

EMPLOYMENT CONTRACT  
LICENSED PERSONNEL  
2016-2017

STATE OF ARKANSAS  
COUNTY OF IZARD

CALICO ROCK SCHOOL DISTRICT

Social Security Number

Years Exp. **4** Degree **B**

This agreement is entered into by and between the Calico Rock School District and **Jessica Ables** for and in consideration of the mutual covenants and agreement set forth herein.

- I. The School District, District hereafter, by a majority vote of those members of its Board of Directors present at a legally held meeting on **March 28, 2016** agrees to employ **Jessica Ables**, Employee hereafter, to perform the duties that are generally performed by a teacher including, but not limited to, the following specific duties, and other duties as assigned:  
**Elementary Teacher – Special Education**
- II. The time period covered by this contract shall be from **July 1, 2016 to June 30, 2017.**  
**190 Days of School**
- III. The District agrees to compensate Employee for the time period covered by this contract as follows:  
**ANNUAL SALARY \$33,050**
- IV. Employee agrees to perform the duties generally performed by a teacher including, but not limited to, those set forth in paragraph I. In addition, Employee agrees to abide by all state and federal laws and regulations applicable to Employee's job performance.
- V. Employee certifies that at the date of this contract Employee is not under contract with another school district with the exception of shared employment with a district or districts in addition to this District.
- VI. Employee agrees to refund to the District any compensation received for which no services were rendered.
- VII. The District's personnel and Board policies in effect at the time this contract is executed shall be considered part of this contract by incorporation and will be binding upon both parties unless changed by mutual consent.
- VIII. The District may consider this contract breached if Employee fails to perform the duties referred to in Paragraphs I. and IV.
- IX. This agreement is drawn to be effective and shall be construed in accordance with the laws of the State of Arkansas.
- X. OTHER CONDITIONS OF EMPLOYMENT: (a) Have you ever been convicted of a felony? Yes \_\_\_\_\_ No \_\_\_\_\_ **If the individual signs the contract and lies by marking "no" and it is subsequently made known that he/she was in fact convicted of a felony, he/she may be discharged and will not be eligible to draw unemployment benefits from the school district;** (b) Contract is conditioned on valid Arkansas Teaching Certificate

IN WITNESS WHEREOF the parties have set their hands and seals this **28<sup>th</sup> day of March 2016.**

\_\_\_\_\_  
Employee

\_\_\_\_\_  
School Board President

\_\_\_\_\_  
Address

\_\_\_\_\_  
School Board Secretary

EMPLOYMENT CONTRACT  
LICENSED PERSONNEL  
2016-2017

STATE OF ARKANSAS  
COUNTY OF IZARD

CALICO ROCK SCHOOL DISTRICT

Social Security Number

Years Exp. **23** Degree **B+12**

This agreement is entered into by and between the Calico Rock School District and **Amy Clinkingbeard** for and in consideration of the mutual covenants and agreement set forth herein.

- I. The School District, District hereafter, by a majority vote of those members of its Board of Directors present at a legally held meeting on **March 28, 2016** agrees to employ **Amy Clinkingbeard**, Employee hereafter, to perform the duties that are generally performed by a teacher including, but not limited to, the following specific duties, and other duties as assigned: **Elementary Teacher**
- II. The time period covered by this contract shall be from **July 1, 2016 to June 30, 2017.**  
**190 Days of School**
- III. The District agrees to compensate Employee for the time period covered by this contract as follows:  
**ANNUAL SALARY \$38,450**
- IV. Employee agrees to perform the duties generally performed by a teacher including, but not limited to, those set forth in paragraph I. In addition, Employee agrees to abide by all state and federal laws and regulations applicable to Employee's job performance.
- V. Employee certifies that at the date of this contract Employee is not under contract with another school district with the exception of shared employment with a district or districts in addition to this District.
- VI. Employee agrees to refund to the District any compensation received for which no services were rendered.
- VII. The District's personnel and Board policies in effect at the time this contract is executed shall be considered part of this contract by incorporation and will be binding upon both parties unless changed by mutual consent.
- VIII. The District may consider this contract breached if Employee fails to perform the duties referred to in Paragraphs I. and IV.
- IX. This agreement is drawn to be effective and shall be construed in accordance with the laws of the State of Arkansas.
- X. OTHER CONDITIONS OF EMPLOYMENT: (a) Have you ever been convicted of a felony? Yes \_\_\_\_\_ No \_\_\_\_\_ **If the individual signs the contract and lies by marking "no" and it is subsequently made known that he/she was in fact convicted of a felony, he/she may be discharged and will not be eligible to draw unemployment benefits from the school district;** (b) Contract is conditioned on valid Arkansas Teaching Certificate;

IN WITNESS WHEREOF the parties have set their hands and seal this **28<sup>th</sup> day of March 2016.**

\_\_\_\_\_  
Employee

\_\_\_\_\_  
School Board President

\_\_\_\_\_  
Address

\_\_\_\_\_  
School Board Secretary

EMPLOYMENT CONTRACT  
LICENSED PERSONNEL  
2016-2017

STATE OF ARKANSAS  
COUNTY OF IZARD

CALICO ROCK SCHOOL DISTRICT

Social Security Number

Years Exp. **9** Degree **M**

This agreement is entered into by and between the Calico Rock School District and **Ashley Coley** for and in consideration of the mutual covenants and agreement set forth herein.

