, year of 2019 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.

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.

HIGHLAND JOINT SCHOOL DISTRICT NO. 305, LEWIS, IDAHO, AND NEZ PERCE COUNTIES, STATE OF IDAHO

_____	By	_____	CHAIRMAN
CERTIFIED PERSONNEL		BOARD OF TRUSTEES	

Attest: \_\_\_\_\_  
SUPERINTENDENT OR CLERK

# STATE OF IDAHO SUPPLEMENTAL CONTRACT FORM

THIS CONTRACT, **10th day of September, 2018**, by and between Highland Joint School District No. 305, Craigmont, Idaho ("the District"), and **Alexandra Sisk** ("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 **2018-2019 School year**, at the compensation rate or fixed amount of:

**ONE HUNDRED SIXTY FOUR DOLLARS (\$164.00)**

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

\_\_\_\_\_ By \_\_\_\_\_, CHAIRMAN  
EMPLOYEE BOARD OF TRUSTEES

Attest: \_\_\_\_\_  
SUPERINTENDENT OR CLERK

HIGHLAND JOINT SCHOOL DISTRICT #305

Memorandum of Agreement

This agreement is made on April 9, 2018 by and between:

Patty Weeks

and Highland Joint School District #305 for the 2018-2019 School Year for the following assignments and amounts:

Boys Basketball Coach, \$3,930

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

\_\_\_\_\_  
EMPLOYEE

By \_\_\_\_\_, CHAIRMAN  
BOARD OF TRUSTEES

Attest: \_\_\_\_\_  
SUPERINTENDENT OR CLERK



# HIGHLAND JOINT SCHOOL DISTRICT #305

## Memorandum of Agreement

This agreement is made on February 11, 2019 by and between:

Rhea Stefanie White

and Highland Joint School District #305 for the 2018-2019 School Year for the following assignments and amounts:

Junior High Track Coach, \$1,392

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

\_\_\_\_\_  
EMPLOYEE

By \_\_\_\_\_, CHAIR  
BOARD OF TRUSTEES

Attest: \_\_\_\_\_  
SUPERINTENDENT OR CLERK

# STATE OF IDAHO RENEWABLE CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made **May 14, 2018**, by and between Highland Joint School District No. 305, Craigmont, Idaho ("the District"), and **Lindsey Woltering** ("the Certified Personnel").

WITNESSETH:

1. The District hereby employs the Certified Personnel pursuant to Idaho Code § 33-515 for the duration of the 2018-2019 school year, consisting of a period of 190 days, and agrees to pay the Certified Personnel for said services a sum of **Forty Two Thousand One Hundred Eighty Nine Dollars (\$42,189)** of which 1/12 shall be payable on the 25th day(s) of the months September, year of 2018 to August, year of 2019 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.
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.

HIGHLAND JOINT SCHOOL DISTRICT NO. 305, LEWIS, IDAHO, 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 **11th day of June, 2018**, by and between Highland Joint School District No. 305, Craigmont, Idaho ("the District"), and **Stacey Woodford** ("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 2018-2019 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 Eight Hundred Dollars (\$35,800)** of which 1/12 shall be payable on the 25th day(s) of the months September, year of 2018 to August, year of 2019 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.

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.

HIGHLAND JOINT SCHOOL DISTRICT NO. 305, LEWIS, IDAHO, AND NEZ PERCE COUNTIES, STATE OF IDAHO

\_\_\_\_\_ By \_\_\_\_\_, CHAIRMAN  
 CERTIFIED PERSONNEL BOARD OF TRUSTEES

Attest: \_\_\_\_\_  
 SUPERINTENDENT OR CLERK

# STATE OF IDAHO RENEWABLE CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made **May 14, 2018**, by and between Highland Joint School District No. 305, Craigmont, Idaho ("the District"), and **Julie Yochum** ("the Certified Personnel").

WITNESSETH:

1. The District hereby employs the Certified Personnel pursuant to Idaho Code § 33-515 for the duration of the 2018-2019 school year, consisting of a period of 190 days, and agrees to pay the Certified Personnel for said services a sum of **Sixty Five Thousand Two Hundred Sixty Six Dollars (\$65,266)** of which 1/12 shall be payable on the 25th day(s) of the months September, year of 2018 to August, year of 2019 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.

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.

HIGHLAND JOINT SCHOOL DISTRICT NO. 305, LEWIS, IDAHO, AND NEZ PERCE COUNTIES, STATE OF IDAHO

\_\_\_\_\_ By \_\_\_\_\_, CHAIRMAN  
 CERTIFIED PERSONNEL BOARD OF TRUSTEES

Attest: \_\_\_\_\_  
 SUPERINTENDENT OR CLERK

# STATE OF IDAHO RENEWABLE CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made **May 14, 2018**, 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 § 33-515 for the duration of the 2018-2019 school year, consisting of a period of 190 days, and agrees to pay the Certified Personnel for said services a sum of **Forty Thousand Seven Hundred Fifty Dollars (\$40,750)** of which 1/12 shall be payable on the 25th day(s) of the months September, year of 2018 to August, year of 2019 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.

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.

HIGHLAND JOINT SCHOOL DISTRICT NO. 305, LEWIS, IDAHO, AND NEZ PERCE COUNTIES, STATE OF IDAHO

\_\_\_\_\_ By \_\_\_\_\_, CHAIRMAN  
 CERTIFIED PERSONNEL BOARD OF TRUSTEES

Attest: \_\_\_\_\_  
 SUPERINTENDENT OR CLERK