

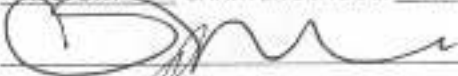
**STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT**

THIS CONTRACT, made this 10th day of May year of 2019, by and between Victory Charter School in Nampa, Idaho ("the School"), and Christina Renschler ("the Certified Personnel"). WITNESSETH:

1. The School hereby employs the Certified Personnel pursuant to Section 33-5206(4), Idaho Code for the duration of the 2019-2020 school year, consisting of a period of 185 days, and agrees to pay the Certified Personnel for said services a sum of Sixty-five Thousand Dollars (\$ 65,000 ), of which \$5,416.66 shall be payable on the 25th day(s) of the months August, year of 2019 to July year of 2020, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Assignment(s): FTE .5 Seventh Grade and .5 Eighth Grade and such other duties as may be assigned by the School for which the Certified Personnel is properly certified and endorsed.
3. The Certified Personnel agrees to perform all assignments made by the School 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, such duly adopted rules of the State Board of Education that apply to public charter schools, and the policies of the School which are, by reference, incorporated herein and made a part of this agreement the same as if fully set forth herein.
5. Any material false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.
6. The School Board of Directors 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 School 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 School 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.

VICTORY CHARTER SCHOOL NAMPA, STATE OF IDAHO

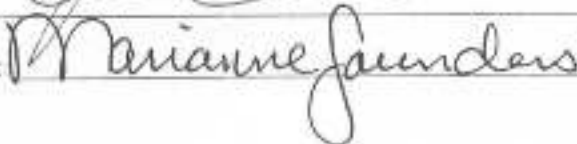


CERTIFIED PERSONNEL



CHAIRMAN, BOARD OF DIRECTORS

Attest



ADMINISTRATOR OR CLERK

**STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT**

THIS CONTRACT, made this 10th day of May year of 2019, by and between  
Victory Charter School in Nampa, Idaho ("the School"), and Marianne Saunders ("the  
 Certified Personnel"). WITNESSETH:

1. The School hereby employs the Certified Personnel pursuant to Section 33-5206(4), Idaho Code for the duration of the 2019-2020 school year, consisting of a period of 185 days, and agrees to pay the Certified Personnel for said services a sum of Thirty-nine Thousand Dollars (\$ 39,000 ), of which \$3,250 shall be payable on the 25th day(s) of the month(s) August, year of 2019 to July year of 2020, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Assignment(s): FTE, 5 High School Music and School to Work and such other duties as may be assigned by the School for which the Certified Personnel is properly certified and endorsed.
3. The Certified Personnel agrees to perform all assignments made by the School 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, such duly adopted rules of the State Board of Education that apply to public charter schools, and the policies of the School which are, by reference, incorporated herein and made a part of this agreement the same as if fully set forth herein.
5. Any material false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.
6. The School Board of Directors 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 School 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 School 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.

VICTORY CHARTER SCHOOL NAMPA, STATE OF IDAHO

Marianne Saunders CERTIFIED PERSONNEL

[Signature] CHAIRMAN, BOARD OF DIRECTORS

Attest: [Signature] ADMINISTRATOR OR CLERK

**STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT**

THIS CONTRACT, made this 10th day of May year of 2019, by and between Victory Charter School in Nampa, Idaho ("the School"), and Leela Schafer ("the Certified Personnel"). WITNESSETH:

1. The School hereby employs the Certified Personnel pursuant to Section 33-5206(4), Idaho Code for the duration of the 2019-2020 school year, consisting of a period of 185 days, and agrees to pay the Certified Personnel for said services a sum of Fifty-nine Thousand Dollars (\$ 59,000 ), of which \$4,916.66 shall be payable on the 25th day(s) of the month August, year of 2019 to July year of 2020, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Assignment(s): FTE .6 Elementary & Secondary PE, HS Health and Athletic Director; FTE .1 Liberty HS Health and such other duties as may be assigned by the School for which the Certified Personnel is properly certified and endorsed.
3. The Certified Personnel agrees to perform all assignments made by the School 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, such duly adopted rules of the State Board of Education that apply to public charter schools, and the policies of the School which are, by reference, incorporated herein and made a part of this agreement the same as if fully set forth herein.
5. Any material false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.
6. The School Board of Directors 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 School 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 School 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.

