

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: 12  
Years of Experience in this District: 1  
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 AUDREY CHANDLER, 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 25TH day of MARCH, 2013 agrees to employ AUDREY CHANDLER, Party of the Second Part as provided herein:

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

**TIME:** The time period covered by this contract is: 12 Months of school; 240 Days of school; Calendar months; From JULY 01, 2013 to JUNE 30, 2014.

**COMPENSATION FOR SERVICES:** Annual compensation under this contract is \$56,886.80 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 AS ASSIGNED; BASE PAY \$42,857.00 :190 DAYS=\$225.57 X240=\$54,136.80 ; PLUS FEDERAL CORDINATOR \$1750.0 0 PLUS ELEM PRINCIPAL \$1000.00= \$56,886.80**

Given this, the 22ND day of APRIL, 2013.

\_\_\_\_\_  
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: 1**  
**STATE OF ARKANSAS COUNTY OF HEMPSTEAD**

**PARTIES:** The SPRING HILL SCHOOL DISTRICT Party of the First Part, and AMBER CLAYTON, 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 25TH day of MARCH, 2013, Party of the Second Part as provided herein:

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

**TIME:** The time period covered by this contract is:  
Months of school: \_\_\_\_\_ Days of School: 183 from AUGUST 12, 2013 to JUNE 02, 2014.

**COMPENSATION FOR SERVICES:**  
Annual compensation under this contract is \$ 11,571.09 to be paid in 12 installments.

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

---

Given this the 22ND day of APRIL, 2013.

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

**SCHOOL EMPLOYEE'S CONTRACT  
CLASSIFIED**

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

**PARTIES:** The SPRING HILL SCHOOL DISTRICT Party of the First Part, and AMY CURTIS, 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 25TH day of MARCH, 2013, Party of the Second Part as provided herein:

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

**TIME:** The time period covered by this contract is:  
Months of school: \_\_\_\_\_ Days of School: 183 from 08/12/2013 to 06/02/2014.

**COMPENSATION FOR SERVICES:**  
Annual compensation under this contract is \$ 11,749.60 to be paid in 12 installments.

**OTHER CONDITIONS:**  
Other Duties As Assigned. \_\_\_\_\_

---

Given this the 22ND day of APRIL, 2013.

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

**SCHOOL EMPLOYEE'S CONTRACT  
CLASSIFIED**

**Spring Hill School District No. 10 Years of Experience: 3  
STATE OF ARKANSAS                      COUNTY OF HEMPSTEAD**

**PARTIES:** The SPRING HILL SCHOOL DISTRICT Party of the First Part, and AMANDA MASSANELLI, 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 25TH day of MARCH, 2013, Party of the Second Part as provided herein:

**SERVICE:** Party of the Second Part agrees to perform service as follows:  
PARA-PROFESSIONAL

**TIME:** The time period covered by this contract is:  
Months of school: \_\_\_\_\_ Days of School: 182 from AUGUST 13, 2013 to JUNE 02, 2014.

**COMPENSATION FOR SERVICES:**  
Annual compensation under this contract is \$ 12,183.08 to be paid in 12 installments.

**OTHER CONDITIONS:**  
Other Duties As Assigned. \_\_\_\_\_

---

Given this the 22ND day of APRIL, 2013.

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

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

**Spring Hill School District No. 10 Years of Experience: 22**  
**STATE OF ARKANSAS                      COUNTY OF HEMPSTEAD**

**PARTIES:** The **SPRING HILL SCHOOL DISTRICT** Party of the First Part, and **AMELIA AARON**, 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 25TH day of MARCH, 2013, Party of the Second Part as provided herein:

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

**TIME:** The time period covered by this contract is:  
Months of school: \_\_\_\_\_ Days of School: 178 from AUGUST 19, 2013 to JUNE 02, 2014.

**COMPENSATION FOR SERVICES:**  
Annual compensation under this contract is \$ 8,050.94 to be paid in 12 installments.

**OTHER CONDITIONS:**  
**Other Duties As Assigned.** \_\_\_\_\_

---

Given this the 22ND day of APRIL, 2013.

