

STATE OF IDAHO: RENEWABLE CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this **14th day of June, year of 2021**, 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 Section 33-515, Idaho Code, for the duration of the 2021-2022 school year, consisting of a period of 190 days, and agrees to pay the Certified Personnel for said services a sum of **Forty Four Thousand Three Hundred Twenty Four Dollars (\$44,324)**, of which 1/12 shall be payable on the 25th day of the months September, year of 2021 to August year of 2022, 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 Contract the same as if fully set forth herein.
- 5. Any material false statement knowingly made in the written application for a position with the District shall constitute sufficient ground for voiding this Contract.
- 6. The District Board of Trustees may terminate or reduce the full-time equivalency status of this contract upon conclusion of the school year stated in Section 1 of this contract, without owing any further compensation, in the event that the Board institutes a reduction in force pursuant to Section 33-522A, Idaho Code, resulting in the termination or reduction of the employment relationship between the District and the Certified Personnel.
- 7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
- 8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

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

_____ CERTIFIED PERSONNEL

_____ CHAIRMAN, BOARD OF TRUSTEES

Attest: _____ SUPERINTENDENT OR CLERK

This contract form was prepared pursuant to Section 33-513, Idaho Code, and 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: SUPPLEMENTAL EXTRA DUTY CONTRACT

THIS CONTRACT, made this **14th day of June, year of 2021**, by and between Highland Joint School District No. 305, Craigmont, Idaho ("the District"), and **Michele Anderson** ("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 as the following for the term of the **2021-2022 School year**, at the compensation rate or fixed amount until this Contract has been fulfilled.

Concessions Advisor - \$1,462

- 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

_____ CHAIRMAN, BOARD OF TRUSTEES

Attest: _____ SUPERINTENDENT OR CLERK

HIGHLAND JOINT SCHOOL DISTRICT #305

Memorandum of Agreement

This agreement is made on June 14, 2021 by and between:

Amy Arnzen

and Highland Joint School District #305 for the 2021-2022 School Year for the following assignment(s) and amount(s):

Volleyball Coach, \$3,183

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 June 14, 2021 by and between:

Brett Arnzen

and Highland Joint School District #305 for the 2021-2022 School Year for the following assignment(s) and amount(s):

Girls Basketball Coach, \$4,129

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: CATEGORY 2 CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this **12th day of July, year of 2021**, by and between Highland Joint School District No. 305, Craigmont, Idaho ("the District"), and **John Ayres** ("the Certified Personnel").

WITNESSETH:

- 1. The District hereby employs the Certified Personnel pursuant to Section 33-514(2)(b), Idaho Code, for the duration of the 2021-2022 school year, consisting of a period of 190 days, and agrees to pay the Certified Personnel for said services a sum of **Sixty Eight Thousand Five Hundred Sixty Eight Dollars (\$68,568)**, of which 1/12 shall be payable on the 25th day of the months September, year of 2021 to August year of 2022, 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 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 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 in LEWIS, IDAHO AND NEZ PERCE COUNTIES, STATE OF IDAHO

_____ CERTIFIED PERSONNEL

_____ CHAIRMAN, BOARD OF TRUSTEES

Attest: _____ SUPERINTENDENT OR CLERK

This contract form was prepared pursuant to Section 33-513, Idaho Code, and 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.

HIGHLAND JOINT SCHOOL DISTRICT #305

Memorandum of Agreement

This agreement is made on June 14, 2021 by and between:

Ariel Bencomo

and Highland Joint School District #305 for the 2021-2022 School Year for the following assignment(s) and amount(s):

Assistant Boys Basketball Coach, \$3,097

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: CATEGORY 2 CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this **14th day of June year of 2021**, by and between Highland Joint School District No. 305, Craigmont, Idaho ("the District"), and **Stephen Berry** ("the Certified Personnel").

