







































































































































It is important that the following information (which is not part of the contract be given:

Years of Training: College: 4  
Certificate based on BSE Degree, or  
         Semester Hours.  
Social Security Number:         

Total Years of Experience: 27  
Years of Experience in this District: 26  
Grade(s) or Subject(s) to be Taught:         

## TEACHER'S CONTRACT

STATE OF ARKANSAS

COUNTY OF Hempstead

**PARTIES:** The Spring Hill School District, Party of the First Part, and SANDRA HILL, Party of the Second Part, agree as follows:

**EMPLOYMENT:** The Party of the First Part by a majority vote of the directors at a legally held meeting on the 5TH day of APRIL, 2011 agrees to employ SANDRA HILL, Party of the Second Part as provided herein:

**SERVICE:** Party of the Second Part agrees to perform service as follows: TEACHER

**TIME:** The time period covered by this contract is:          Months of school; 190 Days of school;          Calendar months; From AUGUST 9, 2011 to MAY 23, 2012.

**COMPENSATION FOR SERVICES:** Annual compensation under this contract is \$43,911.00 to be paid in 12 installments.

**BOARD POLICIES:** The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent. (Act 224 of 1983)         

**CERTIFICATIONS:** The Party of the Second Part certifies that at the date of this contract he or she is not under teaching contract with another school district except for part-time services shared by more than one school district which is listed herein:         

**REFUND OF UNEARNED SALARY:** The Party of the Second part agrees to refund to the school district any salary received for which no teaching services were rendered. (Ark. Stat. 80-1331)

**TERMINATION:**         

**OTHER CONDITIONS OF EMPLOYMENT: OTHER DUTIES AS ASSIGNED;**

Given this, the 29TH day of APRIL, 2011.

\_\_\_\_\_  
Party of the Second Part (Teacher)

\_\_\_\_\_  
President of the School Board

\_\_\_\_\_  
Address (Party of the Second Part)

\_\_\_\_\_  
Secretary of the School Board

It is important that the following information (which is not part of the contract be given:

Years of Training: College: 4  
Certificate based on BSE Degree, or  
         Semester Hours.  
Social Security Number:         

Total Years of Experience: 17  
Years of Experience in this District: 17  
Grade(s) or Subject(s) to be Taught:         

## TEACHER'S CONTRACT

STATE OF ARKANSAS

COUNTY OF Hempstead

**PARTIES:** The Spring Hill School District, Party of the First Part, and SHANNON L. HILBURN, Party of the Second Part, agree as follows:

**EMPLOYMENT:** The Party of the First Part by a majority vote of the directors at a legally held meeting on the 5TH day of APRIL, 2011 agrees to employ SHANNON L. HILBURN, Party of the Second Part as provided herein:

**SERVICE:** Party of the Second Part agrees to perform service as follows: TEACHER

**TIME:** The time period covered by this contract is:          Months of school; 190 Days of school;          Calendar months; From AUGUST 9, 2011 to MAY 23, 2012.

**COMPENSATION FOR SERVICES:** Annual compensation under this contract is \$38,911.00 to be paid in 12 installments.

**BOARD POLICIES:** The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent. (Act 224 of 1983)         

**CERTIFICATIONS:** The Party of the Second Part certifies that at the date of this contract he or she is not under teaching contract with another school district except for part-time services shared by more than one school district which is listed herein:         

**REFUND OF UNEARNED SALARY:** The Party of the Second part agrees to refund to the school district any salary received for which no teaching services were rendered. (Ark. Stat. 80-1331)

**TERMINATION:**         

**OTHER CONDITIONS OF EMPLOYMENT: OTHER DUTIES AS ASSIGNED;**

Given this, the 29<sup>TH</sup> day of APRIL, 2011.

