

STATE OF IDAHO CHARTER SCHOOL TEACHERS CONTRACT

THIS CONTRACT made this 11th day of August year of 2025, by and between Idaho Technical Career Academy (ITCA) Charter School in Meridian, Idaho ("the School"), and Timothy Benedick ("the Teacher").

WITNESSETH:

- The School hereby employs the Teacher pursuant to Idaho Code § 33-5206(4) for the duration of the 2025-2026 school year, consisting of a period of 188 days, and agrees to pay the Teacher for said services a sum of Seventy-Four Thousand Seventy Dollars (\$74,070) of which 1/12th shall be payable on the 10th day of the months August year of 2025 to July year of 2026 inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
Experience Level: 23. BA+60. Includes a base of \$72,070 + \$2,000 for a PE and a BA+24 credits.
- Teaching assignment(s): As Assigned.
And such other duties as may be assigned by the School for which the Teacher is properly certified and endorsed.
- The Teacher agrees to perform all teaching assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required 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 Contract the same as if fully set forth herein, and that no property rights attach to this Contract beyond the term of this Contract.
- Any materially false statement knowingly made in the written application for a position with the School shall constitute enough Ground for voiding this Contract.
- 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 or under the laws of the State of Idaho, except as expressly stated in this agreement.
- 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 Teacher has executed the same all on the date first above written.

ITCA CHARTER SCHOOL ADA COUNTY, STATE OF IDAHO

Timothy Benedick
TEACHER

By Messy J. Wagoner, CHAIRMAN
BOARD OF DIRECTORS

Attest: Messy J. Wagoner
ADMINISTRATOR OR CLERK

STATE OF IDAHO CHARTER SCHOOL SUPPLEMENTAL CONTRACT FORM

THIS CONTRACT Made this 11th day of August year of 2025, by and between Idaho Technical Career Academy (ITCA) Charter School in Meridian, Idaho ("the School"), and Timothy Benedick ("the Employee"),

WITNESSETH:

1. The School hereby contracts to hire the Employee to perform an extra duty assignment as provided in the job description as Special Education Teacher for a period of 188 days, beginning on the 11th day of August, in the year of 2025, and extending to the 29th day of May, in the year of 2026, at the compensation rate or fixed amount of Two Thousand and NO/00 (\$ 2,000) until this Contract has been fulfilled. Said compensation shall be paid in monthly installments on the 10th day of each month for the performance of the extra duty assignment, beginning in the month of August in the year of 2025, and ending in the month of July in the year of 2026.
2. The Employee will, always, faithfully perform all the duties that may be required pursuant to the express and implicit terms hereof, to the reasonable satisfaction of the School. Such duties shall be rendered at School premises and such other place or places as the School shall in good faith require or as the interests, needs, business, or opportunity of the school shall require.
3. The Terms of Employment of this Contract shall remain in effect for the period set forth above and concerns the extra duty described herein. This Contract is separate and apart from any certificated employee's regular duties and any other Teacher Contract Form.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, the duly adopted rules of the State Board of Education and the policies of the School which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein, and that no property rights attach to this Contract beyond the term of this Contract. It is further understood that this Contract excludes any expectation of employment beyond the terms given herein, and the procedural requirements of Section 33-515A, Idaho Code.

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

ITCA CHARTER SCHOOL ADA COUNTY, STATE OF IDAHO

Timothy Benedick EMPLOYEE By Harry E. Wagoner CHAIRMAN
BOARD OF DIRECTORS

Attest: [Signature] ADMINISTRATOR OR CLERK

STATE OF IDAHO CHARTER SCHOOL SUPPLEMENTAL CONTRACT FORM

THIS CONTRACT Made this 4th day of August year of 2025, by and between Idaho Technical Career Academy (ITCA) Charter School In Meridian, Idaho ("the School"), and William Brennan ("the Employee"),

WITNESSETH:

1. The School hereby contracts to hire the Employee to perform an extra duty assignment as provided in the job description as School Counselor for a period of 193 days, beginning on the 4th day of August, in the year of 2025, and extending to the 3rd day of June, in the year of 2026, at the compensation rate or fixed amount of Four Thousand and NO Dollars (\$ 4,000) until this Contract has been fulfilled. Said compensation shall be paid in monthly installments on the 10th day of each month for the performance of the extra duty assignment, beginning in the month of August in the year of 2025, and ending in the month of July in the year of 2026.
2. The Employee will, always, faithfully perform all the duties that may be required pursuant to the express and implicit terms hereof, to the reasonable satisfaction of the School. Such duties shall be rendered at School premises and such other place or places as the School shall in good faith require or as the interests, needs, business, or opportunity of the School shall require.
3. The Terms of Employment of this Contract shall remain in effect for the period set forth above and concerns the extra duty described herein. This Contract is separate and apart from any certificated employee's regular duties and any other Teacher Contract Form.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, the duly adopted rules of the State Board of Education and the policies of the School which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein, and that no property rights attach to this Contract beyond the term of this Contract. It is further understood that this Contract excludes any expectation of employment beyond the terms given herein, and the procedural requirements of Section 33-515A, Idaho Code.

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

ITCA _____ CHARTER SCHOOL ADA _____ COUNTY, STATE OF IDAHO

WB _____ EMPLOYEE By [Signature] CHAIRMAN
BOARD OF DIRECTORS

Attest: [Signature]
ADMINISTRATOR OR CLERK

STATE OF IDAHO CHARTER SCHOOL TEACHERS CONTRACT

THIS CONTRACT, made this 11th day of August year of 2025, by and between Idaho Technical Career Academy (ITCA) Charter School in Meridian, Idaho ("the School"), and William Brennan (The Teacher)

WITNESSETH:

1. The School hereby employs the Teacher pursuant to Idaho Code § 33-5206(4) for the duration of the 2025-2026 school year, consisting of a period of 188 days, and agrees to pay the Teacher for said services a sum of Fifty-Two Thousand Nine Hundred Forty-Three Dollars (\$52,943) of which 1/12th shall be payable on the 10th day of the months August year of 2025 to July year of 2026 inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
Experience Level - 2. BS+36 (Masters). Mr. Brennan is a R2 on the career ladder for 25-26.
2. Teaching assignment(s): As Assigned
and such other duties as may be assigned by the School for which the Teacher is properly certified and endorsed.
3. The Teacher agrees to perform all teaching assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required 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 Contract the same as if fully set forth herein, and that no property rights attach to this Contract beyond the term of this Contract.
5. 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. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this agreement.
7. 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 Teacher has executed the same all on the date first above written.

Idaho Technical Career Academy CHARTER SCHOOL ADA COUNTY, STATE OF IDAHO

WB
TEACHER

By Henry J. Waples, CHAIRMAN
BOARD OF DIRECTORS

Attest: M. J. Pett
ADMINISTRATOR OR CLERK

STATE OF IDAHO CHARTER SCHOOL TEACHERS CONTRACT

THIS CONTRACT made this 11th day of August year of 2025, by and between Idaho Technical Career Academy Charter School in Meridian, Idaho ("the School"), and Rozanne Clark ("the Teacher").

WITNESSETH:

1. The School hereby employs the Teacher pursuant to Idaho Code § 33-5206(4) for the duration of the 2025-2026 school year, consisting of a period of 188 days, and agrees to pay the Teacher for said services a sum of Sixty Thousand Six Hundred Forty-Eight Dollars (\$60,648) of which 1/12th shall be payable on the 10th day of the months August year of 2025 to July year of 2026 inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
Experience Level: 12. BS+27. Salary includes a base of \$58,648 and \$2,000 for a BA+24 and a PE.
2. Teaching assignment(s): As Assigned.
And such other duties as may be assigned by the School for which the Teacher is properly certified and endorsed.
3. The Teacher agrees to perform all teaching assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required 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 Contract the same as if fully set forth herein, and that no property rights attach to this Contract beyond the term of this Contract.
5. Any materially false statement knowingly made in the written application for a position with the School shall constitute enough ground for voiding this Contract.
6. 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 or under the laws of the State of Idaho, except as expressly stated in this agreement.
7. 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 Teacher has executed the same all on the date first above written.