WITNESSETH:

- 1. The District hereby employs the Certified Personnel pursuant to Section 33-514(2)(b), Idaho Code, for the duration of the 2021-2022 school year, consisting of a period of 190 days, and agrees to pay the Certified Personnel for said services a sum of **Forty One Thousand Six Hundred Eleven Dollars (\$41,611)**, of which 1/12 shall be payable on the 25th day of the months September, year of 2021 to August year of 2022, 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 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 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 in LEWIS, IDAHO AND NEZ PERCE COUNTIES, STATE OF IDAHO

_____ CERTIFIED PERSONNEL

_____ CHAIRMAN, BOARD OF TRUSTEES

Attest: _____ SUPERINTENDENT OR CLERK

This contract form was prepared pursuant to Section 33-513, Idaho Code, and 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: RENEWABLE CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this **14th day of June, year of 2021**, 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 Section 33-515, Idaho Code, for the duration of the 2021-2022 school year, consisting of a period of 190 days, and agrees to pay the Certified Personnel for said services a sum of **Fifty Nine Thousand Two Hundred Seventy Two Dollars (\$59,272)**, of which 1/12 shall be payable on the 25th day of the months September, year of 2021 to August year of 2022, 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 Contract the same as if fully set forth herein.
- 5. Any material false statement knowingly made in the written application for a position with the District shall constitute sufficient ground for voiding this Contract.
- 6. The District Board of Trustees may terminate or reduce the full-time equivalency status of this contract upon conclusion of the school year stated in Section 1 of this contract, without owing any further compensation, in the event that the Board institutes a reduction in force pursuant to Section 33-522A, Idaho Code, resulting in the termination or reduction of the employment relationship between the District and the Certified Personnel.
- 7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
- 8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

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

_____ CERTIFIED PERSONNEL

_____ CHAIRMAN, BOARD OF TRUSTEES

Attest: _____ SUPERINTENDENT OR CLERK

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STATE OF IDAHO: SUPPLEMENTAL EXTRA DUTY CONTRACT

THIS CONTRACT, made this **14th day of June, year of 2021**, 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 as the following for the term of the **2021-2022 School year**, at the compensation rate or fixed amount until this Contract has been fulfilled.

Music - \$1,462

Band - \$1,462

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

_____ CHAIRMAN, BOARD OF TRUSTEES

Attest: _____ SUPERINTENDENT OR CLERK

STATE OF IDAHO: RENEWABLE CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this **14th day of June, year of 2021**, 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 Section 33-515, Idaho Code, for the duration of the 2021-2022 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 Six Hundred Eighty One Dollars (\$46,681)**, of which 1/12 shall be payable on the 25th day of the months September, year of 2021 to August year of 2022, 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 Contract the same as if fully set forth herein.
- 5. Any material false statement knowingly made in the written application for a position with the District shall constitute sufficient ground for voiding this Contract.
- 6. The District Board of Trustees may terminate or reduce the full-time equivalency status of this contract upon conclusion of the school year stated in Section 1 of this contract, without owing any further compensation, in the event that the Board institutes a reduction in force pursuant to Section 33-522A, Idaho Code, resulting in the termination or reduction of the employment relationship between the District and the Certified Personnel.
- 7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
- 8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

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

_____ CERTIFIED PERSONNEL

_____ CHAIRMAN, BOARD OF TRUSTEES

Attest: _____ SUPERINTENDENT OR CLERK

This contract form was prepared pursuant to Section 33-513, Idaho Code, and 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: SUPPLEMENTAL EXTRA DUTY CONTRACT

THIS CONTRACT, made this **14th day of June, year of 2021**, 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 as the following for the term of the **2021-2022 School year**, at the compensation rate or fixed amount until this Contract has been fulfilled.