**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: 19  
Years of Experience in this District: 19  
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 ALLISON TURNER, 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 25TH day of MARCH, 2013 agrees to employ ALLISON TURNER, 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 12, 2013 to JUNE 02, 2014.

**COMPENSATION FOR SERVICES:** Annual compensation under this contract is \$41,466.00 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 22ND day of APRIL, 2013.

\_\_\_\_\_  
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: 10  
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 ANGELIA R. VICKERS, 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 25TH day of MARCH, 2013 agrees to employ ANGELIA R. VICKERS, 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 12, 2013 to JUNE 02, 2014.

**COMPENSATION FOR SERVICES:** Annual compensation under this contract is \$36,966.00 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 DITIES AS ASSIGNED

Given this, the 22ND day of APRIL, 2013.

\_\_\_\_\_  
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 MSE Degree, or  
         Semester Hours.  
Social Security Number:         

Total Years of Experience: 8  
Years of Experience in this District: 8  
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 ASHLEY D. 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 25TH day of MARCH, 2013 agrees to employ ASHLEY D. WHATLEY, 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 12, 2013 to JUNE 02, 2014.

**COMPENSATION FOR SERVICES:** Annual compensation under this contract is \$40,657.00 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 22ND day of APRIL, 2013.

\_\_\_\_\_  
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: BSE  
Certificate based on \_\_\_\_\_ Degree, or  
\_\_\_\_\_ Semester Hours.  
Social Security Number:

Total Years of Experience 2  
Years of Experience in this District: 2  
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 BROOKE FISHER, 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 25<sup>TH</sup> day of MARCH, 2013 agrees to employ BROOKE FISHER, 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; \_\_\_\_\_ Days of school; 190 Calendar months; From AUGUST 12, 2013 to JUNE 02, 2014

**COMPENSATION FOR SERVICES:** Annual compensation under this contract is \$32,966.00 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 22<sup>ND</sup> day of APRIL, 2013.

\_\_\_\_\_  
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: 1/2 YR  
STATE OF ARKANSAS                      COUNTY OF HEMPSTEAD**

**PARTIES:** The SPRING HILL SCHOOL DISTRICT Party of the First Part, and BRITTNEY HAMMOND, 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 25TH day of MARCH, 2013, Party of the Second Part as provided herein:

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

PARA-PROFESSIONAL

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

Months of school: \_\_\_\_\_ Days of School: 182 from AUGUST 13, 2013 to JUNE 02, 2014.

**COMPENSATION FOR SERVICES:**

Annual compensation under this contract is \$ 11,728.08 to be paid in 12 installments.

**OTHER CONDITIONS:**

Other Duties As Assigned. \_\_\_\_\_

---

Given this the 22ND day of APRIL, 2013.

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 \_\_\_\_\_ Degree, or  
\_\_\_\_\_ Semester Hours.  
Social Security Number:

Total Years of Experience: 18  
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 CATHY JOHNSON, 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 3<sup>RD</sup> day of JUNE, 2013 agrees to employ CATHY JOHNSON, 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 \_\_\_\_\_ to \_\_\_\_\_.

**COMPENSATION FOR SERVICES:** Annual compensation under this contract is \$40,966.00 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 26<sup>TH</sup> day of JUNE, 2013.

\_\_\_\_\_  
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: 5  
Certificate based on MSE Degree, or  
         Semester Hours.  
Social Security Number:         

Total Years of Experience: 16  
Years of Experience in this District: 4  
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 CATHY ROTHWELL, 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 25TH day of MARCH, 2013 agrees to employ CATHY ROTHWELL, 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 12, 2013 to JUNE 02, 2014.

**COMPENSATION FOR SERVICES:** Annual compensation under this contract is \$45,057.00 to be paid in 12 installments & \$1,500.00 to be paid in 1 installment in JUNE TOTAL contract \$46,557.00 (13) total 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; BASE SALARY \$45,057.00 + \$1,500.00 NATIONAL TEACHER'S CERTIFICATION = \$46,557.00**

Given this, the 22ND day of APRIL, 2013.