ITCA CHARTER SCHOOL ADA COUNTY, STATE OF IDAHO

Rozanne Clark
TEACHER

By Mary E Wynn, CHAIRMAN
BOARD OF DIRECTORS

Attest: [Signature]
ADMINISTRATOR OR CLERK

STATE OF IDAHO CHARTER SCHOOL SUPPLEMENTAL CONTRACT FORM

THIS CONTRACT Made this 4th day of August year of 2025, by and between Idaho Technical Career Academy (ITCA) Charter School in Meridian, Idaho ("the School"), and Rozanne Clark ("the Employee"),

WITNESSETH:

1. The School hereby contracts to hire the Employee to perform an extra duty assignment as provided in the job description as Mentor Teacher for a period of 193 days, beginning on the 11th day of August, in the year of 2025, and extending to the 3rd day of June, in the year of 2026, at the compensation rate or fixed amount of One Thousand and NO Dollars (\$ 1,000) until this Contract has been fulfilled. Said compensation shall be paid in monthly installments on the 10th day of each month for the performance of the extra duty assignment, beginning in the month of August in the year of 2025, and ending in the month of July in the year of 2026.
2. The Employee will, always, faithfully perform all the duties that may be required pursuant to the express and implicit terms hereof, to the reasonable satisfaction of the School. Such duties shall be rendered at School premises and such other place or places as the School shall in good faith require or as the interests, needs, business, or opportunity of the School shall require.
3. The Terms of Employment of this Contract shall remain in effect for the period set forth above and concerns the extra duty described herein. This Contract is separate and apart from any certificated employee's regular duties and any other Teacher Contract Form.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, the duly adopted rules of the State Board of Education and the policies of the School which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein, and that no property rights attach to this Contract beyond the term of this Contract. It is further understood that this Contract excludes any expectation of employment beyond the terms given herein, and the procedural requirements of Section 33-515A, Idaho Code.

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

ITCA CHARTER SCHOOL ADA COUNTY, STATE OF IDAHO

Rozanne Clark
EMPLOYEE

By Harry E. Wagoner, CHAIRMAN
BOARD OF DIRECTORS

Attest: [Signature]
ADMINISTRATOR OR CLERK

STATE OF IDAHO: CHARTER SCHOOL SUPPLEMENTAL CONTRACT

THIS CONTRACT, made this 11th day of August year of 2025, by and between Idaho Technical Career Academy (ITCA) Charter School in Meridian, Idaho ("the School"), and Melissa Colwell ("the Employee").

WITNESSETH:

1. The School hereby contracts to hire the Employee to perform an extra duty assignment or extra days as provided in the job description as Student Engagement Coordinator for a period of 188 days, beginning on the 11th day of August, in the year of 2025, and extending to the 29th day of May, in the year of 2026, at the compensation rate or fixed amount of One Thousand Dollars (\$ 1,000) until this Contract has been fulfilled. Said compensation shall be paid in two monthly installments on the 10th day of the month for the performance of the extra duty assignment or extra days, beginning in the month of September (\$500) in the year of 2025, and ending in the month of May (\$500) in the year of 2026.
2. The Employee will, at all times, faithfully perform all of the duties that may be required pursuant to the express and implicit terms hereof, to the reasonable satisfaction of the District. Such duties shall be rendered at District premises and such other place or places as the School shall in good faith require or as the interests, needs, business or opportunity of the District shall require.
3. The Terms of Employment of this Contract shall remain in effect for the period set forth above and concerns the extra duty described herein. This Contract is separate and apart from any certificated employee's regular duties and any Category 1, 2, 3, Renewable, or Retired Certified Personnel Contract.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, the duly adopted rules of the State Board of Education and the policies of the School which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein, and that no property rights attach to this Contract beyond the term of this Contract. It is further understood that this Contract excludes any expectation of employment beyond the terms given herein, and the procedural requirements of Section 33-515A, Idaho Code.