- I. The School District, District hereafter, by a majority vote of those members of its Board of Directors present at a legally held meeting on **March 28, 2016** agrees to employ **Ashley Coley**, Employee hereafter, to perform the duties that are generally performed by a teacher including, but not limited to, the following specific duties, and other duties as assigned:  
**Elementary Teacher**
- II. The time period covered by this contract shall be from **July 1, 2016 to June 30, 2017.**  
**190 Days of School**
- III. The District agrees to compensate Employee for the time period covered by this contract as follows:  
**ANNUAL SALARY \$40,150**
- IV. Employee agrees to perform the duties generally performed by a teacher including, but not limited to, those set forth in paragraph I. In addition, Employee agrees to abide by all state and federal laws and regulations applicable to Employee's job performance.
- V. Employee certifies that at the date of this contract Employee is not under contract with another school district with the exception of shared employment with a district or districts in addition to this District.
- VI. Employee agrees to refund to the District any compensation received for which no services were rendered.
- VII. The District's personnel and Board policies in effect at the time this contract is executed shall be considered part of this contract by incorporation and will be binding upon both parties unless changed by mutual consent.
- VIII. The District may consider this contract breached if Employee fails to perform the duties referred to in Paragraphs I. and IV.
- IX. This agreement is drawn to be effective and shall be construed in accordance with the laws of the State of Arkansas.
- X. OTHER CONDITIONS OF EMPLOYMENT: (a) Have you ever been convicted of a felony? Yes \_\_\_\_\_ No \_\_\_\_\_ **If the individual signs the contract and lies by marking "no" and it is subsequently made known that he/she was in fact convicted of a felony, he/she may be discharged and will not be eligible to draw unemployment benefits from the school district;** (b) Contract is conditioned on valid Arkansas Teaching Certificate;

IN WITNESS WHEREOF the parties have set their hands and seal this **28<sup>th</sup> day of March 2016.**

\_\_\_\_\_  
Employee

\_\_\_\_\_  
School Board President

\_\_\_\_\_  
Address

\_\_\_\_\_  
School Board Secretary

EMPLOYMENT CONTRACT  
LICENSED PERSONNEL  
2016-2017

STATE OF ARKANSAS  
COUNTY OF IZARD

CALICO ROCK SCHOOL DISTRICT

Social Security Number

Years Exp. 7 Degree B

This agreement is entered into by and between the Calico Rock School District and **Lisa Cullen** for and in consideration of the mutual covenants and agreement set forth herein.

- I. The School District, District hereafter, by a majority vote of those members of its Board of Directors present at a legally held meeting on **March 28, 2016** agrees to employ **Lisa Cullen**, Employee hereafter, to perform the duties that are generally performed by a teacher including, but not limited to, the following specific duties, and other duties as assigned:  
**Elementary Teacher**
- II. The time period covered by this contract shall be from **July 1, 2016 to June 30, 2017.**  
**190 Days of School**
- III. The District agrees to compensate Employee for the time period covered by this contract as follows:  
**ANNUAL SALARY \$34,400 + \$500 (Parent Center Facilitator) = \$34,900**
- IV. Employee agrees to perform the duties generally performed by a teacher including, but not limited to, those set forth in paragraph I. In addition, Employee agrees to abide by all state and federal laws and regulations applicable to Employee's job performance.
- V. Employee certifies that at the date of this contract Employee is not under contract with another school district with the exception of shared employment with a district or districts in addition to this District.
- VI. Employee agrees to refund to the District any compensation received for which no services were rendered.
- VII. The District's personnel and Board policies in effect at the time this contract is executed shall be considered part of this contract by incorporation and will be binding upon both parties unless changed by mutual consent.
- VIII. The District may consider this contract breached if Employee fails to perform the duties referred to in Paragraphs I. and IV.
- IX. This agreement is drawn to be effective and shall be construed in accordance with the laws of the State of Arkansas.
- X. OTHER CONDITIONS OF EMPLOYMENT: (a) Have you ever been convicted of a felony? Yes \_\_\_\_\_ No \_\_\_\_\_ **If the individual signs the contract and lies by marking "no" and it is subsequently made known that he/she was in fact convicted of a felony, he/she may be discharged and will not be eligible to draw unemployment benefits from the school district;** (b) Contract is conditioned on valid Arkansas Teaching Certificate; (c) Probationary Teacher

IN WITNESS WHEREOF the parties have set their hands and seal this **28<sup>th</sup> day of March 2016.**

\_\_\_\_\_  
Employee

\_\_\_\_\_  
School Board President

\_\_\_\_\_  
Address

\_\_\_\_\_  
School Board Secretary

EMPLOYMENT CONTRACT  
LICENSED PERSONNEL  
2016-2017

STATE OF ARKANSAS  
COUNTY OF IZARD

CALICO ROCK SCHOOL DISTRICT

Social Security Number

Years Exp. **36** Degree **B+12**

This agreement is entered into by and between the Calico Rock School District and **Joni Hamby** for and in consideration of the mutual covenants and agreement set forth herein.

- I. The School District, District hereafter, by a majority vote of those members of its Board of Directors present at a legally held meeting on **March 28, 2016** agrees to employ **Joni Hamby**, Employee hereafter, to perform the duties that are generally performed by a teacher including, but not limited to, the following specific duties, and other duties as assigned:  
**Elementary Physical Education**
- II. The time period covered by this contract shall be from **July 1, 2016 to June 30, 2017.**  
**190 Days of School**
- III. The District agrees to compensate Employee for the time period covered by this contract as follows:  
**ANNUAL SALARY \$38,450**
- IV. Employee agrees to perform the duties generally performed by a teacher including, but not limited to, those set forth in paragraph I. In addition, Employee agrees to abide by all state and federal laws and regulations applicable to Employee's job performance.
- V. Employee certifies that at the date of this contract Employee is not under contract with another school district with the exception of shared employment with a district or districts in addition to this District.
- VI. Employee agrees to refund to the District any compensation received for which no services were rendered.
- VII. The District's personnel and Board policies in effect at the time this contract is executed shall be considered part of this contract by incorporation and will be binding upon both parties unless changed by mutual consent.
- VIII. The District may consider this contract breached if Employee fails to perform the duties referred to in Paragraphs I. and IV.
- IX. This agreement is drawn to be effective and shall be construed in accordance with the laws of the State of Arkansas.
- X. OTHER CONDITIONS OF EMPLOYMENT: (a) Have you ever been convicted of a felony? Yes \_\_\_\_\_ No \_\_\_\_\_ **If the individual signs the contract and lies by marking "no" and it is subsequently made known that he/she was in fact convicted of a felony, he/she may be discharged and will not be eligible to draw unemployment benefits from the school district;** (b) Contract is conditioned on valid Arkansas Teaching Certificate;