\_\_\_\_\_  
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: 5  
Certificate based on MSE Degree, or  
         Semester Hours.  
Social Security Number:         

Total Years of Experience: 12  
Years of Experience in this District: 12  
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 CRYSTAL A. ANDERSON, 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 25th day of MARCH, 2013 agrees to employ CRYSTAL A. ANDERSON, 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 12, 2013 to JUNE 02, 2014.

**COMPENSATION FOR SERVICES:** Annual compensation under this contract is \$42,857.00 to be paid in 12 installments & \$1,500.00 to be paid in 1 installment in JUNE TOTAL of contract \$44,357.00 (13) total 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. BASE SALARY \$42,857.00 + \$1500.00 NATIONAL TEACHER'S CERTIFICATION = \$44,357.00

Given this, the 22ND day of APRIL, 2013.

\_\_\_\_\_  
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: 17**  
**STATE OF ARKANSAS                      COUNTY OF HEMPSTEAD**

**PARTIES:** The **SPRING HILL SCHOOL DISTRICT** Party of the First Part, and **NANCY CAROLYN HICKS**, 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 25TH day of       MARCH      ,       2013      , Party of the Second Part as provided herein:

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

**PARA-PROFESSIONAL**

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

Months of school:        Days of School: 182 from AUGUST 13, 2013 to JUNE 02, 2014.

**COMPENSATION FOR SERVICES:**

Annual compensation under this contract is \$ 14,731.08 to be paid in 12 installments.

**OTHER CONDITIONS:**

**OTHER DUTIES AS ASSIGNED** \_\_\_\_\_

---

Given this the 22ND day of APRIL, 2013.

**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

**SCHOOL EMPLOYEE'S CONTRACT  
CLASSIFIED**

**Spring Hill School District No. 10 Years of Experience: 5  
STATE OF ARKANSAS COUNTY OF HEMPSTEAD**

**PARTIES:** The SPRING HILL SCHOOL DISTRICT Party of the First Part, and CHARITA ANN 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 25TH day of MARCH, 2013, Party of the Second Part as provided herein:

**SERVICE:** Party of the Second Part agrees to perform service as follows:  
.36 MULTIPLIER CUSTODIAN

**TIME:** The time period covered by this contract is:  
Months of school: \_\_\_\_\_ Days of School: 240 from JULY 1, 2013 to JUNE 30, 2014.

**COMPENSATION FOR SERVICES:**  
Annual compensation under this contract is \$ 13,435.20 to be paid in 12 installments.

**OTHER CONDITIONS:**  
OTHER DUTIES AS ASSIGNED \$55.98 @ 240 DAYS 6 HOUR DAYS= 13,435.20

Given this the 22ND day of APRIL, 2013.

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: 4  
Years of Experience in this District: 4  
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 CINDY A. KENNEDY, 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 25TH day of MARCH, 2013 agrees to employ CINDY KENNEDY, 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 12, 2013 to JUNE 02, 2014.

**COMPENSATION FOR SERVICES:** Annual compensation under this contract is \$33,966.00 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 22ND day of APRIL, 2013.

\_\_\_\_\_  
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  
STATE OF ARKANSAS COUNTY OF HEMPSTEAD**

**PARTIES:** The SPRING HILL SCHOOL DISTRICT Party of the First Part, and MARCUS MURPHY, 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 JUNE, 2013, Party of the Second Part as provided herein:

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

\_\_\_\_\_

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

Months of school: \_\_\_\_\_ Days of School: 210 from AUGUST 1, 2013 to JUNE 30, 2014.

**COMPENSATION FOR SERVICES:**

Annual compensation under this contract is \$ 10,369.80 to be paid in 12 installments.

**OTHER CONDITIONS:**

Other Duties As Assigned. 6 HOURS PER DAY @ \$8.23 PER HOUR

---

Given this the 26TH day of JUNE, 2013.

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 2  
Years of Experience in this District: 2  
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 DARLA NEELY, 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 25<sup>TH</sup> day of MARCH, 2013 agrees to employ DARLA NEELY, 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 12, 2013 to JUNE 02, 2013.