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

ITCA CHARTER SCHOOL ADA County, STATE OF IDAHO

Melissa Colwell CERTIFIED PERSONNEL

Kerry L. Wagoner CHAIRMAN, BOARD OF DIRECTORS

Attest: [Signature] ADMINISTRATOR OR CLERK

STATE OF IDAHO CHARTER SCHOOL TEACHERS CONTRACT

THIS CONTRACT made this 11th day of August year of 2025, by and between Idaho Technical Career Academy Charter School in Meridian, Idaho ("the School"), and Melissa Colwell ("the Teacher").

WITNESSETH:

1. The School hereby employs the Teacher pursuant to Idaho Code § 33-5206(4) for the duration of the 2025-2026 school year, consisting of a period of 188 days, and agrees to pay the Teacher for said services a sum of Sixty Thousand Six Hundred Forty-Eight Dollars (\$60,648) of which 1/12th shall be payable on the 10th day of the months September year of 2025 to August year of 2026 inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
Experience Level: 11. BS+32.5. Salary includes a base of \$58,648 and \$2,000 for a PE and a BS+24 credits.
2. Teaching assignment(s): As Assigned.
And such other duties as may be assigned by the School for which the Teacher is properly certified and endorsed.
3. The Teacher agrees to perform all teaching assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required 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 Contract the same as if fully set forth herein, and that no property rights attach to this Contract beyond the term of this Contract.
5. Any materially false statement knowingly made in the written application for a position with the School shall constitute enough ground for voiding this Contract.
6. 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 or under the laws of the State of Idaho, except as expressly stated in this agreement.
7. 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 Teacher has executed the same all on the date first above written.

ITCA CHARTER SCHOOL ADA COUNTY, STATE OF IDAHO

Melissa Colwell By Sherry E. Wagoner, CHAIRMAN
TEACHER BOARD OF DIRECTORS

Attest: Melitt
ADMINISTRATOR OR CLERK

STATE OF IDAHO CHARTER SCHOOL TEACHERS CONTRACT

THIS CONTRACT made this 11th day of August year of 2025, by and between Idaho Technical Career Academy (ITCA) Charter School in Meridian, Idaho ("the School"), and Shelly Edmunson ("the Teacher").

WITNESSETH:

1. The School hereby employs the Teacher pursuant to Idaho Code § 33-5206(4) for the duration of the 2025-2026 school year, consisting of a period of 188 days, and agrees to pay the Teacher for said services a sum of Eighty Thousand Five Hundred Twenty-Two Dollars (\$80,522) of which 1/12th shall be payable on the 10th day of the months August year of 2025 to July year of 2026 inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
Experience Level: 31. M+16 (BA+97). Includes a base of \$77,022 + \$3500 for a PE + a Masters.
2. Teaching assignment(s): Assigned.
And such other duties as may be assigned by the School for which the Teacher is properly certified and endorsed.
3. The Teacher agrees to perform all teaching assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required 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 Contract the same as if fully set forth herein, and that no property rights attach to this Contract beyond the term of this Contract.
5. Any materially false statement knowingly made in the written application for a position with the School shall constitute enough Ground for voiding this Contract.
6. 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 or under the laws of the State of Idaho, except as expressly stated in this agreement.
7. 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 Teacher has executed the same all on the date first above written.

ITCA CHARTER SCHOOL ADA COUNTY, STATE OF IDAHO

Shelly Edmunson
TEACHER

By Harry E. Woodson, CHAIRMAN
BOARD OF DIRECTORS

Attest: [Signature]
ADMINISTRATOR OR CLERK

STATE OF IDAHO CHARTER SCHOOL TEACHERS CONTRACT

THIS CONTRACT made this 11th day of August year of 2025, by and between Idaho Technical Career Academy (ITCA) Charter School in Meridian, Idaho ("the School"), and Abigail Heikes ("the Teacher").