IN WITNESS WHEREOF the parties have set their hands and seal this **28<sup>th</sup> day of March 2016.**

\_\_\_\_\_  
Employee

\_\_\_\_\_  
School Board President

\_\_\_\_\_  
Address

\_\_\_\_\_  
School Board Secretary

EMPLOYMENT CONTRACT  
LICENSED PERSONNEL  
2016-2017

STATE OF ARKANSAS  
COUNTY OF IZARD

CALICO ROCK SCHOOL DISTRICT

Social Security Number

Years Exp. **8** Degree **M**

This agreement is entered into by and between the Calico Rock School District and **Kish Pool** for and in consideration of the mutual covenants and agreement set forth herein.

- I. The School District, District hereafter, by a majority vote of those members of its Board of Directors present at a legally held meeting on **March 28, 2016** agrees to employ **Kish Pool**, Employee hereafter, to perform the duties that are generally performed by a teacher including, but not limited to, the following specific duties, and other duties as assigned:  
**Elementary Teacher**
- II. The time period covered by this contract shall be from **July 1, 2016 to June 30, 2017.**  
**190 Days of School**
- III. The District agrees to compensate Employee for the time period covered by this contract as follows:  
**ANNUAL SALARY \$39,650 + \$100 (Spelling Bee Sponsor) = \$39, 750**
- IV. Employee agrees to perform the duties generally performed by a teacher including, but not limited to, those set forth in paragraph I. In addition, Employee agrees to abide by all state and federal laws and regulations applicable to Employee's job performance.
- V. Employee certifies that at the date of this contract Employee is not under contract with another school district with the exception of shared employment with a district or districts in addition to this District.
- VI. Employee agrees to refund to the District any compensation received for which no services were rendered.
- VII. The District's personnel and Board policies in effect at the time this contract is executed shall be considered part of this contract by incorporation and will be binding upon both parties unless changed by mutual consent.
- VIII. The District may consider this contract breached if Employee fails to perform the duties referred to in Paragraphs I. and IV.
- IX. This agreement is drawn to be effective and shall be construed in accordance with the laws of the State of Arkansas.
- X. OTHER CONDITIONS OF EMPLOYMENT: (a) Have you ever been convicted of a felony? Yes \_\_\_\_\_ No \_\_\_\_\_ **If the individual signs the contract and lies by marking "no" and it is subsequently made known that he/she was in fact convicted of a felony, he/she may be discharged and will not be eligible to draw unemployment benefits from the school district;** (b) Contract is conditioned on valid Arkansas Teaching Certificate;

IN WITNESS WHEREOF the parties have set their hands and seal this **28<sup>th</sup> day of March 2016.**

\_\_\_\_\_  
Employee

\_\_\_\_\_  
School Board President

\_\_\_\_\_  
Address

\_\_\_\_\_  
School Board Secretary

EMPLOYMENT CONTRACT  
LICENSED PERSONNEL  
2016-2017

STATE OF ARKANSAS  
COUNTY OF IZARD

CALICO ROCK SCHOOL DISTRICT

Social Security Number

Years Exp. 0 Degree B

This agreement is entered into by and between the Calico Rock School District and **Leisha McCoy** for and in consideration of the mutual covenants and agreement set forth herein.

- I. The School District, District hereafter, by a majority vote of those members of its Board of Directors present at a legally held meeting on **June 27, 2016** agrees to employ **LEISHA MCCOY**, Employee hereafter, to perform the duties that are generally performed by a teacher including, but not limited to, the following specific duties, and other duties as assigned:  
**Elementary Teacher**
- II. The time period covered by this contract shall be from **July 1, 2016 to June 30, 2017.**  
**190 Days of School**
- III. The District agrees to compensate Employee for the time period covered by this contract as follows:  
**ANNUAL SALARY \$31,250**
- IV. Employee agrees to perform the duties generally performed by a teacher including, but not limited to, those set forth in paragraph I. In addition, Employee agrees to abide by all state and federal laws and regulations applicable to Employee's job performance.
- V. Employee certifies that at the date of this contract Employee is not under contract with another school district with the exception of shared employment with a district or districts in addition to this District.
- VI. Employee agrees to refund to the District any compensation received for which no services were rendered.
- VII. The District's personnel and Board policies in effect at the time this contract is executed shall be considered part of this contract by incorporation and will be binding upon both parties unless changed by mutual consent.
- VIII. The District may consider this contract breached if Employee fails to perform the duties referred to in Paragraphs I. and IV.
- IX. This agreement is drawn to be effective and shall be construed in accordance with the laws of the State of Arkansas.
- X. OTHER CONDITIONS OF EMPLOYMENT: (a) Have you ever been convicted of a felony? Yes \_\_\_\_\_ No \_\_\_\_\_ **If the individual signs the contract and lies by marking "no" and it is subsequently made known that he/she was in fact convicted of a felony, he/she may be discharged and will not be eligible to draw unemployment benefits from the school district;** (b) Contract is conditioned on valid Arkansas Teaching Certificate; (c) **Probationary Teacher**

IN WITNESS WHEREOF the parties have set their hands and seal this **27<sup>th</sup> day of June 2016.**

\_\_\_\_\_  
Employee

\_\_\_\_\_  
School Board President

\_\_\_\_\_  
Address

\_\_\_\_\_  
School Board Secretary

EMPLOYMENT CONTRACT  
LICENSED PERSONNEL  
2016-2017

STATE OF ARKANSAS  
COUNTY OF IZARD

CALICO ROCK SCHOOL DISTRICT

Social Security Number

Years Exp. **7** Degree **B**

This agreement is entered into by and between the Calico Rock School District and **Kristie Thompson** for and in consideration of the mutual covenants and agreement set forth herein.