\_\_\_\_\_  
Party of the Second Part (Teacher)

\_\_\_\_\_  
President of the School Board

\_\_\_\_\_  
Address (Party of the Second Part)

\_\_\_\_\_  
Secretary of the School Board

**SCHOOL EMPLOYEE'S CONTRACT**  
**CLASSIFIED**

Spring Hill School District No. 10 Years of Experience: 16  
STATE OF ARKANSAS                      COUNTY OF HEMPSTEAD

**PARTIES:** The SPRING HILL SCHOOL DISTRICT Party of the First Part, and SANDRA KIDD, Party of the Second Part, agree as follows:

**EMPLOYMENT:** The Party of the First Part by a majority vote of the Directors at a legally held meeting on  
The 5TH day of MAY, 2011, Party of the Second Part as provided herein:

**SERVICE:** Party of the Second Part agrees to perform service as follows:  
LUNCH ROOM WORKER

**TIME:** The time period covered by this contract is:  
Months of school: \_\_\_\_\_ Days of School: \_\_\_\_\_ from AUGUST 11, 2011 to SEPTEMBER 30, 2011.

**COMPENSATION FOR SERVICES:**  
Annual compensation under this contract is \$ 2662.92 to be paid in 2 installments.

**OTHER CONDITIONS:**  
Other Duties As Assigned. 36 DAYS

---

Given this the 6TH day of MAY, 2011.

SPRING HILL SCHOOL DISTRICT NO. 10. \_\_\_\_\_  
(EMPLOYEE)  
\_\_\_\_\_  
(LOCAL ADDRESS OF EMPLOYEE)  
\_\_\_\_\_  
(PERMANENT ADDRESS OF EMPLOYEE)

**BY:** \_\_\_\_\_  
(PRESIDENT, SCHOOL BOARD)

**BY:** \_\_\_\_\_  
(SECRETARY, SCHOOL BOARD)

.....  
Copies of this contract are to be given to (1) employee, (2) the school board, (3) the county treasurer, and (4) the county supervisor.  
A legally held meeting is one held: (1) on the regular meeting date of the school board at which a quorum is present; (2) at a called meeting for which each director has been duly notified in advance and at which a quorum is present.

---

**ADDENDUM:**  
\_\_\_\_\_  
\_\_\_\_\_

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Signature

It is important that the following information (which is not part of the contract be given:

Years of Training: College: 5  
Certificate based on MSE Degree, or  
         Semester Hours.  
Social Security Number:         

Total Years of Experience: 13  
Years of Experience in this District: 7  
Grade(s) or Subject(s) to be Taught:         

## TEACHER'S CONTRACT

STATE OF ARKANSAS

COUNTY OF Hempstead

**PARTIES:** The Spring Hill School District, Party of the First Part, and SHANE A. PLYLER, Party of the Second Part, agree as follows:

**EMPLOYMENT:** The Party of the First Part by a majority vote of the directors at a legally held meeting on the 5TH day of APRIL, 2011 agrees to employ SHANE A. PLYLER, Party of the Second Part as provided herein:

**SERVICE:** Party of the Second Part agrees to perform service as follows: TEACHER

**TIME:** The time period covered by this contract is:          Months of school; 240 Days of school;          Calendar months; From JULY 01, 2011 to JUNE 30, 2012.

**COMPENSATION FOR SERVICES:** Annual compensation under this contract is \$54,939.80 to be paid in 12 installments.

**BOARD POLICIES:** The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent. (Act 224 of 1983)         

**CERTIFICATIONS:** The Party of the Second Part certifies that at the date of this contract he or she is not under teaching contract with another school district except for part-time services shared by more than one school district which is listed herein:         

**REFUND OF UNEARNED SALARY:** The Party of the Second part agrees to refund to the school district any salary received for which no teaching services were rendered. (Ark. Stat. 80-1331)

**TERMINATION:**         

**OTHER CONDITIONS OF EMPLOYMENT: OTHER DUTIES ASSIGNED: BASE SALARY \$41, 852.00 = \$220.27 X 240 DAYS= \$52,864.80 +AGRI. STIPEND \$2,075 = \$54,939.80**

Given this, the 29TH day of APRIL, 2011.

