

EMPLOYMENT CONTRACT  
LICENSED PERSONNEL  
2017-2018

STATE OF ARKANSAS  
COUNTY OF IZARD

Calico Rock School District

Social Security Number

Years Exp **14** Degree **M**

This agreement is entered into by and between the Calico Rock School District and **Anita Nordrum** 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 **February 20, 2017** agrees to employ **Anita Nordrum**, Employee hereafter, to perform the duties that are generally performed by a principal including, but not limited to, the following specific duties:

**High School Principal**

- II. The time period covered by this contract shall be from **July 1, 2017 to June 30, 2019**.  
**12 months**

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

**ANNUAL SALARY: 2017-2018 \$61,843**  
**ANNUAL SALARY: 2018-2019 \$62,568**

- IV. Employee agrees to perform the duties generally performed by a principal 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 Secondary Principal's Certificate;

IN WITNESS WHEREOF the parties have set their hands and seals this **20th day of February, 2017**.

\_\_\_\_\_  
Employee

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

\_\_\_\_\_  
Address

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

EMPLOYMENT CONTRACT  
LICENSED PERSONNEL  
2017-2018

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 **Kim Thomas** 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 **February 20, 2017** agrees to employ **Kim Thomas**, Employee hereafter, to perform the duties that are generally performed by a principal including, but not limited to, the following specific duties:  
**Elementary School Principal**

II. The time period covered by this contract shall be from **July 1, 2017 to June 30, 2019.**  
**12 months**

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

**ANNUAL SALARY: 2017-2018 \$58,943 + \$1,500 (Elem. Federal Programs Co-Coordinator) + \$350 (ACSIP Chairperson) = \$60,793**

**ANNUAL SALARY: 2018-2019 \$59,668 + \$1,500 (Elem. Federal Programs Co-Coordinator) + \$350 (ACSIP Chairperson) = \$61,518**

IV. Employee agrees to perform the duties generally performed by a principal 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 Secondary Principal's Certificate;

IN WITNESS WHEREOF the parties have set their hands and seals this **20th day of February , 2017.**

\_\_\_\_\_  
Employee

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

\_\_\_\_\_  
Address

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

EMPLOYMENT CONTRACT  
LICENSED PERSONNEL  
2017-2018

STATE OF ARKANSAS  
COUNTY OF IZARD

Calico Rock School District

Social Security Number

Years Exp **30** Degree **M+30**

This agreement is entered into by and between the Calico Rock School District and **Jerry Skidmore** 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 **January 23, 2017**, agrees to employ **Jerry Skidmore**, Employee hereafter, to perform the duties that are generally performed by a Superintendent including, but not limited to, the following specific duties:

II.

**Superintendent of Schools**

II. The time period covered by this contract shall be from **July 1, 2017 to June 30, 2019**.

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

<b>ANNUAL SALARY: 2017-2018</b>	<b>\$77,261.00</b>
<b>ANNUAL SALARY: 2018-2019</b>	<b>\$77,261.00</b>

IV. Employee agrees to perform the duties generally performed by a Superintendent 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 Administrator's Certificate;

IN WITNESS WHEREOF the parties have set their hands and seals this **23<sup>rd</sup> day of January, 2017**.

\_\_\_\_\_  
Employee

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

\_\_\_\_\_  
Address

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