WITNESSETH:

1. The School hereby employs the Teacher pursuant to Idaho Code § 33-5206(4) for the duration of the 2025-2026 school year, consisting of a period of 188 days, and agrees to pay the Teacher for said services a sum of Fifty-Four Thousand One Hundred Forty-One Dollars (\$54,141) of which 1/12th shall be payable on the 10th day of the months August year of 2025 to July year of 2026 inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
Experience Level: Experience: 7. BS+12.
2. Teaching assignment(s): Assigned.
And such other duties as may be assigned by the School for which the Teacher is properly certified and endorsed.
3. The Teacher agrees to perform all teaching assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required 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 Contract the same as if fully set forth herein, and that no property rights attach to this Contract beyond the term of this Contract.
5. Any materially false statement knowingly made in the written application for a position with the School shall constitute enough Ground for voiding this Contract.
6. 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 or under the laws of the State of Idaho, except as expressly stated in this agreement.
7. 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 Teacher has executed the same all on the date first above written.

ITCA CHARTER SCHOOL ADA COUNTY, STATE OF IDAHO

Abigail Heikes TEACHER

By Kerry J. Wagoner CHAIRMAN
BOARD OF DIRECTORS

Attest: M. P. [Signature]
ADMINISTRATOR OR CLERK

STATE OF IDAHO CHARTER SCHOOL SUPPLEMENTAL CONTRACT FORM

THIS CONTRACT Made this 1st day of July year of 2025, by and between Idaho Technical Career Academy (ITCA) Charter School in Meridian, Idaho ("the School"), and Abigail Heikes ("the Employee"),

WITNESSETH:

1. The School hereby contracts to hire the Employee to perform an extra duty assignment – Extended Contract Days for a period of 20 days, beginning on the 1st day of July, in the year of 2025, and extending to the 30th day of June, in the year of 2026, at the compensation rate or fixed amount of Five Thousand Six Hundred Ten Dollars and Forty-Seven Cents (\$5,610.47) until this Contract has been fulfilled. Said compensation shall be paid in monthly installments on the 10th day of each month for the performance of the extra duty assignment, beginning in the month of August in the year of 2025, and ending in the month of July in the year of 2026.
2. The Employee will, always, faithfully perform all the duties that may be required pursuant to the express and implicit terms hereof, to the reasonable satisfaction of the School. Such duties shall be rendered at School premises and such other place or places as the School shall in good faith require or as the interests, needs, business, or opportunity of the School shall require.
3. The Terms of Employment of this Contract shall remain in effect for the period set forth above and concerns the extra duty described herein. This Contract is separate and apart from any certificated employee's regular duties and any other Teacher Contract Form.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, the duly adopted rules of the State Board of Education and the policies of the School which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein, and that no property rights attach to this Contract beyond the term of this Contract. It is further understood that this Contract excludes any expectation of employment beyond the terms given herein, and the procedural requirements of Section 33-515A, Idaho Code.

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

ITCA CHARTER SCHOOL ADA COUNTY, STATE OF IDAHO

Abigail Heikes
EMPLOYEE

By Theresa E. Wapoch, CHAIRMAN
BOARD OF DIRECTORS

Attest: [Signature]
ADMINISTRATOR OR CLERK

STATE OF IDAHO CHARTER SCHOOL SUPPLEMENTAL CONTRACT FORM

THIS CONTRACT Made this 4th day of August year of 2025, by and between Idaho Technical Career Academy (ITCA) Charter School in Meridian, Idaho ("the School"), and Anthony Hilde ("the Employee"),

WITNESSETH:

1. The School hereby contracts to hire the Employee to perform an extra duty assignment as provided in the job description as CTE Coordinator for a period of 193 days, beginning on the 11th day of August, in the year of 2025, and extending to the 3rd day of June, in the year of 2026, at the compensation rate or fixed amount of One Thousand and NO Dollars (\$ 1,000) until this Contract has been fulfilled. Said compensation shall be paid in monthly installments on the 10th day of each month for the performance of the extra duty assignment, beginning in the month of August in the year of 2025, and ending in the month of July in the year of 2026.
2. The Employee will, always, faithfully perform all the duties that may be required pursuant to the express and implicit terms hereof, to the reasonable satisfaction of the School. Such duties shall be rendered at School premises and such other place or places as the School shall in good faith require or as the interests, needs, business, or opportunity of the School shall require.
3. The Terms of Employment of this Contract shall remain in effect for the period set forth above and concerns the extra duty described herein. This Contract is separate and apart from any certificated employee's regular duties and any other Teacher Contract Form.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho, the duly adopted rules of the State Board of Education and the policies of the School which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein, and that no property rights attach to this Contract beyond the term of this Contract. It is further understood that this Contract excludes any expectation of employment beyond the terms given herein, and the procedural requirements of Section 33-515A, Idaho Code.