8th Grade Advisor - \$169

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

_____ CHAIRMAN, BOARD OF TRUSTEES

Attest: _____ SUPERINTENDENT OR CLERK

STATE OF IDAHO: RENEWABLE CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this **14th day of June, year of 2021**, 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 Section 33-515, Idaho Code, for the duration of the 2021-2022 school year, consisting of a period of 190 days, and agrees to pay the Certified Personnel for said services a sum of **Forty Four Thousand Three Hundred Twenty Four Dollars (\$44,324)**, of which 1/12 shall be payable on the 25th day of the months September, year of 2021 to August year of 2022, 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 Contract the same as if fully set forth herein.
- 5. Any material false statement knowingly made in the written application for a position with the District shall constitute sufficient ground for voiding this Contract.
- 6. The District Board of Trustees may terminate or reduce the full-time equivalency status of this contract upon conclusion of the school year stated in Section 1 of this contract, without owing any further compensation, in the event that the Board institutes a reduction in force pursuant to Section 33-522A, Idaho Code, resulting in the termination or reduction of the employment relationship between the District and the Certified Personnel.
- 7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
- 8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

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

_____ CERTIFIED PERSONNEL

_____ CHAIRMAN, BOARD OF TRUSTEES

Attest: _____ SUPERINTENDENT OR CLERK

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STATE OF IDAHO: SUPPLEMENTAL EXTRA DUTY CONTRACT

THIS CONTRACT, made this **14th day of June, year of 2021**, by and between Highland Joint School District No. 305, Craigmont, Idaho ("the District"), and **Carole Davis** ("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 as the following for the term of the **2021-2022 School year**, at the compensation rate or fixed amount until this Contract has been fulfilled.

12th Grade Advisor - \$774

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

_____ CHAIRMAN, BOARD OF TRUSTEES

Attest: _____ SUPERINTENDENT OR CLERK

STATE OF IDAHO: RENEWABLE CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this **14th day of June, year of 2021**, 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 Section 33-515, Idaho Code, for the duration of the 2021-2022 school year, consisting of a period of 190 days, and agrees to pay the Certified Personnel for said services a sum of **Fifty Nine Thousand Two Hundred Seventy Two Dollars (\$59,272)**, of which 1/12 shall be payable on the 25th day of the months September, year of 2021 to August year of 2022, 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 Contract the same as if fully set forth herein.
- 5. Any material false statement knowingly made in the written application for a position with the District shall constitute sufficient ground for voiding this Contract.
- 6. The District Board of Trustees may terminate or reduce the full-time equivalency status of this contract upon conclusion of the school year stated in Section 1 of this contract, without owing any further compensation, in the event that the Board institutes a reduction in force pursuant to Section 33-522A, Idaho Code, resulting in the termination or reduction of the employment relationship between the District and the Certified Personnel.
- 7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
- 8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

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

_____ CERTIFIED PERSONNEL

_____ CHAIRMAN, BOARD OF TRUSTEES

Attest: _____ SUPERINTENDENT OR CLERK

This contract form was prepared pursuant to Section 33-513, Idaho Code, and 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, made this **14th day of June, year of 2021**, 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 Principal so designated by the District and to perform such other duties as specified by the District at any time during the term hereof, provided that the Administrator is properly certified and endorsed to perform said duties for a period of 1 years (210 days per year), beginning in the month and day of August 2, year of 2021, through the month and day of June 19, year of 2022, at a base salary of Seventy Thousand (\$76,000) per year 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 \$6,333.33 on the 25th day of each month beginning in September, year of 2021, to August, year of 2022, inclusive.
2. In consideration of the promises and agreement of the District herein before recited, the Administrator agrees to assume the duties above recited at Craigmont, Idaho on August 2, in the year 2021, 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 2021-2022 year of performance hereunder to consider employing the Administrator beyond the last year designated in this contract. If the District elects to employ the Administrator beyond the last year designated in this Contract, it shall offer the Administrator a new Contract that reflects the new terms of employment, unless one of the parties notifies the other party by the sooner of the date this Contract expires or the July 1st following the last school year of employment under this Contract, of the intent to discontinue employment.
4. It is hereby mutually stipulated and agreed by and between the parties hereto that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, otherwise than is herein expressly stated, and that no property rights attach to this Contract beyond the term of this Contract.
5. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of any negotiated agreement between the parties as long as those terms do not conflict with the terms of this Contract.