\_\_\_\_\_  
Party of the Second Part (Teacher)

\_\_\_\_\_  
President of the School Board

\_\_\_\_\_  
Address (Party of the Second Part)

\_\_\_\_\_  
Secretary of the School Board



It is important that the following information (which is not part of the contract be given:

Years of Training: College: \_\_\_\_\_  
Certificate based on MSE Degree, or  
\_\_\_\_\_ Semester Hours.  
Social Security Number: \_\_\_\_\_

Total Years of Experience: 20  
Years of Experience in this District: 9  
Grade(s) or Subject(s) to be Taught: \_\_\_\_\_

## TEACHER'S CONTRACT

STATE OF ARKANSAS

COUNTY OF Hempstead

**PARTIES:** The Spring Hill School District, Party of the First Part, and SANDRA G. THORNTON, Party of the Second Part, agree as follows:

**EMPLOYMENT:** The Party of the First Part by a majority vote of the directors at a legally held meeting on the 5TH day of APRIL, 2011 agrees to employ SANDRA G. THORNTON, Party of the Second Part as provided herein:

**SERVICE:** Party of the Second Part agrees to perform service as follows: TEACHER

**TIME:** The time period covered by this contract is: \_\_\_\_\_ Months of school; 190 Days of school; \_\_\_\_\_ Calendar months; From AUGUST 09, 2011 to MAY 23, 2012.

**COMPENSATION FOR SERVICES:** Annual compensation under this contract is \$45,702.00 to be paid in 12 installments.

**BOARD POLICIES:** The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent. (Act 224 of 1983) \_\_\_\_\_

**CERTIFICATIONS:** The Party of the Second Part certifies that at the date of this contract he or she is not under teaching contract with another school district except for part-time services shared by more than one school district which is listed herein: \_\_\_\_\_

**REFUND OF UNEARNED SALARY:** The Party of the Second part agrees to refund to the school district any salary received for which no teaching services were rendered. (Ark. Stat. 80-1331)

**TERMINATION:** \_\_\_\_\_

**OTHER CONDITIONS OF EMPLOYMENT: OTHER DUTIES AS ASSIGNED.**

Given this, the 29TH day of APRIL, 2011.

\_\_\_\_\_  
Party of the Second Part (Teacher)

\_\_\_\_\_  
President of the School Board

\_\_\_\_\_  
Address (Party of the Second Part)

\_\_\_\_\_  
Secretary of the School Board

**SCHOOL EMPLOYEE'S CONTRACT**  
**CLASSIFIED**

Spring Hill School District No. 10 Years of Experience: 0 SSN: \_\_\_\_\_  
STATE OF ARKANSAS COUNTY OF HEMPSTEAD

**PARTIES:** The SPRING HILL SCHOOL DISTRICT Party of the First Part, and SUZANNE PLYLER, Party of the Second Part, agree as follows:

**EMPLOYMENT:** The Party of the First Part by a majority vote of the Directors at a legally held meeting on  
The 16TH day of \_\_\_\_\_ MAY, 2011, Party of the Second Part as provided herein:

**SERVICE:** Party of the Second Part agrees to perform service as follows:  
AIDE

**TIME:** The time period covered by this contract is:  
Months of school: \_\_\_\_\_ Days of School: 182 Calendar months; from AUGUST 9, 2011 to MAY 23, 2012.

**COMPENSATION FOR SERVICES:**  
Annual compensation under this contract is \$ 11,069.24 to be paid in 12 installments.

**OTHER CONDITIONS:**  
OTHER DUTIES AS ASSIGNED CONTRACT RETRO-ACTIVE TO AUGUST 09, 2011

---

Given this the 9TH day of AUGUST, 2011.