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

ITCA CHARTER SCHOOL ADA COUNTY, STATE OF IDAHO

Anthony Hilde
EMPLOYEE

By Theresa E. Wynn, CHAIRMAN
BOARD OF DIRECTORS

Attest: [Signature]
ADMINISTRATOR OR CLERK

STATE OF IDAHO CHARTER SCHOOL TEACHERS CONTRACT

THIS CONTRACT, made this 11th day of August year of 2025, by and between Idaho Technical Career Academy (ITCA) Charter School in Meridian, Idaho ("the School"), and Anthony Hilde (The Teacher)

WITNESSETH:

1. The School hereby employs the Teacher pursuant to Idaho Code § 33-5206(4) for the duration of the 2025-2026 school year, consisting of a period of 188 days, and agrees to pay the Teacher for said services a sum of Seventy-Five Thousand Three Hundred Fifty Dollars (\$75,350) of which 1/4th shall be payable on the 10th day of the months August year of 2025 to July year of 2026 inclusive, and such other monetary benefits as accorded to its certificated employees by the School. Experience Level 21st year. Masters + 36 credits. Contract base is \$71850 with a \$3500 stipend for a Masters on the Career Ladder.
2. Teaching assignment(s): As Assigned and such other duties as may be assigned by the School for which the Teacher is properly certified and endorsed.
3. The Teacher agrees to perform all teaching assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required 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 Contract the same as if fully set forth herein, and that no property rights attach to this Contract beyond the term of this Contract.
5. Any materially false statement knowingly made in the written application or in the teacher's resume and/or any negative report of the teacher's previous performance evaluations; and/or any negative or criminal report found in the teacher's background investigation, for a position with the School shall constitute sufficient grounds for voiding this contract.
6. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this agreement.
7. 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 Teacher has executed the same all on the date first above written.

ITCA CHARTER SCHOOL ADA COUNTY, STATE OF IDAHO

Anthony Hilde
TEACHER

By Terry L. Wagoner, CHAIRMAN
BOARD OF DIRECTORS

Attest: [Signature]
ADMINISTRATOR OR CLERK

STATE OF IDAHO CHARTER SCHOOL TEACHERS CONTRACT

THIS CONTRACT made this 11th day of August year of 2025, by and between Idaho Technical Career Academy (ITCA) Charter School in Meridian, Idaho ("the School"), and Staci Leavitt ("the Teacher").

WITNESSETH:

1. The School hereby employs the Teacher pursuant to Idaho Code § 33-5206(4) for the duration of the 2025-2026 school year, consisting of a period of 188 days, and agrees to pay the Teacher for said services a sum of Eighty Thousand Five Hundred Twenty-Two Dollars (\$80,522) of which 1/12th shall be payable on the 10th day of the months August year of 2025 to July year of 2026 inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
Experience Level: 289 M+41. Includes a base of \$77,022 and \$3500 for a PE + a Masters.
2. Teaching assignment(s): As Assigned.
And such other duties as may be assigned by the School for which the Teacher is properly certified and endorsed.
3. The Teacher agrees to perform all teaching assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required 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 Contract the same as if fully set forth herein, and that no property rights attach to this Contract beyond the term of this Contract.
5. Any materially false statement knowingly made in the written application for a position with the School shall constitute enough Ground for voiding this Contract.
6. 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 or under the laws of the State of Idaho, except as expressly stated in this agreement.
7. 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 Teacher has executed the same all on the date first above written.

ITCA CHARTER SCHOOL ADA COUNTY, STATE OF IDAHO

Staci A. Leavitt TEACHER

By Kerry L. Wynn CHAIRMAN
BOARD OF DIRECTORS

Attest: M. Pitt ADMINISTRATOR OR CLERK

STATE OF IDAHO CHARTER SCHOOL TEACHERS CONTRACT

THIS CONTRACT made this 11th day of August year of 2025, by and between Idaho Technical Career Academy (ITCA) Charter School in Meridian, Idaho ("the School"), and Erin Lee ("the Teacher").