**COMPENSATION FOR SERVICES:** Annual compensation under this contract is \$32,966.00 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 22ND day of APRIL, 2013

\_\_\_\_\_  
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 MSE Degree, or  
         Semester Hours.  
Social Security Number:         

Total Years of Experience: 7  
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 ERCEL WAYLON LEWALLEN, 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 25TH day of MARCH, 2013 agrees to employ ERCEL WAYLON LEWALLEN, 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 12, 2013 to JUNE 02, 2014.

**COMPENSATION FOR SERVICES:** Annual compensation under this contract is \$40,107.00 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 22ND day of APRIL, 2013.

\_\_\_\_\_  
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: 1**  
**STATE OF ARKANSAS                      COUNTY OF HEMPSTEAD**

**PARTIES:** The SPRING HILL SCHOOL DISTRICT Party of the First Part, and GARY NEELY, 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 25TH day of MARCH, 2013, Party of the Second Part as provided herein:

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

**TIME:** The time period covered by this contract is:  
Months of school: \_\_\_\_\_ Days of School: 178 from AUGUST 19, 2013 to JUNE 02, 2014.

**COMPENSATION FOR SERVICES:**  
Annual compensation under this contract is \$ 6,258.48 to be paid in 12 installments.

**OTHER CONDITIONS:**  
Other Duties As Assigned. 4 HOURS PER DAY

---

Given this the 22ND day of APRIL, 2013.

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

**SCHOOL EMPLOYEE'S CONTRACT  
CLASSIFIED**

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

**PARTIES:** The SPRING HILL SCHOOL DISTRICT Party of the First Part, and GARY NEELY, 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 25TH day of MARCH, 2013, Party of the Second Part as provided herein:

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

**TIME:** The time period covered by this contract is:  
Months of school: \_\_\_\_\_ Days of School: 178 from AUGUST 19, 2013 to JUNE 02, 2014.

**COMPENSATION FOR SERVICES:**  
Annual compensation under this contract is \$ 4806.00 to be paid in 12 installments.

**OTHER CONDITIONS:**  
Other Duties As Assigned. 3 HOURS PER DAY @ \$9.00 = \$4806.00

---

Given this the 22ND day of APRIL, 2013.

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

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

**Spring Hill School District No. 10 Years of Experience: 1**  
**STATE OF ARKANSAS                      COUNTY OF HEMPSTEAD**

**PARTIES:** The SPRING HILL SCHOOL DISTRICT Party of the First Part, and GLEN SHULTS, 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 25TH day of MARCH, 2013, Party of the Second Part as provided herein:

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

\_\_\_\_\_

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

Months of school: \_\_\_\_\_ Days of School: 178 from AUGUST 19, 2013 to JUNE 02, 2014.

**COMPENSATION FOR SERVICES:**

Annual compensation under this contract is \$ 6,084.04 to be paid in 12 installments.

**OTHER CONDITIONS:**

Other Duties As Assigned. \_\_\_\_\_

---

Given this the 22ND day of APRIL, 2013.

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

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

**Spring Hill School District No. 10 Years of Experience: 22**  
**STATE OF ARKANSAS                      COUNTY OF HEMPSTEAD**

**PARTIES:** The **SPRING HILL SCHOOL DISTRICT** Party of the First Part, and **GREGORY 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 25TH day of MARCH, 2013, Party of the Second Part as provided herein:

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

**TIME:** The time period covered by this contract is:  
Months of school: \_\_\_\_\_ Days of School: 178 from AUGUST 19, 2013 to JUNE 02, 2014.

**COMPENSATION FOR SERVICES:**  
Annual compensation under this contract is \$ 8,050.94 to be paid in 12 installments.

**OTHER CONDITIONS:**  
**Other Duties As Assigned.** \_\_\_\_\_

---

Given this the 22ND day of APRIL, 2013.

**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

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

Spring Hill School District No. 10 Years of Experience: 18 SSN: \_\_\_\_\_  
STATE OF ARKANSAS COUNTY OF HEMPSTEAD

**PARTIES:** The SPRING HILL SCHOOL DISTRICT Party of the First Part, and GREGORY 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 25TH day of MARCH, 2013, Party of the Second Part as provided herein:

**SERVICE:** Party of the Second Part agrees to perform service as follows:  
\_\_\_\_\_ MAINTENANCE

**TIME:** The time period covered by this contract is:  
Months of school: \_\_\_\_\_ Days of School: 240 Calendar months; from JULY 01, 2013 to JUNE 30, 2014.