- I. The School District, District hereafter, by a majority vote of those members of its Board of Directors present at a legally held meeting on **March 28, 2016** agrees to employ **Kristie Thompson**, Employee hereafter, to perform the duties that are generally performed by a teacher including, but not limited to, the following specific duties, and other duties as assigned: **Elementary Teacher**
- II. The time period covered by this contract shall be from **July 1, 2016 to June 30, 2017.**  
**190 Days of School**
- III. The District agrees to compensate Employee for the time period covered by this contract as follows:  
**ANNUAL SALARY \$34,400**
- IV. Employee agrees to perform the duties generally performed by a teacher including, but not limited to, those set forth in paragraph I. In addition, Employee agrees to abide by all state and federal laws and regulations applicable to Employee's job performance.
- V. Employee certifies that at the date of this contract Employee is not under contract with another school district with the exception of shared employment with a district or districts in addition to this District.
- VI. Employee agrees to refund to the District any compensation received for which no services were rendered.
- VII. The District's personnel and Board policies in effect at the time this contract is executed shall be considered part of this contract by incorporation and will be binding upon both parties unless changed by mutual consent.
- VIII. The District may consider this contract breached if Employee fails to perform the duties referred to in Paragraphs I. and IV.
- IX. This agreement is drawn to be effective and shall be construed in accordance with the laws of the State of Arkansas.
- X. OTHER CONDITIONS OF EMPLOYMENT: (a) Have you ever been convicted of a felony? Yes \_\_\_\_\_ No \_\_\_\_\_ **If the individual signs the contract and lies by marking "no" and it is subsequently made known that he/she was in fact convicted of a felony, he/she may be discharged and will not be eligible to draw unemployment benefits from the school district;** (b) Contract is conditioned on valid Arkansas Teaching Certificate;

IN WITNESS WHEREOF the parties have set their hands and seal this **28<sup>th</sup> day of March 2016.**

\_\_\_\_\_  
Employee

\_\_\_\_\_  
School Board President

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Address

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School Board Secretary



EMPLOYMENT CONTRACT  
LICENSED PERSONNEL  
2016-2017

STATE OF ARKANSAS  
COUNTY OF IZARD

CALICO ROCK SCHOOL DISTRICT

Social Security Number

Years Exp. **20** Degree **M**

This agreement is entered into by and between the Calico Rock School District and **Lisa Mason** for and in consideration of the mutual covenants and agreement set forth herein.

- I. The School District, District hereafter, by a majority vote of those members of its Board of Directors present at a legally held meeting on **March 28, 2016** agrees to employ **Lisa Mason**, Employee hereafter, to perform the duties that are generally performed by a teacher including, but not limited to, the following specific duties, and other duties as assigned:  
**Elementary School Teacher**
- II. The time period covered by this contract shall be from **July 1, 2016 to June 30, 2017.**  
**190 Days of School**
- III. The District agrees to compensate Employee for the time period covered by this contract as follows:  
**ANNUAL SALARY \$43,650**
- IV. Employee agrees to perform the duties generally performed by a teacher including, but not limited to, those set forth in paragraph I. In addition, Employee agrees to abide by all state and federal laws and regulations applicable to Employee's job performance.
- V. Employee certifies that at the date of this contract Employee is not under contract with another school district with the exception of shared employment with a district or districts in addition to this District.
- VI. Employee agrees to refund to the District any compensation received for which no services were rendered.
- VII. The District's personnel and Board policies in effect at the time this contract is executed shall be considered part of this contract by incorporation and will be binding upon both parties unless changed by mutual consent.
- VIII. The District may consider this contract breached if Employee fails to perform the duties referred to in Paragraphs I. and IV.
- IX. This agreement is drawn to be effective and shall be construed in accordance with the laws of the State of Arkansas.
- X. OTHER CONDITIONS OF EMPLOYMENT: (a) Have you ever been convicted of a felony? Yes \_\_\_\_\_ No \_\_\_\_\_ **If the individual signs the contract and lies by marking "no" and it is subsequently made known that he/she was in fact convicted of a felony, he/she may be discharged and will not be eligible to draw unemployment benefits from the school district;** (b) Contract is conditioned on valid Arkansas Teaching Certificate;

IN WITNESS WHEREOF the parties have set their hands and seal this **28<sup>th</sup> day of March 2016.**

\_\_\_\_\_  
Employee

\_\_\_\_\_  
School Board President

\_\_\_\_\_  
Address

\_\_\_\_\_  
School Board Secretary

EMPLOYMENT CONTRACT  
LICENSED PERSONNEL  
2016-2017

STATE OF ARKANSAS  
COUNTY OF IZARD

CALICO ROCK SCHOOL DISTRICT

Social Security Number

Years Exp. **11** Degree B

This agreement is entered into by and between the Calico Rock School District and **Katherine Ply** for and in consideration of the mutual covenants and agreement set forth herein.