SPRING HILL SCHOOL DISTRICT NO. 10 \_\_\_\_\_  
(EMPLOYEE)  
\_\_\_\_\_  
(LOCAL ADDRESS OF EMPLOYEE)  
\_\_\_\_\_  
(PERMANENT ADDRESS OF EMPLOYEE)

**BY:** \_\_\_\_\_  
(PRESIDENT, SCHOOL BOARD)

**BY:** \_\_\_\_\_  
(SECRETARY, SCHOOL BOARD)

.....  
Copies of this contract are to be given to (1) employee, (2) the school board, (3) the county treasurer, and (4) the county supervisor.  
A legally held meeting is one held: (1) on the regular meeting date of the school board at which a quorum is present; (2) at a called meeting for which each director has been duly notified in advance and at which a quorum is present.

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**ADDENDUM:**  
\_\_\_\_\_  
\_\_\_\_\_

\_\_\_\_\_  
Signature Signature

**SCHOOL EMPLOYEE'S CONTRACT**  
**CLASSIFIED**

Spring Hill School District No. 10 Years of Experience: 2 SSN: \_\_\_\_\_  
STATE OF ARKANSAS COUNTY OF HEMPSTEAD

**PARTIES:** The SPRING HILL SCHOOL DISTRICT Party of the First Part, and TANYA K. DOUGAN, Party of the Second Part, agree as follows:

**EMPLOYMENT:** The Party of the First Part by a majority vote of the Directors at a legally held meeting on  
The 18TH day of APRIL, 2011, Party of the Second Part as provided herein:

**SERVICE:** Party of the Second Part agrees to perform service as follows:  
ADMIN SECRETARY .51

**TIME:** The time period covered by this contract is:

Months of school: \_\_\_\_\_ Days of School: 240 Calendar months; from JULY 01, 2011 to JUNE 30, 2012.

**COMPENSATION FOR SERVICES:**

Annual compensation under this contract is \$ 20,234.00 to be paid in 12 installments.

**OTHER CONDITIONS:**

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Given this the 29TH day of APRIL, 2011.

SPRING HILL SCHOOL DISTRICT NO. 10

\_\_\_\_\_  
(EMPLOYEE)

\_\_\_\_\_  
(LOCAL ADDRESS OF EMPLOYEE)

\_\_\_\_\_  
(PERMANENT ADDRESS OF EMPLOYEE)

**BY:** \_\_\_\_\_  
(PRESIDENT, SCHOOL BOARD)

**BY:** \_\_\_\_\_  
(SECRETARY, SCHOOL BOARD)

.....  
Copies of this contract are to be given to (1) employee, (2) the school board, (3) the county treasurer, and (4) the county supervisor.

A legally held meeting is one held: (1) on the regular meeting date of the school board at which a quorum is present; (2) at a called meeting for which each director has been duly notified in advance and at which a quorum is present.

---

**ADDENDUM:**

\_\_\_\_\_  
\_\_\_\_\_

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Signature

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Signature

It is important that the following information (which is not part of the contract be given:

Years of Training: College: 4  
Certificate based on BSE Degree, or  
         Semester Hours.  
Social Security Number:         

Total Years of Experience: 1  
Years of Experience in this District: 0  
Grade(s) or Subject(s) to be Taught:         

## TEACHER'S CONTRACT

STATE OF ARKANSAS

COUNTY OF Hempstead

**PARTIES:** The Spring Hill School District, Party of the First Part, and TRACY L. LIGHT, Party of the Second Part, agree as follows:

**EMPLOYMENT:** The Party of the First Part by a majority vote of the directors at a legally held meeting on the 5TH day of MAY, 2011 agrees to employ TRACY L. LIGHT, Party of the Second Part as provided herein:

**SERVICE:** Party of the Second Part agrees to perform service as follows: TEACHER

**TIME:** The time period covered by this contract is:          Months of school; 190 Days of school;          Calendar months; From AUGUST 09, 2011 to MAY 23, 2012.