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

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

_____ ADMINISTRATOR

_____ CHAIRMAN, BOARD OF TRUSTEES

Attest: _____ SUPERINTENDENT OR CLERK

STATE OF IDAHO: RENEWABLE CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this **14th day of June, year of 2021**, 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 Section 33-515, Idaho Code, for the duration of the 2021-2022 school year, consisting of a period of 190 days, and agrees to pay the Certified Personnel for said services a sum of **Sixty Eight Thousand Five Hundred Sixty Eight Dollars (\$68,568)**, of which 1/12 shall be payable on the 25th day of the months September, year of 2021 to August year of 2022, 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 Contract the same as if fully set forth herein.
- 5. Any material false statement knowingly made in the written application for a position with the District shall constitute sufficient ground for voiding this Contract.
- 6. The District Board of Trustees may terminate or reduce the full-time equivalency status of this contract upon conclusion of the school year stated in Section 1 of this contract, without owing any further compensation, in the event that the Board institutes a reduction in force pursuant to Section 33-522A, Idaho Code, resulting in the termination or reduction of the employment relationship between the District and the Certified Personnel.
- 7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
- 8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

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

_____ CERTIFIED PERSONNEL

_____ CHAIRMAN, BOARD OF TRUSTEES

Attest: _____ SUPERINTENDENT OR CLERK

This contract form was prepared pursuant to Section 33-513, Idaho Code, and 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: SUPPLEMENTAL EXTRA DUTY CONTRACT

THIS CONTRACT, made this **14th day of June, year of 2021**, 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 as the following for the term of the **2021-2022 School year**, at the compensation rate or fixed amount until this Contract has been fulfilled.

Track Coach - \$3,097
11th Grade Advisor - \$430

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

_____ CHAIRMAN, BOARD OF TRUSTEES

Attest: _____ SUPERINTENDENT OR CLERK

STATE OF IDAHO: SUPERINTENDENT CONTRACT

THIS CONTRACT, this **8th day of March, year of 2021**, 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 **Jacob Gion** (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 260 days during one year (twelve months per year), beginning July 1, in the year of 2021, and extending to June 30 in the year of 2022, at a salary of **Eighty Five Thousand and no/100 Dollars (\$85,000)** for the year, until this Contract has been fulfilled. Said salary shall be paid in equal monthly installments on the 25th day of each month for such services, the first payment to be made on July 25 in the year of 2021.
- 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 2021, 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 in LEWIS, IDAHO AND NEZ PERCE COUNTIES, STATE OF IDAHO

_____ SUPERINTENDENT

_____ CHAIRMAN, BOARD OF TRUSTEES

Attest: _____ CLERK, BOARD OF TRUSTEES

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. A "Benefits Addendum" approved by the district board of trustees shall be attached to the contract.

STATE OF IDAHO: SUPPLEMENTAL EXTRA DUTY CONTRACT

THIS CONTRACT, made this **14th day of June, year of 2021**, by and between Highland Joint School District No. 305, Craigmont, Idaho ("the District"), and **Jacob Gion** ("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 as the following for the term of the **2021-2022 School year**, at the compensation rate or fixed amount until this Contract has been fulfilled.

Athletic Director - \$6,000

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

_____ CHAIRMAN, BOARD OF TRUSTEES

Attest: _____ SUPERINTENDENT OR CLERK

STATE OF IDAHO: CATEGORY 3 CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this **14th day of June year of 2021**, by and between Highland Joint School District No. 305, Craigmont, Idaho ("the District"), and **Lisa Hadley** ("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 2021-2022 school year, consisting of a period of 190 days, and agrees to pay the Certified Personnel for said services a sum of **Forty One Thousand Six Hundred Eleven Dollars (\$41,611)**, of which 1/12 shall be payable on the 25th day of the months September, year of 2021 to August year of 2022, 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 Contract 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 in LEWIS, IDAHO AND NEZ PERCE COUNTIES, STATE OF IDAHO

_____ CERTIFIED PERSONNEL

_____ CHAIRMAN BOARD OF TRUSTEES

Attest: _____ SUPERINTENDENT OR CLERK

This contract form was prepared pursuant to Section 33-513, Idaho Code, and 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: SUPPLEMENTAL EXTRA DUTY CONTRACT

THIS CONTRACT, made this **14th day of June, year of 2021**, by and between Highland Joint School District No. 305, Craigmont, Idaho ("the District"), and **Lisa Hadley** ("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 as the following for the term of the **2021-2022 School year**, at the compensation rate or fixed amount until this Contract has been fulfilled.