- I. The School District, District hereafter, by a majority vote of those members of its Board of Directors present at a legally held meeting on **March 28, 2016** agrees to employ **Katherine Ply**, Employee hereafter, to perform the duties that are generally performed by a teacher including, but not limited to, the following specific duties, and other duties as assigned:  
**Elementary Teacher**
- II. The time period covered by this contract shall be from **July 1, 2016 to June 30, 2017.**  
**190 Days of School**
- III. The District agrees to compensate Employee for the time period covered by this contract as follows:  
**ANNUAL SALARY \$36,200**
- IV. Employee agrees to perform the duties generally performed by a teacher including, but not limited to, those set forth in paragraph I. In addition, Employee agrees to abide by all state and federal laws and regulations applicable to Employee's job performance.
- V. Employee certifies that at the date of this contract Employee is not under contract with another school district with the exception of shared employment with a district or districts in addition to this District.
- VI. Employee agrees to refund to the District any compensation received for which no services were rendered.
- VII. The District's personnel and Board policies in effect at the time this contract is executed shall be considered part of this contract by incorporation and will be binding upon both parties unless changed by mutual consent.
- VIII. The District may consider this contract breached if Employee fails to perform the duties referred to in Paragraphs I. and IV.
- IX. This agreement is drawn to be effective and shall be construed in accordance with the laws of the State of Arkansas.
- X. OTHER CONDITIONS OF EMPLOYMENT: (a) Have you ever been convicted of a felony? Yes \_\_\_\_\_ No \_\_\_\_\_ **If the individual signs the contract and lies by marking "no" and it is subsequently made known that he/she was in fact convicted of a felony, he/she may be discharged and will not be eligible to draw unemployment benefits from the school district;** (b) Contract is conditioned on valid Arkansas Teaching Certificate;

IN WITNESS WHEREOF the parties have set their hands and seal this **28<sup>th</sup> day of March 2016.**

\_\_\_\_\_  
Employee

\_\_\_\_\_  
School Board President

\_\_\_\_\_  
Address

\_\_\_\_\_  
School Board Secretary

EMPLOYMENT CONTRACT  
LICENSED PERSONNEL  
2016-2017

STATE OF ARKANSAS  
COUNTY OF IZARD

CALICO ROCK SCHOOL DISTRICT

Social Security Number

Years Exp. **2** Degree B

This agreement is entered into by and between the Calico Rock School District and **Audrey Plumlee** for and in consideration of the mutual covenants and agreement set forth herein.

- I. The School District, District hereafter, by a majority vote of those members of its Board of Directors present at a legally held meeting on **March 28, 2016** agrees to employ **Audrey Plumlee**, Employee hereafter, to perform the duties that are generally performed by a teacher including, but not limited to, the following specific duties, and other duties as assigned: **Elementary Teacher**
- II. The time period covered by this contract shall be from **July 1, 2016 to June 30, 2017.**  
**190 Days of School**
- III. The District agrees to compensate Employee for the time period covered by this contract as follows:  
**ANNUAL SALARY \$32,150**
- IV. Employee agrees to perform the duties generally performed by a teacher including, but not limited to, those set forth in paragraph I. In addition, Employee agrees to abide by all state and federal laws and regulations applicable to Employee's job performance.
- V. Employee certifies that at the date of this contract Employee is not under contract with another school district with the exception of shared employment with a district or districts in addition to this District.
- VI. Employee agrees to refund to the District any compensation received for which no services were rendered.
- VII. The District's personnel and Board policies in effect at the time this contract is executed shall be considered part of this contract by incorporation and will be binding upon both parties unless changed by mutual consent.
- VIII. The District may consider this contract breached if Employee fails to perform the duties referred to in Paragraphs I. and IV.
- IX. This agreement is drawn to be effective and shall be construed in accordance with the laws of the State of Arkansas.
- X. OTHER CONDITIONS OF EMPLOYMENT: (a) Have you ever been convicted of a felony? Yes \_\_\_\_\_ No \_\_\_\_\_ **If the individual signs the contract and lies by marking "no" and it is subsequently made known that he/she was in fact convicted of a felony, he/she may be discharged and will not be eligible to draw unemployment benefits from the school district;** (b) Contract is conditioned on valid Arkansas Teaching Certificate;

IN WITNESS WHEREOF the parties have set their hands and seal this **28<sup>th</sup> day of March 2016.**

\_\_\_\_\_  
Employee

\_\_\_\_\_  
School Board President

\_\_\_\_\_  
Address

\_\_\_\_\_  
School Board Secretary

EMPLOYMENT CONTRACT  
LICENSED PERSONNEL  
2016-2017

STATE OF ARKANSAS  
COUNTY OF IZARD

CALICO ROCK SCHOOL DISTRICT

Social Security Number

Years .Exp. **11** Degree M

This agreement is entered into by and between the Calico Rock School District and **Ladonna Sanders-Franks** for and in consideration of the mutual covenants and agreement set forth herein.

I. The School District, District hereafter, by a majority vote of those members of its Board of Directors present at a legally held meeting on **March 28, 2016** agrees to employ **Ladonna Sanders-Franks**, Employee hereafter, to perform the duties that are generally performed by a teacher including, but not limited to, the following specific duties, and other duties as assigned: **Elementary Teacher**

II. The time period covered by this contract shall be from **July 1, 2016 to June 30, 2017.**  
**190 Days of School**

III. The District agrees to compensate Employee for the time period covered by this contract as follows:

**ANNUAL SALARY \$41,150**

IV. Employee agrees to perform the duties generally performed by a teacher including, but not limited to, those set forth in paragraph I. In addition, Employee agrees to abide by all state and federal laws and regulations applicable to Employee's job performance.

V. Employee certifies that at the date of this contract Employee is not under contract with another school district with the exception of shared employment with a district or districts in addition to this District.

VI. Employee agrees to refund to the District any compensation received for which no services were rendered.

VII. The District's personnel and Board policies in effect at the time this contract is executed shall be considered part of this contract by incorporation and will be binding upon both parties unless changed by mutual consent.

VIII. The District may consider this contract breached if Employee fails to perform the duties referred to in Paragraphs I. and IV.