**COMPENSATION FOR SERVICES:** Annual compensation under this contract is \$30,911.00 to be paid in 12 installments.

**BOARD POLICIES:** The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent. (Act 224 of 1983)         

**CERTIFICATIONS:** The Party of the Second Part certifies that at the date of this contract he or she is not under teaching contract with another school district except for part-time services shared by more than one school district which is listed herein:         

**REFUND OF UNEARNED SALARY:** The Party of the Second part agrees to refund to the school district any salary received for which no teaching services were rendered. (Ark. Stat. 80-1331)

**TERMINATION:**         

**OTHER CONDITIONS OF EMPLOYMENT: OTHER DUTIES AS ASSIGNED.**

Given this, the 6TH day of MAY, 2011.

\_\_\_\_\_  
Party of the Second Part (Teacher)

\_\_\_\_\_  
President of the School Board

\_\_\_\_\_  
Address (Party of the Second Part)

\_\_\_\_\_  
Secretary of the School Board

It is important that the following information (which is not part of the contract be given:

Years of Training: College: 4  
Certificate based on BSE Degree, or  
         Semester Hours.  
Social Security Number:

Total Years of Experience: 0  
Years of Experience in this District: 0  
Grade(s) or Subject(s) to be Taught: HS

## TEACHER'S CONTRACT

STATE OF ARKANSAS

COUNTY OF Hempstead

**PARTIES:** The Spring Hill School District, Party of the First Part, and TONI SANTIFER, Party of the Second Part, agree as follows:

**EMPLOYMENT:** The Party of the First Part by a majority vote of the directors at a legally held meeting on the 29TH day of JUNE, 2011 agrees to employ TONI SANTIFER, Party of the Second Part as provided herein:

**SERVICE:** Party of the Second Part agrees to perform service as follows: Teacher

**TIME:** The time period covered by this contract is:          Months of school; 190 Days of school;          Calendar months; From AUGUST 09, 2011 to MAY 23, 2012.

**COMPENSATION FOR SERVICES:** Annual compensation under this contract is \$30,411.00 to be paid in          installments.

**BOARD POLICIES:** The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent. (Act 224 of 1983)         

**CERTIFICATIONS:** The Party of the Second Part certifies that at the date of this contract he or she is not under teaching contract with another school district except for part-time services shared by more than one school district which is listed herein:         

**REFUND OF UNEARNED SALARY:** The Party of the Second part agrees to refund to the school district any salary received for which no teaching services were rendered. (Ark. Stat. 80-1331)

**TERMINATION:**         

**OTHER CONDITIONS OF EMPLOYMENT: OTHER DUTIES AS ASSIGNED;**

Given this, the 12TH day of JULY, 2011.

\_\_\_\_\_  
Party of the Second Part (Teacher)

\_\_\_\_\_  
President of the School Board

\_\_\_\_\_  
Address (Party of the Second Part)

\_\_\_\_\_  
Secretary of the School Board

**SCHOOL EMPLOYEE'S CONTRACT**  
**CLASSIFIED**

Spring Hill School District No. 10 Years of Experience: 6  
STATE OF ARKANSAS                      COUNTY OF HEMPSTEAD

**PARTIES:** The SPRING HILL SCHOOL DISTRICT Party of the First Part, and TERESA WHATLEY, Party of the Second Part, agree as follows:

**EMPLOYMENT:** The Party of the First Part by a majority vote of the Directors at a legally held meeting on  
The 15TH day of AUGUST, 2011, Party of the Second Part as provided herein:

**SERVICE:** Party of the Second Part agrees to perform service as follows:  
AIDE

**TIME:**        The time period covered by this contract is:  
Months of school: \_\_\_\_\_ Days of School: 182 from AUGUST 09, 2011 to MAY 23, 2012.

**COMPENSATION FOR SERVICES:**  
Annual compensation under this contract is \$ 12,161.24 to be paid in 12 installments.

**OTHER CONDITIONS:**  
Other Duties As Assigned. CONTRACT RETRO ACTIVE TO AUGUST 09 ,2011

---

Given this the 9TH day of AUGUST, 2011.