VICTORY CHARTER SCHOOL NAMPA, STATE OF IDAHO

Leela Schafer CERTIFIED PERSONNEL

[Signature] CHAIRMAN, BOARD OF DIRECTORS

Attest: Marianne Saunders ADMINISTRATOR OR CLERK

**STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT**

THIS CONTRACT, made this 10th day of May year of 2019, by and between  
Victory Charter School in Nampa, Idaho ("the School"), and Julie Schmidt ("the Certified  
 Personnel"). WITNESSETH:

1. The School hereby employs the Certified Personnel pursuant to Section 33-5206(4), Idaho Code for the duration of the 2019-2020 school year, consisting of a period of 185 days, and agrees to pay the Certified Personnel for said services a sum of Seventeen Thousand Dollars (\$ 17,000 ), of which \$1,416.66 shall be payable on the 25th day(s) of the months August, year of 2019 to July year of 2020, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Assignment(s): FTE .1 High School Career Studies and such other duties as may be assigned by the School for which the Certified Personnel is properly certified and endorsed.
3. The Certified Personnel agrees to perform all assignments made by the School 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, such duly adopted rules of the State Board of Education that apply to public charter schools, and the policies of the School which are, by reference, incorporated herein and made a part of this agreement the same as if fully set forth herein.
5. Any material false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.
6. The School Board of Directors 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 School 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 School 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.

VICTORY CHARTER SCHOOL NAMPA, STATE OF IDAHO

Julie Schmidt CERTIFIED PERSONNEL

[Signature] CHAIRMAN, BOARD OF DIRECTORS

Attest: Maureen Saunders ADMINISTRATOR OR CLERK

**STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT**

THIS CONTRACT, made this 10th day of May year of 2019, by and between  
Victory Charter School in Nampa, Idaho ("the School"), and Shiloh Stallcop ("the Certified  
 Personnel"). WITNESSETH:

1. The School hereby employs the Certified Personnel pursuant to Section 33-5206(4), Idaho Code for the duration of the 2019-2020 school year, consisting of a period of 185 days, and agrees to pay the Certified Personnel for said services a sum of Seventy Thousand Dollars (\$ 70,000 ), of which \$5,833.33 shall be payable on the 25th day(s) of the months August, year of 2019 to July year of 2020, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Assignment(s): FTE 1.0 Fourth Grade and such other duties as may be assigned by the School for which the Certified Personnel is properly certified and endorsed.
3. The Certified Personnel agrees to perform all assignments made by the School 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, such duly adopted rules of the State Board of Education that apply to public charter schools, and the policies of the School which are, by reference, incorporated herein and made a part of this agreement the same as if fully set forth herein.
5. Any material false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.
6. The School Board of Directors 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 School 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 School 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.

VICTORY CHARTER SCHOOL NAMPA, STATE OF IDAHO  
  
 \_\_\_\_\_ CERTIFIED PERSONNEL  
  
 \_\_\_\_\_ CHAIRMAN, BOARD OF DIRECTORS  
 Attest:   
 \_\_\_\_\_ ADMINISTRATOR OR CLERK



**STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT**

THIS CONTRACT, made this 16th day of August year of 2019, by and between  
Victory Charter School in Nampa, Idaho ("the School"),  
 and Suzanne Stimpson ("the Certified Personnel").

**WITNESSETH:**

1. The School hereby employs the Certified Personnel pursuant to Section 33-5206(4), Idaho Code for the duration of the 2019/2020 school year, consisting of a period of 185 days, and agrees to pay the Certified Personnel for said services a sum of zero Dollars (\$ 0.00). Teacher shall be paid by Legacy Charter school to be reimbursed by Victory Charter School.
2. Assignment(s): Legacy FTE .25, Victory FTE .10 and Liberty FTE .25 Speech Therapist and such other duties as may be assigned by the School for which the Certified Personnel is properly certified and endorsed.
3. The Certified Personnel agrees to perform all assignments made by the School 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, such duly adopted rules of the State Board of Education that apply to public charter schools, and the policies of the School which are, by reference, incorporated herein and made a part of this agreement the same as if fully set forth herein.
5. Any material false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.
6. The School Board of Directors 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 School 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 School 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.