WITNESSETH:

1. The School hereby employs the Teacher pursuant to Idaho Code § 33-5206(4) for the duration of the 2025-2026 school year, consisting of a period of 188 days, and agrees to pay the Teacher for said services a sum of Fifty-Six Thousand Eight Hundred Ninety-Nine Dollars (\$56,899) of which 1/12th shall be payable on the 10th day of the months September year of 2025 to August year of 2026 inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
Experience Level: 10. BA + 12.
2. Teaching assignment(s): As Assigned.
And such other duties as may be assigned by the School for which the Teacher is properly certified and endorsed.
3. The Teacher agrees to perform all teaching assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required 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 Contract the same as if fully set forth herein, and that no property rights attach to this Contract beyond the term of this Contract.
5. Any materially false statement knowingly made in the written application for a position with the School shall constitute enough ground for voiding this Contract.
6. 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 or under the laws of the State of Idaho, except as expressly stated in this agreement.
7. 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 Teacher has executed the same all on the date first above written.

ITCA CHARTER SCHOOL ADA COUNTY, STATE OF IDAHO

Erin Lee
TEACHER

By Harry E. Wagoner, CHAIRMAN
BOARD OF DIRECTORS

Attest: meritt
ADMINISTRATOR OR CLERK

STATE OF IDAHO CHARTER SCHOOL TEACHERS CONTRACT

THIS CONTRACT, made this 4th day of August, year of 2025, by and between Idaho Technical Career Academy (ITCA) Charter School in Meridian, Idaho ("the School"), and Caleb Millay (The Teacher)

WITNESSETH:

1. The School hereby employs the Teacher pursuant to Idaho Code § 33-5206(4) for the duration of the 2025-2026 school year, consisting of a period of 96.5 days, and agrees to pay the Teacher for said services a sum of Thirty-Eight Thousand Dollars (\$38,000) of which 1/12th shall be payable on the 10th day of the months August year of 2025 to July year of 2026 inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
Contract is a .50 administrative contract (Principal). Position is pending approval by the Board of Directors at their August Meeting.
2. Teaching assignment(s): As assigned
and such other duties as may be assigned by the School for which the Teacher is properly certified and endorsed.
3. The Teacher agrees to perform all teaching assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required 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 Contract the same as if fully set forth herein, and that no property rights attach to this Contract beyond the term of this Contract.
5. 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. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this agreement.
7. 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 Teacher has executed the same all on the date first above written.

Idaho Technical Career Academy CHARTER SCHOOL ADA COUNTY, STATE OF IDAHO

Caleb Millay
TEACHER

By Kerry L. Wapoch CHAIRMAN
BOARD OF DIRECTORS

Attest: M. Pitt
ADMINISTRATOR OR CLERK

STATE OF IDAHO CHARTER SCHOOL TEACHERS CONTRACT

THIS CONTRACT made this 11th day of August year of 2025, by and between Idaho Technical Career Academy (ITCA) Charter School in Meridian, Idaho ("the School"), and Zachary Moore ("the Teacher").

WITNESSETH:

1. The School hereby employs the Teacher pursuant to Idaho Code § 33-5206(4) for the duration of the 2025-2026 school year, consisting of a period of 37.60 days, and agrees to pay the Teacher for said services a sum of Ten Thousand Six Hundred Eighty-Two Dollars (\$10,682) of which 1/12th shall be payable on the 10th day of the months August year of 2025 to July year of 2026 inclusive, and such other monetary benefits as accorded to its certificated employees by the School.

The contract is a .20 contract. Full salary would be \$52,812. .20 base is \$10,082 + \$600 for an OS certification.

2. Teaching assignment(s): As Assigned.

And such other duties as may be assigned by the School for which the Teacher is properly certified and endorsed.

3. The Teacher agrees to perform all teaching assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required 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 Contract the same as if fully set forth herein, and that no property rights attach to this Contract beyond the term of this Contract.

5. Any materially false statement knowingly made in the written application for a position with the School shall constitute enough Ground for voiding this Contract.