SPRING HILL SCHOOL DISTRICT NO. 10. \_\_\_\_\_  
(EMPLOYEE)  
\_\_\_\_\_  
(LOCAL ADDRESS OF EMPLOYEE)  
\_\_\_\_\_  
(PERMANENT ADDRESS OF EMPLOYEE)

**BY:** \_\_\_\_\_  
(PRESIDENT, SCHOOL BOARD)

**BY:** \_\_\_\_\_  
(SECRETARY, SCHOOL BOARD)

.....  
Copies of this contract are to be given to (1) employee, (2) the school board, (3) the county treasurer, and (4) the county supervisor.  
A legally held meeting is one held: (1) on the regular meeting date of the school board at which a quorum is present; (2) at a called meeting for which each director has been duly notified in advance and at which a quorum is present.

---

**ADDENDUM:**  
\_\_\_\_\_  
\_\_\_\_\_

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Signature

It is important that the following information (which is not part of the contract be given:

Years of Training: College: 4  
Certificate based on BSE Degree, or  
         Semester Hours.  
Social Security Number:         

Total Years of Experience: 11  
Years of Experience in this District: 7  
Grade(s) or Subject(s) to be Taught:         

## TEACHER'S CONTRACT

STATE OF ARKANSAS

COUNTY OF Hempstead

**PARTIES:** The Spring Hill School District, Party of the First Part, and TED RUSSELL CARTER, Party of the Second Part, agree as follows:

**EMPLOYMENT:** The Party of the First Part by a majority vote of the directors at a legally held meeting on the 5TH day of APRIL, 2011 agrees to employ TED RUSSELL CARTER, Party of the Second Part as provided herein:

**SERVICE:** Party of the Second Part agrees to perform service as follows: TEACHER/ COACH

**TIME:** The time period covered by this contract is:          Months of school; 220 Days of school;          Calendar months; From JULY 06, 2011 to JUNE 21, 2012.

**COMPENSATION FOR SERVICES:** Annual compensation under this contract is \$46,832.20 to be paid in 12 installments.

**BOARD POLICIES:** The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent. (Act 224 of 1983)         

**CERTIFICATIONS:** The Party of the Second Part certifies that at the date of this contract he or she is not under teaching contract with another school district except for part-time services shared by more than one school district which is listed herein:         

**REFUND OF UNEARNED SALARY:** The Party of the Second part agrees to refund to the school district any salary received for which no teaching services were rendered. (Ark. Stat. 80-1331)

**TERMINATION:**         

**OTHER CONDITIONS OF EMPLOYMENT: OTHER DUTIES ASSIGNED: BASE SALARY \$35,911.00= \$189.01 X 220 DAYS= \$41,582.20 + ADDITIONAL DUTIES; JR BOYS FOOTBALL \$2,000, ASST, SR BOYS FOOTBALL \$1,000, 7<sup>TH</sup> GRADE BOYS FOOTBALL \$750, SR BOYS TRACK \$750, JR BOYS TRACK \$750 = \$46,832.20**

Given this, the 29STH day of APRIL, 2011.

\_\_\_\_\_  
Party of the Second Part (Teacher)

\_\_\_\_\_  
President of the School Board

\_\_\_\_\_  
Address (Party of the Second Part)

\_\_\_\_\_  
Secretary of the School Board



It is important that the following information (which is not part of the contract be given:

Years of Training: College: 4  
Certificate based on BSE Degree, or  
         Semester Hours.  
Social Security Number:         

Total Years of Experience: 15  
Years of Experience in this District: 5  
Grade(s) or Subject(s) to be Taught:         

## TEACHER'S CONTRACT

STATE OF ARKANSAS

COUNTY OF Hempstead

**PARTIES:** The Spring Hill School District, Party of the First Part, and TODD PATRICK FINLEY, Party of the Second Part, agree as follows:

**EMPLOYMENT:** The Party of the First Part by a majority vote of the directors at a legally held meeting on the 5TH day of APRIL, 2011 agrees to employ TODD PATRICK FINLEY, Party of the Second Part as provided herein:

**SERVICE:** Party of the Second Part agrees to perform service as follows: TEACHER/ ELM.PE .43 FTE/ COACH

**TIME:** The time period covered by this contract is:          Months of school; 220 Days of school;          Calendar months; From JULY 06, 2011 to JUNE 21, 2012.