Victory CHARTER SCHOOL Nampa, STATE OF IDAHO

Suzanne L. Stimpson CERTIFIED PERSONNEL

[Signature] CHAIRMAN, BOARD OF DIRECTORS

Attest: Marianne Saunders ADMINISTRATOR OR CLERK

**STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT**

THIS CONTRACT, made this 10th day of May year of 2019, by and between Victory Charter School in Nampa, Idaho ("the School"), and Joy Stockett ("the Certified Personnel").

**WITNESSETH:**

1. The School hereby employs the Certified Personnel pursuant to Section 33-5206(4), Idaho Code for the duration of the 2019-2020 school year, consisting of a period of 185 days, and agrees to pay the Certified Personnel for said services a sum of Seventy Thousand Dollars (\$ 70,000 ), of which \$5,833.33 shall be payable on the 25th day(s) of the months August, year of 2019 to July year of 2020, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Assignment(s): FTE 1.0 First Grade and such other duties as may be assigned by the School for which the Certified Personnel is properly certified and endorsed.
3. The Certified Personnel agrees to perform all assignments made by the School 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, such duly adopted rules of the State Board of Education that apply to public charter schools, and the policies of the School which are, by reference, incorporated herein and made a part of this agreement the same as if fully set forth herein.
5. Any material false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.
6. The School Board of Directors 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 School 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 School 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.

VICTORY CHARTER SCHOOL NAMPA, STATE OF IDAHO

Joy Stockett CERTIFIED PERSONNEL

[Signature] CHAIRMAN, BOARD OF DIRECTORS

Attest: Marianne Saunders ADMINISTRATOR OR CLERK

**STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT**

THIS CONTRACT, made this 10th day of May year of 2019, by and between Victory Charter School in Nampa, Idaho ("the School"), and Jessica Story ("the Certified Personnel").

**WITNESSETH:**

- The School hereby employs the Certified Personnel pursuant to Section 33-5206(4), Idaho Code for the duration of the 2019/2020 school year, consisting of a period of 185 days, and agrees to pay the Certified Personnel for said services a sum of Twenty Five Thousand Dollars (\$ 25,000.00 ), of which 2,083.33 shall be payable on the 25th day(s) of the months August, year of 2019 to July year of 2020, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
- Assignment(s): 0.5 FTE Secondary Science and such other duties as may be assigned by the School for which the Certified Personnel is properly certified and endorsed.
- The Certified Personnel agrees to perform all assignments made by the School 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.
- It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, such duly adopted rules of the State Board of Education that apply to public charter schools, and the policies of the School which are, by reference, incorporated herein and made a part of this agreement the same as if fully set forth herein.
- Any material false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.
- The School Board of Directors 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 School and the Certified Personnel.
- 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.
- 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 School 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.

Victory CHARTER SCHOOL Nampa, STATE OF IDAHO

Jessica Story CERTIFIED PERSONNEL

[Signature] CHAIRMAN, BOARD OF DIRECTORS

Attest: Marianne Junder ADMINISTRATOR OR CLERK



**STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT**

THIS CONTRACT, made this 10th day of May year of 2019, by and between  
Victory Charter School in Nampa, Idaho ("the School"), and Vicki Thomas ("the Certified  
 Personnel"). WITNESSETH:

1. The School hereby employs the Certified Personnel pursuant to Section 33-5206(4), Idaho Code for the duration of the 2019-2020 school year, consisting of a period of 185 days, and agrees to pay the Certified Personnel for said services a sum of Sixty-five Thousand Dollars (\$ 65,000 ), of which \$5,416.66 shall be payable on the 25th day(s) of the months August, year of 2019 to July year of 2020, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Assignment(s): FTE 1.0 Grades 3 - 9 Science and such other duties as may be assigned by the School for which the Certified Personnel is properly certified and endorsed.
3. The Certified Personnel agrees to perform all assignments made by the School 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, such duly adopted rules of the State Board of Education that apply to public charter schools, and the policies of the School which are, by reference, incorporated herein and made a part of this agreement the same as if fully set forth herein.
5. Any material false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.
6. The School Board of Directors 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 School 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 School 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.

VICTORY CHARTER SCHOOL NAMPA, STATE OF IDAHO:

Vicki Thomas CERTIFIED PERSONNEL

Marianne Saunders CHAIRMAN, BOARD OF DIRECTORS

Attest: Marianne Saunders ADMINISTRATOR OR CLERK

**STATE OF IDAHO: CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT**

THIS CONTRACT, made this 30th day of August year of 2019, by and between Victory Charter School in Nampa, Idaho ("the School"), and Rebecca Timmons ("the Certified Personnel").