**COMPENSATION FOR SERVICES:**  
Annual compensation under this contract is \$ 22,252.80 to be paid in 12 installments.

**OTHER CONDITIONS:**  
OTHER DUTIES AS ASSIGNED

Given this the 22ND day of APRIL, 2013.

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



**SCHOOL EMPLOYEE'S CONTRACT  
CLASSIFIED**

**Spring Hill School District No. 10 Years of Experience: 4  
STATE OF ARKANSAS                      COUNTY OF HEMPSTEAD**

**PARTIES:** The SPRING HILL SCHOOL DISTRICT Party of the First Part, and JANICE 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 25TH day of MARCH, 2013, Party of the Second Part as provided herein:

**SERVICE:** Party of the Second Part agrees to perform service as follows:  
PARA-PROFESSIONAL

**TIME:** The time period covered by this contract is:  
Months of school: \_\_\_\_\_ Days of School: 182 from AUGUST 13, 2013 to JUNE 02, 2014.

**COMPENSATION FOR SERVICES:**  
Annual compensation under this contract is \$ 12,365.08 to be paid in 12 installments.

**OTHER CONDITIONS:**  
Other Duties As Assigned. \_\_\_\_\_

---

Given this the 22ND day of APRIL, 2013.

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

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

**Spring Hill School District No. 10 Years of Experience: 4**  
**STATE OF ARKANSAS                      COUNTY OF HEMPSTEAD**

**PARTIES:** The SPRING HILL SCHOOL DISTRICT Party of the First Part, and JANICE K. 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 25TH day of MARCH, 2013, Party of the Second Part as provided herein:

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

**TIME:** The time period covered by this contract is:  
Months of school: \_\_\_\_\_ Days of School: 178 from AUGUST 19, 2013 to JUNE 02, 2014.

**COMPENSATION FOR SERVICES:**  
Annual compensation under this contract is \$ 6365.28 to be paid in 12 installments.

**OTHER CONDITIONS:**  
Other Duties As Assigned. \_\_\_\_\_

---

Given this the 22ND day of APRIL, 2013.

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: 5  
Years of Experience in this District: 2  
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 JERRY D. MCMASTER, 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 25TH day of MARCH, 2013 agrees to employ JERRY D. MCMASTER, 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 12, 2013 to JUNE 02, 2014.

**COMPENSATION FOR SERVICES:** Annual compensation under this contract is \$34,466.00 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 22ND day of APRIL, 2013.

\_\_\_\_\_  
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: 23  
STATE OF ARKANSAS                      COUNTY OF HEMPSTEAD**

**PARTIES:** The SPRING HILL SCHOOL DISTRICT Party of the First Part, and JULIE ALLISON, 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 25TH day of MARCH, 2013, Party of the Second Part as provided herein:

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

**TIME:** The time period covered by this contract is:  
Months of school: \_\_\_\_\_ Days of School: 205 from 07/29/2013 to 06/10/2014.

**COMPENSATION FOR SERVICES:**  
Annual compensation under this contract is \$ 21,438.90 to be paid in 12 installments.

**OTHER CONDITIONS:**  
OTHER DUTIES AS ASSIGNED. MULTIPLIER .457136

---

Given this the 22ND day of APRIL, 2013.

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

**SCHOOL EMPLOYEE'S CONTRACT  
CLASSIFIED**

**Spring Hill School District No. 10 Years of Experience: 15  
STATE OF ARKANSAS                      COUNTY OF HEMPSTEAD**

**PARTIES:** The SPRING HILL SCHOOL DISTRICT Party of the First Part, and JERRY APPLGATE, 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 25TH day of MARCH, 2013, Party of the Second Part as provided herein:

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

**TIME:** The time period covered by this contract is:  
Months of school: \_\_\_\_\_ Days of School: 178 from AUGUST 19, 2013 to JUNE 02, 2014.