IX. This agreement is drawn to be effective and shall be construed in accordance with the laws of the State of Arkansas.

X. OTHER CONDITIONS OF EMPLOYMENT: (a) Have you ever been convicted of a felony? Yes \_\_\_\_\_ No \_\_\_\_\_  
**If the individual signs the contract and lies by marking "no" and it is subsequently made known that he/she was in fact convicted of a felony, he/she may be discharged and will not be eligible to draw unemployment benefits from the school district;** (b) Contract is conditioned on valid Arkansas Teaching Certificate;

IN WITNESS WHEREOF the parties have set their hands and seal this **28<sup>th</sup> day of March 2016.**

\_\_\_\_\_  
Employee

\_\_\_\_\_  
School Board President

\_\_\_\_\_  
Address

\_\_\_\_\_  
School Board Secretary

EMPLOYMENT CONTRACT  
LICENSED PERSONNEL  
2016-2017

STATE OF ARKANSAS  
COUNTY OF IZARD

CALICO ROCK SCHOOL DISTRICT

Social Security Number

Years Exp. **8** Degree B

This agreement is entered into by and between the Calico Rock School District and **Lisa Roderick** for and in consideration of the mutual covenants and agreement set forth herein.

- I. The School District, District hereafter, by a majority vote of those members of its Board of Directors present at a legally held meeting on **March 28, 2016** agrees to employ **Lisa Roderick**, Employee hereafter, to perform the duties that are generally performed by a teacher including, but not limited to, the following specific duties, and other duties as assigned:  
**Kindergarten Teacher**
- II. The time period covered by this contract shall be from **July 1, 2016 to June 30, 2017.**  
**190 Days of School**
- III. The District agrees to compensate Employee for the time period covered by this contract as follows:  
**ANNUAL SALARY \$34,850**
- IV. Employee agrees to perform the duties generally performed by a teacher including, but not limited to, those set forth in paragraph I. In addition, Employee agrees to abide by all state and federal laws and regulations applicable to Employee's job performance.
- V. Employee certifies that at the date of this contract Employee is not under contract with another school district with the exception of shared employment with a district or districts in addition to this District.
- VI. Employee agrees to refund to the District any compensation received for which no services were rendered.
- VII. The District's personnel and Board policies in effect at the time this contract is executed shall be considered part of this contract by incorporation and will be binding upon both parties unless changed by mutual consent.
- VIII. The District may consider this contract breached if Employee fails to perform the duties referred to in Paragraphs I. and IV.
- IX. This agreement is drawn to be effective and shall be construed in accordance with the laws of the State of Arkansas.
- X. OTHER CONDITIONS OF EMPLOYMENT: (a) Have you ever been convicted of a felony? Yes \_\_\_\_\_ No \_\_\_\_\_  
**If the individual signs the contract and lies by marking "no" and it is subsequently made known that he/she was in fact convicted of a felony, he/she may be discharged and will not be eligible to draw unemployment benefits from the school district;** (b) Contract is conditioned on valid Arkansas Teaching Certificate;

IN WITNESS WHEREOF the parties have set their hands and seal this **28<sup>th</sup> day of March, 2016.**

\_\_\_\_\_  
Employee

\_\_\_\_\_  
School Board President

\_\_\_\_\_  
Address

\_\_\_\_\_  
School Board Secretary

EMPLOYMENT CONTRACT  
LICENSED PERSONNEL  
2016-2017

STATE OF ARKANSAS  
COUNTY OF IZARD

CALICO ROCK SCHOOL DISTRICT

Social Security Number

Years Exp.1      Degree B

This agreement is entered into by and between the Calico Rock School District and **Tina Corbett** for and in consideration of the mutual covenants and agreement set forth herein.

I. The School District, District hereafter, by a majority vote of those members of its Board of Directors present at a legally held meeting on **March 28, 2016** agrees to employ **Tina Corbett**, Employee hereafter, to perform the duties that are generally performed by a teacher including, but not limited to, the following specific duties, and other duties as assigned:  
**Elementary Teacher**

II. The time period covered by this contract shall be from **July 1, 2016 to June 30, 2017.**  
**190 Days of School**

III. The District agrees to compensate Employee for the time period covered by this contract as follows:

**ANNUAL SALARY \$31,700**

IV. Employee agrees to perform the duties generally performed by a teacher including, but not limited to, those set forth in paragraph I. In addition, Employee agrees to abide by all state and federal laws and regulations applicable to Employee's job performance.

V. Employee certifies that at the date of this contract Employee is not under contract with another school district with the exception of shared employment with a district or districts in addition to this District.

VI. Employee agrees to refund to the District any compensation received for which no services were rendered.

VII. The District's personnel and Board policies in effect at the time this contract is executed shall be considered part of this contract by incorporation and will be binding upon both parties unless changed by mutual consent.

VIII. The District may consider this contract breached if Employee fails to perform the duties referred to in Paragraphs I. and IV.

IX. This agreement is drawn to be effective and shall be construed in accordance with the laws of the State of Arkansas.

X. OTHER CONDITIONS OF EMPLOYMENT: (a) Have you ever been convicted of a felony? Yes \_\_\_\_\_ No \_\_\_\_\_  
**If the individual signs the contract and lies by marking "no" and it is subsequently made known that he/she was in fact convicted of a felony, he/she may be discharged and will not be eligible to draw unemployment benefits from the school district;** (b) Contract is conditioned on valid Arkansas Teaching Certificate;

IN WITNESS WHEREOF the parties have set their hands and seal this **28th<sup>th</sup> day of March 2016.**

\_\_\_\_\_  
Employee

\_\_\_\_\_  
School Board President

\_\_\_\_\_  
Address

\_\_\_\_\_  
School Board Secretary

EMPLOYMENT CONTRACT  
LICENSED PERSONNEL  
2016-2017

STATE OF ARKANSAS  
COUNTY OF IZARD

CALICO ROCK SCHOOL DISTRICT

Social Security Number

Years Exp. 3 Degree B

This agreement is entered into by and between the Calico Rock School District and **Kelsey Sutterfield** for and in consideration of the mutual covenants and agreement set forth herein.