**COMPENSATION FOR SERVICES:** Annual compensation under this contract is \$52,146.60 to be paid in 12 installments.

**BOARD POLICIES:** The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent. (Act 224 of 1983)         

**CERTIFICATIONS:** The Party of the Second Part certifies that at the date of this contract he or she is not under teaching contract with another school district except for part-time services shared by more than one school district which is listed herein:         

**REFUND OF UNEARNED SALARY:** The Party of the Second part agrees to refund to the school district any salary received for which no teaching services were rendered. (Ark. Stat. 80-1331)

**TERMINATION:**         

**OTHER CONDITIONS OF EMPLOYMENT: OTHER DUTIES ASSIGNED: BASE SALARY \$37,911.00= \$199.53X 220 DAYS = \$43,896.60 + ADDITIONAL DUTIES; SR BOYS BASKETBALL \$2,000, JR BOYS BASKETBALL \$1,500, 7<sup>TH</sup> GRADE BOYS BASKETBALL \$750, SR ASST. FOOTBALL \$1,000, JR ASST. FOOTBALL \$1,000, 7<sup>TH</sup> GRADE FOOTBALL \$750, SOFTBALL \$1,250 = \$52,146.60**

Given this, the 29TH day of APRIL, 2011.

\_\_\_\_\_  
Party of the Second Part (Teacher)

\_\_\_\_\_  
President of the School Board

\_\_\_\_\_  
Address (Party of the Second Part)

\_\_\_\_\_  
Secretary of the School Board

It is important that the following information (which is not part of the contract be given:

Years of Training: College: 4  
Certificate based on BSE Degree, or  
         Semester Hours.  
Social Security Number:         

Total Years of Experience: 7  
Years of Experience in this District: 5  
Grade(s) or Subject(s) to be Taught:         

## TEACHER'S CONTRACT

STATE OF ARKANSAS

COUNTY OF Hempstead

**PARTIES:** The Spring Hill School District, Party of the First Part, and TAMMY KAY GLASS, Party of the Second Part, agree as follows:

**EMPLOYMENT:** The Party of the First Part by a majority vote of the directors at a legally held meeting on the 5TH day of APRIL, 2011 agrees to employ TAMMY KAY GLASS, Party of the Second Part as provided herein:

**SERVICE:** Party of the Second Part agrees to perform service as follows: TEACHER

**TIME:** The time period covered by this contract is:          Months of school; 190 Days of school;          Calendar months; From AUGUST 09, 2011 to MAY 23, 2012.

**COMPENSATION FOR SERVICES:** Annual compensation under this contract is \$33,911.00 to be paid in 12 installments.

**BOARD POLICIES:** The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent. (Act 224 of 1983)         

**CERTIFICATIONS:** The Party of the Second Part certifies that at the date of this contract he or she is not under teaching contract with another school district except for part-time services shared by more than one school district which is listed herein:         

**REFUND OF UNEARNED SALARY:** The Party of the Second part agrees to refund to the school district any salary received for which no teaching services were rendered. (Ark. Stat. 80-1331)

**TERMINATION:**         

**OTHER CONDITIONS OF EMPLOYMENT:** OTHER DUTIES AS ASSIGNED.

Given this, the 29TH day of APRIL, 2011.