**WITNESSETH:**

1. The School hereby employs the Certified Personnel pursuant to Section 33-5206(4), Idaho Code, on a limited one school-year basis, solely for the duration of the 2019-2020 school year, consisting of a period of 164 days, and agrees to pay the Certified Personnel for said services a sum of Fifty Three Thousand, One Hundred Eighty Nine and 28 Cents Dollars 53,189.28 ), of which \$4835.39 shall be payable on the 25th day(s) of the months September, year of 2019, to July, year of 2020, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Assignment(s): FTE 1.0 Special Education K-12 and such other duties as may be assigned by the School for which the Certified Personnel is properly certified and endorsed.
3. The parties hereto agree that this is a one-year Contract entered into pursuant to Section 33-514, Idaho Code, which is limited in duration to the school year set forth above, and that no property rights attach to this Contract beyond the term of this Contract. No further notice is required by the School to terminate the Contract at the conclusion of the school year, and such Contract will automatically terminate at the end of the school year.
4. The Certified Personnel agrees to perform all assignments made by the School 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.
5. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, such duly adopted rules of the State Board of Education that apply to public charter schools, and the policies of the School which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein.
6. Any material false statement knowingly made in the written application for a position with the School 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 School 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.

VICTORY CHARTER SCHOOL NAMPA, STATE OF IDAHO

Rebecca Timmons CERTIFIED PERSONNEL

[Signature] CHAIRMAN, BOARD OF DIRECTORS

Attest: Marianne Saunders ADMINISTRATOR OR CLERK

**STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT**

THIS CONTRACT, made this 10th day of May year of 2019, by and between Victory Charter School in Nampa, Idaho ("the School"), and Karla Turner ("the Certified Personnel"). WITNESSETH:

1. The School hereby employs the Certified Personnel pursuant to Section 33-5206(4), Idaho Code for the duration of the 2019-2020 school year, consisting of a period of 185 days, and agrees to pay the Certified Personnel for said services a sum of Sixty Thousand Dollars (\$ 60,000 ), of which \$5,000 shall be payable on the 25th day(s) of the months August, year of 2019 to July year of 2020, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Assignment(s): FTE 1.0 Third Grade and such other duties as may be assigned by the School for which the Certified Personnel is properly certified and endorsed.
3. The Certified Personnel agrees to perform all assignments made by the School 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, such duly adopted rules of the State Board of Education that apply to public charter schools, and the policies of the School which are, by reference, incorporated herein and made a part of this agreement the same as if fully set forth herein.
5. Any material false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.
6. The School Board of Directors 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 School 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 School 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.

VICTORY CHARTER SCHOOL NAMPA, STATE OF IDAHO.

Karla Turner CERTIFIED PERSONNEL

[Signature] CHAIRMAN, BOARD OF DIRECTORS

Attest: Marianne Saunders ADMINISTRATOR OR CLERK

**COSTATE OF IDAHO: STANDARD CHARTER ADMINISTRATOR CONTRACT**

THIS CONTRACT, made this 15th day of May year of 2019, by and between Victory Charter School, Nampa, Idaho ("the School"), and Dr. Marianne Saunders ("the Administrator").

**WITNESSETH:**

1. That the School hereby employs said Administrator to perform the duties of Principal so designated by the School and to perform such other duties as specified by the School at any time during the term hereof, provided that the Administrator is properly certified and endorsed to perform said duties for a period of one years (220 months or days per year), beginning in the month and day of July 1st, year of 2019, through the month and day of June 30, year of 2020, at a base salary of Fifty-five Thousand Dollars (\$ 55,000) per year, plus any additional annual increments, and such other monetary benefits accorded by the School 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 \$ 4,583.33 on the 25th day(s) of each month beginning in July, year of 2019, to June year of 2020, inclusive.
2. In consideration of the promises and agreement of the School herein before recited, the Administrator agrees to assume the duties above recited at Nampa, Idaho on July 1st, in the year 2019, and to faithfully perform and discharge the same to the best of his/her ability and as directed by the School 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 Directors 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 School shall review this Contract during the 2019-2020 year of performance hereunder to consider employing the Administrator beyond the last year designated in this contract. If the School elects to employ the Administrator beyond the last year designated in this Contract, it shall offer the Administrator a new Contract that reflects the new terms of employment, unless one of the parties notifies the other party by the sooner of the date this Contract expires or the July 1<sup>st</sup> following the last school year of employment under this Contract, of the intent to discontinue employment.
4. It is hereby mutually stipulated and agreed by and between the parties hereto that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, otherwise than is herein expressly stated, and that no property rights attach to this Contract beyond the term of this Contract.
5. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of any negotiated agreement between the parties as long as those terms do not conflict with the terms of this Contract.