- BPA Advisor - \$1,462**
- Annual Advisor - \$1,462**
- Photography - \$1,462**
- 9th Grade Advisor - \$172**

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

_____ CHAIRMAN, BOARD OF TRUSTEES

Attest: _____ SUPERINTENDENT OR CLERK

HIGHLAND JOINT SCHOOL DISTRICT #305

Memorandum of Agreement

This agreement is made on June 14, 2021 by and between:

David Hambly

and Highland Joint School District #305 for the 2021-2022 School Year for the following assignment(s) and amount(s):

Assistant Football Coach, \$3,183

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: CATEGORY 3 CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this **14th day of June year of 2021**, by and between Highland Joint School District No. 305, Craigmont, Idaho ("the District"), and **Jamy Henderson** ("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 2021-2022 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 Nine Hundred Eleven Dollars (\$42,911)**, of which 1/12 shall be payable on the 25th day of the months September, year of 2021 to August year of 2022, 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 Contract 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 in LEWIS, IDAHO AND NEZ PERCE COUNTIES, STATE OF IDAHO

_____ CERTIFIED PERSONNEL

_____ CHAIRMAN BOARD OF TRUSTEES

Attest: _____ SUPERINTENDENT OR CLERK

This contract form was prepared pursuant to Section 33-513, Idaho Code, and 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: RENEWABLE CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this **14th day of June, year of 2021**, 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 Section 33-515, Idaho Code, for the duration of the 2021-2022 school year, consisting of a period of 190 days, and agrees to pay the Certified Personnel for said services a sum of **Sixty Eight Thousand Five Hundred Sixty Eight Dollars (\$68,568)**, of which 1/12 shall be payable on the 25th day of the months September, year of 2021 to August year of 2022, 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 Contract the same as if fully set forth herein.
- 5. Any material false statement knowingly made in the written application for a position with the District shall constitute sufficient ground for voiding this Contract.
- 6. The District Board of Trustees may terminate or reduce the full-time equivalency status of this contract upon conclusion of the school year stated in Section 1 of this contract, without owing any further compensation, in the event that the Board institutes a reduction in force pursuant to Section 33-522A, Idaho Code, resulting in the termination or reduction of the employment relationship between the District and the Certified Personnel.
- 7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
- 8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

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

_____ CERTIFIED PERSONNEL

_____ CHAIRMAN, BOARD OF TRUSTEES

Attest: _____ SUPERINTENDENT OR CLERK

This contract form was prepared pursuant to Section 33-513, Idaho Code, and 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.

HIGHLAND JOINT SCHOOL DISTRICT #305

Memorandum of Agreement

This agreement is made on June 14, 2021 by and between:

Monty Moddrell

and Highland Joint School District #305 for the 2021-2022 School Year for the following assignment(s) and amount(s):

Football Coach, \$4,029
Girls Basketball Assistant Coach, \$3,097

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 this **14th day of June, year of 2021**, 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 Section 33-515, Idaho Code, for the duration of the 2021-2022 school year, consisting of a period of 190 days, and agrees to pay the Certified Personnel for said services a sum of **Sixty One Thousand Four Hundred Sixty Nine Dollars (\$61,469)**, of which 1/12 shall be payable on the 25th day of the months September, year of 2021 to August year of 2022, 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 Contract the same as if fully set forth herein.
- 5. Any material false statement knowingly made in the written application for a position with the District shall constitute sufficient ground for voiding this Contract.
- 6. The District Board of Trustees may terminate or reduce the full-time equivalency status of this contract upon conclusion of the school year stated in Section 1 of this contract, without owing any further compensation, in the event that the Board institutes a reduction in force pursuant to Section 33-522A, Idaho Code, resulting in the termination or reduction of the employment relationship between the District and the Certified Personnel.
- 7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
- 8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

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

_____ CERTIFIED PERSONNEL

_____ CHAIRMAN, BOARD OF TRUSTEES

Attest: _____ SUPERINTENDENT OR CLERK

This contract form was prepared pursuant to Section 33-513, Idaho Code, and 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: SUPPLEMENTAL EXTRA DAY CONTRACT

THIS CONTRACT, made this **14th day of June, year of 2021**, by and between Highland Joint School District No. 305, Craigmont, Idaho ("the District"), and **Josette Nebeker** ("the Employee"), a certificated professional employee of the District.