\_\_\_\_\_  
Party of the Second Part (Teacher)

\_\_\_\_\_  
President of the School Board

\_\_\_\_\_  
Address (Party of the Second Part)

\_\_\_\_\_  
Secretary of the School Board

**SCHOOL EMPLOYEE'S CONTRACT**  
**CLASSIFIED**

Spring Hill School District No. 10 Years of Experience: 21 YRS.  
STATE OF ARKANSAS COUNTY OF HEMPSTEAD

**PARTIES:** The SPRING HILL SCHOOL DISTRICT Party of the First Part, and TINA HUCKABEE, Party of the Second Part, agree as follows:

**EMPLOYMENT:** The Party of the First Part by a majority vote of the Directors at a legally held meeting on  
The 18TH day of APRIL, 2011, Party of the Second Part as provided herein:

**SERVICE:** Party of the Second Part agrees to perform service as follows:  
SECRETARY ELEMENTARY

**TIME:** The time period covered by this contract is:  
Months of school: \_\_\_\_\_ Days of School: 240 from JULY 01, 2011 to JUNE 30, 2012.

**COMPENSATION FOR SERVICES:**  
Annual compensation under this contract is \$ 23,253.60 to be paid in 12 installments.

**OTHER CONDITIONS:**  
OTHER DUTIES AS ASSIGNED.

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Given this the 29TH day of APRIL, 2011.

SPRING HILL SCHOOL DISTRICT NO. 10.

\_\_\_\_\_ (EMPLOYEE)  
\_\_\_\_\_ (LOCAL ADDRESS OF EMPLOYEE)  
\_\_\_\_\_ (PERMANENT ADDRESS OF EMPLOYEE)

**BY:** \_\_\_\_\_  
(PRESIDENT, SCHOOL BOARD)

**BY:** \_\_\_\_\_  
(SECRETARY, SCHOOL BOARD)

.....  
Copies of this contract are to be given to (1) employee, (2) the school board, (3) the county treasurer, and (4) the county supervisor.

A legally held meeting is one held: (1) on the regular meeting date of the school board at which a quorum is present; (2) at a called meeting for which each director has been duly notified in advance and at which a quorum is present.

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**ADDENDUM:**

\_\_\_\_\_

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Signature

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Signature













It is important that the following information (which is not part of the contract be given:

Years of Training: College: 4  
Certificate based on BSE Degree, or  
         Semester Hours.  
Social Security Number:         

Total Years of Experience: 27  
Years of Experience in this District: 27  
Grade(s) or Subject(s) to be Taught:         

## TEACHER'S CONTRACT

STATE OF ARKANSAS

COUNTY OF Hempstead

**PARTIES:** The Spring Hill School District, Party of the First Part, and WAULEAI HUCKABEE, Party of the Second Part, agree as follows:

**EMPLOYMENT:** The Party of the First Part by a majority vote of the directors at a legally held meeting on the 16TH day of MARCH, 2010 agrees to employ WAULEAI HUCKABEE, Party of the Second Part as provided herein:

**SERVICE:** Party of the Second Part agrees to perform service as follows: TEACHER

**TIME:** The time period covered by this contract is:          Months of school; 210 Days of school;          Calendar months; From JULY 18, 2011 to JUNE 10, 2012.

**COMPENSATION FOR SERVICES:** Annual compensation under this contract is \$48,533.10, to be paid in 12          installments.

**BOARD POLICIES:** The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent. (Act 224 of 1983)         

**CERTIFICATIONS:** The Party of the Second Part certifies that at the date of this contract he or she is not under teaching contract with another school district except for part-time services shared by more than one school district which is listed herein:         

**REFUND OF UNEARNED SALARY:** The Party of the Second part agrees to refund to the school district any salary received for which no teaching services were rendered. (Ark. Stat. 80-1331)

**TERMINATION:**         

**OTHER CONDITIONS OF EMPLOYMENT: OTHER DUTIES ASSIGNED: BASE SALARY \$43,911.00 = \$231.11 X 210 DAYS = \$48,533.10**

Given this, the 29TH day of APRIL, 2011.

\_\_\_\_\_  
Party of the Second Part (Teacher)

\_\_\_\_\_  
President of the School Board

\_\_\_\_\_  
Address (Party of the Second Part)

\_\_\_\_\_  
Secretary of the School Board