IN WITNESS WHEREOF the School 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.

Victory CHARTER SCHOOL in Nampa, STATE OF IDAHO

Marianne Saunders ADMINISTRATOR

[Signature] CHAIRMAN, BOARD OF DIRECTORS

Attest: [Signature] CLERK

**COSTATE OF IDAHO: STANDARD CHARTER ADMINISTRATOR CONTRACT**

THIS CONTRACT, made this 11th day of June year of 2019, by and between  
Victory Charter School, Nampa, Idaho  
 ("the School"), and Tera Luce ("the Administrator").

**WITNESSETH:**

1. That the School hereby employs said Administrator to perform the duties of Principal so designated by the School and to perform such other duties as specified by the School 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 (220 days per year), beginning in the month and day of July 1, year of 2019 through the month and day of June 30, year of 2020, at a base salary of Forty Five Thousand Dollars (\$ 45,000.00) per year, plus any additional annual increments, and such other monetary benefits accorded by the School 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 \$ 3,750.00 on the 25th day(s) of each month beginning in July, year of 2019 to June, year of 2020, inclusive.
2. In consideration of the promises and agreement of the School hereinbefore recited, the Administrator agrees to assume the duties above recited at Nampa, Idaho on July 1, in the year 2019, and to faithfully perform and discharge the same to the best of his/her ability and as directed by the School 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 Directors 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 School shall review this Contract during the 2020 year of performance hereunder to consider employing the Administrator beyond the last year designated in this contract. If the School elects to employ the Administrator beyond the last year designated in this Contract, it shall offer the Administrator a new Contract that reflects the new terms of employment, unless one of the parties notifies the other party by the sooner of the date this Contract expires or the July 1<sup>st</sup> following the last school year of employment under this Contract, of the intent to discontinue employment.
4. It is hereby mutually stipulated and agreed by and between the parties hereto that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, otherwise than is herein expressly stated, and that no property rights attach to this Contract beyond the term of this Contract.
5. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of any negotiated agreement between the parties as long as those terms do not conflict with the terms of this Contract.

IN WITNESS WHEREOF the School 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.

Victory CHARTER SCHOOL in Nampa, STATE OF IDAHO

Tera Luce ADMINISTRATOR

[Signature] CHAIRMAN, BOARD OF DIRECTORS

Attest: [Signature] CLERK



# STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 10th day of May year of 2019, by and between Victory Charter School in Nampa, Idaho ("the School"), and Suzanne Stimpson ("the Certified Personnel"). WITNESSETH:

1. The School hereby employs the Certified Personnel pursuant to Section 33-5206(4), Idaho Code for the duration of the 2019-2020 school year, consisting of a period of 185 days, and agrees to pay the Certified Personnel for said services a sum of Twelve Thousand Dollars (\$ 12,000 ), of which \$1,000 shall be payable on the 25th day(s) of the months August, year of 2019 to July year of 2020, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Assignment(s): K-12 Speech and such other duties as may be assigned by the School for which the Certified Personnel is properly certified and endorsed.
3. The Certified Personnel agrees to perform all assignments made by the School 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, such duly adopted rules of the State Board of Education that apply to public charter schools, and the policies of the School which are, by reference, incorporated herein and made a part of this agreement the same as if fully set forth herein.
5. Any material false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.
6. The School Board of Directors 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 School 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 School 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.

VICTORY CHARTER SCHOOL NAMPA STATE OF IDAHO  
Suzanne Stimpson CERTIFIED PERSONNEL  
[Signature] CHAIRMAN, BOARD OF DIRECTORS  
 Attest: Marianne Saunders ADMINISTRATOR OR CLERK