WITNESSETH:

1. The District hereby contracts to hire the Employee to perform an extra day assignment as provided in the job description as **FFA INSTRUCTOR EXTENDED CONTRACT** for a period of **40** days, beginning on the 1st day of July, in the year of 2021, and extending to the 30th day of June, in the year of 2022, at the compensation rate or fixed amount of **Twelve Thousand Nine Hundred Forty One Dollars (\$12,941)** until this Contract has been fulfilled. Said compensation shall be paid in monthly installments on the 25th day of each month for the performance of the extra day assignment, beginning in the month of September in the year of 2021, and ending in the month of August in the year of 2022. Such compensation reflects compensation at the daily rate of pay for the Employee's underlying contract.
2. The Employee will, at all times, faithfully perform all of the duties that may be required pursuant to the express and implicit terms hereof, to the reasonable satisfaction of the District. Such duties shall be rendered at District premises and such other place or places as the District shall in good faith require or as the interests, needs, business, or opportunity of the District shall require.
3. The terms of employment of this Contract shall remain in effect for the period set forth above and concerns the extra day assignment described herein. This Contract is in addition to the Employee's regular standard contract length and any category 1, 2, 3, renewable, or retired certified personnel contract.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, the duly adopted rules of the State Board of Education, and the policies of the District, which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein. It is further understood that this Contract excludes any expectation of employment beyond the terms given herein and the procedural requirements of section 33-515A, Idaho Code. As this is an extra day assignment contract, pursuant to section 33-515A(3), Idaho Code, the Employee is entitled to the same due process and procedures as provided by the Employee's underlying standard contract, whether such contract be a category 1, 2, 3, renewable, or retired certified personnel contract.

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

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

_____ CERTIFICATED PROFESSIONAL EMPLOYEE

_____ CHAIRMAN, BOARD OF TRUSTEES

Attest: _____ SUPERINTENDENT OR CLERK

STATE OF IDAHO: CATEGORY 2 CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this **14th day of June, year of 2021**, by and between Highland Joint School District No. 305, Craigmont, Idaho ("the District"), and **Kaleigh Poxleitner** ("the Certified Personnel").

WITNESSETH:

- 1. The District hereby employs the Certified Personnel pursuant to Section 33-514(2)(b), Idaho Code, for the duration of the 2021-2022 school year, consisting of a period of 190 days, and agrees to pay the Certified Personnel for said services a sum of **Forty Thousand Nine Hundred Ninety Dollars (\$40,990)**, of which 1/12 shall be payable on the 25th day of the months September, year of 2021 to August year of 2022, 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 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 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 in LEWIS, IDAHO AND NEZ PERCE COUNTIES, STATE OF IDAHO

_____ CERTIFIED PERSONNEL

_____ CHAIRMAN, BOARD OF TRUSTEES

Attest: _____ SUPERINTENDENT OR CLERK

This contract form was prepared pursuant to Section 33-513, Idaho Code, and 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: SUPPLEMENTAL EXTRA DUTY CONTRACT

THIS CONTRACT, made this **9th day of August, year of 2021**, by and between Highland Joint School District No. 305, Craigmont, Idaho ("the District"), and **Kaleigh Poxleitner** ("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 as the following for the term of the **2021-2022 School year**, at the compensation rate or fixed amount until this Contract has been fulfilled.