6. 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 or under the laws of the State of Idaho, except as expressly stated in this agreement.

7. 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 Teacher has executed the same all on the date first above written.

ITCA CHARTER SCHOOL ADA COUNTY, STATE OF IDAHO

Zachary Moore CWT, SOS
TEACHER

By Kevin E. Wagoner, CHAIRMAN
BOARD OF DIRECTORS

Attest: [Signature]
ADMINISTRATOR OR CLERK

STATE OF IDAHO CHARTER SCHOOL TEACHERS CONTRACT

THIS CONTRACT made this 11th day of August year of 2025, by and between Idaho Technical Career Academy (ITCA) Charter School in Meridian, Idaho ("the School"), and Kathryn Shoemaker ("the Teacher").

WITNESSETH:

1. The School hereby employs the Teacher pursuant to Idaho Code § 33-5206(4) for the duration of the 2025-2026 school year, consisting of a period of 188 days, and agrees to pay the Teacher for said services a sum of Sixty-Seven Thousand Forty Dollars (\$67,040) of which 1/12th shall be payable on the 10th day of the months August year of 2025 to July year of 2026 inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
Experience Level: 12. M+8 (BS+47) Includes base of \$60,540; \$3000 for OS certification; \$3500 for PE + a Masters.
2. Teaching assignment(s): Assigned.
And such other duties as may be assigned by the School for which the Teacher is properly certified and endorsed.
3. The Teacher agrees to perform all teaching assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required 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 Contract the same as if fully set forth herein, and that no property rights attach to this Contract beyond the term of this Contract.
5. Any materially false statement knowingly made in the written application for a position with the School shall constitute enough Ground for voiding this Contract.
6. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this agreement.
7. 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 Teacher has executed the same all on the date first above written.

ITCA CHARTER SCHOOL ADA COUNTY, STATE OF IDAHO

Kathryn Shoemaker
TEACHER

By Sherry E. Wood, CHAIRMAN
BOARD OF DIRECTORS

Attest: [Signature]
ADMINISTRATOR OR CLERK

STATE OF IDAHO CHARTER SCHOOL TEACHERS CONTRACT

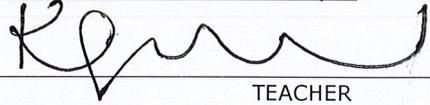
THIS CONTRACT, made this 11th day of August year of 2025, by and between Idaho Technical Career Academy (ITCA) Charter School in Meridian, Idaho ("the School"), and Kendall Tranter (The Teacher)

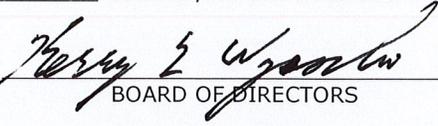
WITNESSETH:

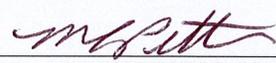
1. The School hereby employs the Teacher pursuant to Idaho Code § 33-5206(4) for the duration of the 2025-2026 school year, consisting of a period of 188 days, and agrees to pay the Teacher for said services a sum of Seventy-Two Thousand Seven Hundred Twenty-Eight Dollars (\$72,728) of which 1/12th shall be payable on the 10th day of the months of August year of 2025 to July year of 2026 inclusive, and such other monetary benefits as accorded to its certificated employees by the School. Experience Level: 20. M+27 (BS +53). Salary has a base of \$69,228 + \$3500 for a Masters and a PE.
2. Teaching assignment(s): As Assigned.
and such other duties as may be assigned by the School for which the Teacher is properly certified and endorsed.
3. The Teacher agrees to perform all teaching assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required 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 Contract the same as if fully set forth herein, and that no property rights attach to this Contract beyond the term of this Contract.
5. Any materially false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.
6. 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 or under the laws of the State of Idaho, except as expressly stated in this agreement.
7. 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 Teacher has executed the same all on the date first above written.

Idaho Technical Career Academy CHARTER SCHOOL ADA COUNTY, STATE OF IDAHO


TEACHER

By , CHAIRMAN
BOARD OF DIRECTORS

Attest: 
ADMINISTRATOR OR CLERK