- I. The School District, District hereafter, by a majority vote of those members of its Board of Directors present at a legally held meeting on **March 28, 2016** agrees to employ **Kelsey Sutterfield**, Employee hereafter, to perform the duties that are generally performed by a teacher including, but not limited to, the following specific duties, and other duties as assigned: **Elementary and High School Art Teacher**
- II. The time period covered by this contract shall be from **July 1, 2016 to June 30, 2017**.  
**190 Days of School**
- III. The District agrees to compensate Employee for the time period covered by this contract as follows:  
**ANNUAL SALARY \$32,600**
- IV. Employee agrees to perform the duties generally performed by a teacher including, but not limited to, those set forth in paragraph I. In addition, Employee agrees to abide by all state and federal laws and regulations applicable to Employee's job performance.
- V. Employee certifies that at the date of this contract Employee is not under contract with another school district with the exception of shared employment with a district or districts in addition to this District.
- VI. Employee agrees to refund to the District any compensation received for which no services were rendered.
- VII. The District's personnel and Board policies in effect at the time this contract is executed shall be considered part of this contract by incorporation and will be binding upon both parties unless changed by mutual consent.
- VIII. The District may consider this contract breached if Employee fails to perform the duties referred to in Paragraphs I. and IV.
- IX. This agreement is drawn to be effective and shall be construed in accordance with the laws of the State of Arkansas.
- X. OTHER CONDITIONS OF EMPLOYMENT: (a) Have you ever been convicted of a felony? Yes \_\_\_\_\_ No \_\_\_\_\_  
**If the individual signs the contract and lies by marking "no" and it is subsequently made known that he/she was in fact convicted of a felony, he/she may be discharged and will not be eligible to draw unemployment benefits from the school district;** (b) Contract is conditioned on valid Arkansas Teaching Certificate;

IN WITNESS WHEREOF the parties have set their hands and seal this **28th<sup>th</sup> day of March 2016**.

\_\_\_\_\_  
Employee

\_\_\_\_\_  
School Board President

\_\_\_\_\_  
Address

\_\_\_\_\_  
School Board Secretary

EMPLOYMENT CONTRACT  
LICENSED PERSONNEL  
2016-2017

STATE OF ARKANSAS  
COUNTY OF IZARD

CALICO ROCK SCHOOL DISTRICT

Social Security Number

Years Exp. **10** Degree **M**

This agreement is entered into by and between the Calico Rock School District and **Amber Whitaker** for and in consideration of the mutual covenants and agreement set forth herein.

- I. The School District, District hereafter, by a majority vote of those members of its Board of Directors present at a legally held meeting on **June 27, 2016** agrees to employ **Amber Whitaker**, Employee hereafter, to perform the duties that are generally performed by a teacher including, but not limited to, the following specific duties, and other duties as assigned:  
**Elementary Teacher**
- II. The time period covered by this contract shall be from **July 1, 2016 to June 30, 2017.**  
**190 Days of School**
- III. The District agrees to compensate Employee for the time period covered by this contract as follows:  
**ANNUAL SALARY \$40,650 + \$1300 PEE WEE COACH = \$41,950**
- IV. Employee agrees to perform the duties generally performed by a teacher including, but not limited to, those set forth in paragraph I. In addition, Employee agrees to abide by all state and federal laws and regulations applicable to Employee's job performance.
- V. Employee certifies that at the date of this contract Employee is not under contract with another school district with the exception of shared employment with a district or districts in addition to this District.
- VI. Employee agrees to refund to the District any compensation received for which no services were rendered.
- VII. The District's personnel and Board policies in effect at the time this contract is executed shall be considered part of this contract by incorporation and will be binding upon both parties unless changed by mutual consent.
- VIII. The District may consider this contract breached if Employee fails to perform the duties referred to in Paragraphs I. and IV.
- IX. This agreement is drawn to be effective and shall be construed in accordance with the laws of the State of Arkansas.
- X. OTHER CONDITIONS OF EMPLOYMENT: (a) Have you ever been convicted of a felony? Yes \_\_\_\_\_ No \_\_\_\_\_ **If the individual signs the contract and lies by marking "no" and it is subsequently made known that he/she was in fact convicted of a felony, he/she may be discharged and will not be eligible to draw unemployment benefits from the school district;** (b) **Contract is conditioned on valid Arkansas Teaching Certificate; (c) Probationary Teacher**

IN WITNESS WHEREOF the parties have set their hands and seal this **27<sup>th</sup> day of June 2016**

\_\_\_\_\_  
Employee

\_\_\_\_\_  
School Board President

\_\_\_\_\_  
Address

\_\_\_\_\_  
School Board Secretary



EMPLOYMENT CONTRACT  
LICENSED PERSONNEL  
2016-2017

STATE OF ARKANSAS  
COUNTY OF IZARD

CALICO ROCK SCHOOL DISTRICT

Social Security Number

Years Exp. **0** Degree **B**

This agreement is entered into by and between the Calico Rock School District and **Catie Wood** for and in consideration of the mutual covenants and agreement set forth herein.

- I. The School District, District hereafter, by a majority vote of those members of its Board of Directors present at a legally held meeting on **June 27, 2016** agrees to employ **Catie Wood**, Employee hereafter, to perform the duties that are generally performed by a teacher including, but not limited to, the following specific duties, and other duties as assigned:  
**Elementary School Teacher**
- II. The time period covered by this contract shall be from **July 1, 2016 to June 30, 2017**.  
**190 Days of School**
- III. The District agrees to compensate Employee for the time period covered by this contract as follows:  
**ANNUAL SALARY \$ 31,250**
- IV. Employee agrees to perform the duties generally performed by a teacher including, but not limited to, those set forth in paragraph I. In addition, Employee agrees to abide by all state and federal laws and regulations applicable to Employee's job performance.
- V. Employee certifies that at the date of this contract Employee is not under contract with another school district with the exception of shared employment with a district or districts in addition to this District.
- VI. Employee agrees to refund to the District any compensation received for which no services were rendered.
- VII. The District's personnel and Board policies in effect at the time this contract is executed shall be considered part of this contract by incorporation and will be binding upon both parties unless changed by mutual consent.
- VIII. The District may consider this contract breached if Employee fails to perform the duties referred to in Paragraphs I. and IV.
- IX. This agreement is drawn to be effective and shall be construed in accordance with the laws of the State of Arkansas.
- X. OTHER CONDITIONS OF EMPLOYMENT: (a) Have you ever been convicted of a felony? Yes \_\_\_\_\_ No \_\_\_\_\_ **If the individual signs the contract and lies by marking "no" and it is subsequently made known that he/she was in fact convicted of a felony, he/she may be discharged and will not be eligible to draw unemployment benefits from the school district;** (b) **Contract is conditioned on valid Arkansas Teaching Certificate;** (c) **Probationary Teacher**

IN WITNESS WHEREOF the parties have set their hands and seal this **27<sup>th</sup> day of June 2016**.