Assistant Volleyball Coach - \$2,409

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

_____ CHAIRMAN, BOARD OF TRUSTEES

Attest: _____ SUPERINTENDENT OR CLERK

STATE OF IDAHO: RENEWABLE CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this **14th day of June, year of 2021**, 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 Section 33-515, Idaho Code, for the duration of the 2021-2022 school year, consisting of a period of 190 days, and agrees to pay the Certified Personnel for said services a sum of **Sixty Three Thousand Seven Hundred Forty Nine Dollars (\$63,749)**, of which 1/12 shall be payable on the 25th day of the months September, year of 2021 to August year of 2022, 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 Contract the same as if fully set forth herein.
- 5. Any material false statement knowingly made in the written application for a position with the District shall constitute sufficient ground for voiding this Contract.
- 6. The District Board of Trustees may terminate or reduce the full-time equivalency status of this contract upon conclusion of the school year stated in Section 1 of this contract, without owing any further compensation, in the event that the Board institutes a reduction in force pursuant to Section 33-522A, Idaho Code, resulting in the termination or reduction of the employment relationship between the District and the Certified Personnel.
- 7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
- 8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

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

_____ CERTIFIED PERSONNEL

_____ CHAIRMAN, BOARD OF TRUSTEES

Attest: _____ SUPERINTENDENT OR CLERK

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HIGHLAND JOINT SCHOOL DISTRICT #305

Memorandum of Agreement

This agreement is made on June 14, 2021 by and between:

John Roeller

and Highland Joint School District #305 for the 2021-2022 School Year for the following assignment(s) and amount(s):

Assistant Junior High Football Coach, \$1,894

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 June 14, 2021 by and between:

Patty Weeks

and Highland Joint School District #305 for the 2021-2022 School Year for the following assignment(s) and amount(s):

Boys Basketball Coach, \$4,129

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 June 14, 2021 by and between:

JeAnn Willson

and Highland Joint School District #305 for the 2021-2022 School Year for the following assignment(s) and amount(s):

Junior High Girls Basketball Coach, \$1,462

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 this **14th day of June, year of 2021**, 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 Section 33-515, Idaho Code, for the duration of the 2021-2022 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 Nine Hundred Eleven Dollars (\$42,911)**, of which 1/12 shall be payable on the 25th day of the months September, year of 2021 to August year of 2022, 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 Contract the same as if fully set forth herein.
- 5. Any material false statement knowingly made in the written application for a position with the District shall constitute sufficient ground for voiding this Contract.
- 6. The District Board of Trustees may terminate or reduce the full-time equivalency status of this contract upon conclusion of the school year stated in Section 1 of this contract, without owing any further compensation, in the event that the Board institutes a reduction in force pursuant to Section 33-522A, Idaho Code, resulting in the termination or reduction of the employment relationship between the District and the Certified Personnel.
- 7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
- 8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

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

_____ CERTIFIED PERSONNEL

_____ CHAIRMAN, BOARD OF TRUSTEES

Attest: _____ SUPERINTENDENT OR CLERK

This contract form was prepared pursuant to Section 33-513, Idaho Code, and 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: RENEWABLE CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this **14th day of June, year of 2021**, 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 Section 33-515, Idaho Code, for the duration of the 2021-2022 school year, consisting of a period of 190 days, and agrees to pay the Certified Personnel for said services a sum of **Sixty Eight Thousand Five Hundred Sixty Eight Dollars (\$68,568)**, of which 1/12 shall be payable on the 25th day of the months September, year of 2021 to August year of 2022, 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 Contract the same as if fully set forth herein.
- 5. Any material false statement knowingly made in the written application for a position with the District shall constitute sufficient ground for voiding this Contract.
- 6. The District Board of Trustees may terminate or reduce the full-time equivalency status of this contract upon conclusion of the school year stated in Section 1 of this contract, without owing any further compensation, in the event that the Board institutes a reduction in force pursuant to Section 33-522A, Idaho Code, resulting in the termination or reduction of the employment relationship between the District and the Certified Personnel.
- 7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
- 8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

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

_____ CERTIFIED PERSONNEL

_____ CHAIRMAN, BOARD OF TRUSTEES

Attest: _____ SUPERINTENDENT OR CLERK

This contract form was prepared pursuant to Section 33-513, Idaho Code, and 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.