\_\_\_\_\_  
Employee

\_\_\_\_\_  
School Board President

\_\_\_\_\_  
Address

\_\_\_\_\_  
School Board Secretary

EMPLOYMENT CONTRACT  
LICENSED PERSONNEL  
2016-2017

STATE OF ARKANSAS  
COUNTY OF IZARD

CALICO ROCK SCHOOL DISTRICT

Social Security Number

Years Exp. **0** Degree **B**

This agreement is entered into by and between the Calico Rock School District and **Johnny "Colt" Emery** for and in consideration of the mutual covenants and agreement set forth herein.

- I. The School District, District hereafter, by a majority vote of those members of its Board of Directors present at a legally held meeting on **August 3, 2016** agrees to employ **Johnny "Colt" Emery**, Employee hereafter, to perform the duties that are generally performed by a teacher including, but not limited to, the following specific duties, and other duties as assigned: **Elementary School Teacher**
- II. The time period covered by this contract shall be from **July 1, 2016 to June 30, 2017.**  
**190 Days of School**
- III. The District agrees to compensate Employee for the time period covered by this contract as follows:  
**ANNUAL SALARY \$ 31,250**
- IV. Employee agrees to perform the duties generally performed by a teacher including, but not limited to, those set forth in paragraph I. In addition, Employee agrees to abide by all state and federal laws and regulations applicable to Employee's job performance.
- V. Employee certifies that at the date of this contract Employee is not under contract with another school district with the exception of shared employment with a district or districts in addition to this District.
- VI. Employee agrees to refund to the District any compensation received for which no services were rendered.
- VII. The District's personnel and Board policies in effect at the time this contract is executed shall be considered part of this contract by incorporation and will be binding upon both parties unless changed by mutual consent.
- VIII. The District may consider this contract breached if Employee fails to perform the duties referred to in Paragraphs I. and IV.
- IX. This agreement is drawn to be effective and shall be construed in accordance with the laws of the State of Arkansas.
- X. OTHER CONDITIONS OF EMPLOYMENT: (a) Have you ever been convicted of a felony? Yes \_\_\_\_\_ No \_\_\_\_\_ **If the individual signs the contract and lies by marking "no" and it is subsequently made known that he/she was in fact convicted of a felony, he/she may be discharged and will not be eligible to draw unemployment benefits from the school district;** (b) **Contract is conditioned on valid Arkansas Teaching Certificate;** (c) **Probationary Teacher**

IN WITNESS WHEREOF the parties have set their hands and seal this **3rd day of August 2016.**

\_\_\_\_\_  
Employee

\_\_\_\_\_  
School Board President

\_\_\_\_\_  
Address

\_\_\_\_\_  
School Board Secretary

EMPLOYMENT CONTRACT  
LICENSED PERSONNEL  
2016-2017

STATE OF ARKANSAS  
COUNTY OF IZARD

CALICO ROCK SCHOOL DISTRICT

Social Security Number

Years Exp. **0** Degree **B**

This agreement is entered into by and between the Calico Rock School District and **Miranda Dickerson** for and in consideration of the mutual covenants and agreement set forth herein.

- I. The School District, District hereafter, by a majority vote of those members of its Board of Directors present at a legally held meeting on **August 3, 2016** agrees to employ **Miranda Dickerson**, Employee hereafter, to perform the duties that are generally performed by a teacher including, but not limited to, the following specific duties, and other duties as assigned: **Elementary School Teacher**
- II. The time period covered by this contract shall be from **July 1, 2016 to June 30, 2017.**  
**190 Days of School**
- III. The District agrees to compensate Employee for the time period covered by this contract as follows:  
**ANNUAL SALARY \$ 31,250**
- IV. Employee agrees to perform the duties generally performed by a teacher including, but not limited to, those set forth in paragraph I. In addition, Employee agrees to abide by all state and federal laws and regulations applicable to Employee's job performance.
- V. Employee certifies that at the date of this contract Employee is not under contract with another school district with the exception of shared employment with a district or districts in addition to this District.
- VI. Employee agrees to refund to the District any compensation received for which no services were rendered.
- VII. The District's personnel and Board policies in effect at the time this contract is executed shall be considered part of this contract by incorporation and will be binding upon both parties unless changed by mutual consent.
- VIII. The District may consider this contract breached if Employee fails to perform the duties referred to in Paragraphs I. and IV.
- IX. This agreement is drawn to be effective and shall be construed in accordance with the laws of the State of Arkansas.
- X. OTHER CONDITIONS OF EMPLOYMENT: (a) Have you ever been convicted of a felony? Yes \_\_\_\_\_ No \_\_\_\_\_ **If the individual signs the contract and lies by marking "no" and it is subsequently made known that he/she was in fact convicted of a felony, he/she may be discharged and will not be eligible to draw unemployment benefits from the school district;** (b) **Contract is conditioned on valid Arkansas Teaching Certificate;** (c) **Probationary Teacher**

IN WITNESS WHEREOF the parties have set their hands and seal this **3rd day of August 2016.**

\_\_\_\_\_  
Employee

\_\_\_\_\_  
School Board President

\_\_\_\_\_  
Address

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School Board Secretary