**COMPENSATION FOR SERVICES:**  
Annual compensation under this contract is \$ 7,395.90 to be paid in 12 installments.

**OTHER CONDITIONS:**  
Other Duties As Assigned. \_\_\_\_\_

---

Given this the 22ND day of APRIL, 2013.

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

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

Spring Hill School District No. 10 Years of Experience: 23 SSN: \_\_\_\_\_  
STATE OF ARKANSAS COUNTY OF HEMPSTEAD

**PARTIES:** The SPRING HILL SCHOOL DISTRICT Party of the First Part, and JERRY APPEGATE, 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 25TH day of MARCH, 2013, Party of the Second Part as provided herein:

**SERVICE:** Party of the Second Part agrees to perform service as follows:  
\_\_\_\_\_ MAINTENANCE

**TIME:** The time period covered by this contract is:  
Months of school: \_\_\_\_\_ Days of School: 240 Calendar months; from JULY 01, 2013 to JUNE 30, 2014.

**COMPENSATION FOR SERVICES:**  
Annual compensation under this contract is \$ 23,611.20 to be paid in 12 installments.

**OTHER CONDITIONS:**  
OTHER DUTIES AS ASSIGNED

Given this the 22ND day of APRIL, 2013.

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: 8  
Certificate based on MSE Degree, or  
         Semester Hours.  
Social Security Number:         

Total Years of Experience: 41  
Years of Experience in this District: 6  
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 JERRY R. HENDRICK, 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 25TH day of MARCH, 2013 agrees to employ JERRY R. HENDRICK, Party of the Second Part as provided herein:

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

**TIME:** The time period covered by this contract is:          Months of school; 120 Days of school;          Calendar months; From AUGUST 12, 2013 to JUNE 02, 2014.

**COMPENSATION FOR SERVICES:** Annual compensation under this contract is \$32,625.60 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 AS ASSIGNED; BASE SALARY \$51,657.00/ \$271.88 X 120 DAYS = \$32,625.60 (DAYS & AMOUNT OF CONTRACT DEPENDS ON NEED OF CLASSROOM TEACHER FOR ( FY 13-14)**

Given this, the 22ND day of APRIL, 2013.

\_\_\_\_\_  
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: 22  
Years of Experience in this District: 22  
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 JULIE A. NEELY, 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 25TH day of MARCH, 2013 agrees to employ JULIE NEELY, 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 12, 2013 to JUNE 02, 2014.

**COMPENSATION FOR SERVICES:** Annual compensation under this contract is \$42,966.00 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 22ND day of APRIL, 2013.

\_\_\_\_\_  
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: 22  
Years of Experience in this District: 22  
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 JANICE RHODES, 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 25TH day of MARCH, 2013 agrees to employ JANICE RHODES, Party of the Second Part as provided herein:

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

**TIME:** The time period covered by this contract is:          Months of school; 220 Days of school;          Calendar months; From JULY 08, 2013 to JUNE 26, 2014.

**COMPENSATION FOR SERVICES:** Annual compensation under this contract is \$49,750.80 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 \$42,966.00= \$226.14 X 220 DAYS= \$49,750.80**

Given this, the 22ND day of APRIL, 2013.

\_\_\_\_\_  
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 MASTERS Degree, or  
\_\_\_\_\_ Semester Hours.  
Social Security Number:

Total Years of Experience: 38  
Years of Experience in this District: 2  
Grade(s) or Subject(s) to be Taught: COUNSELOR K-12

## TEACHER'S CONTRACT

STATE OF ARKANSAS

COUNTY OF Hempstead

**PARTIES:** The Spring Hill School District, Party of the First Part, and KAY E. KING, 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 25TH day of MARCH, 2013 agrees to employ KAY E. KING, Party of the Second Part as provided herein:

**SERVICE:** Party of the Second Part agrees to perform service as follows: COUNSELOR K-12

**TIME:** The time period covered by this contract is: \_\_\_\_\_ Months of school; 210 Days of school; \_\_\_\_\_ Calendar months; From JULY 17, 2013 to JUNE 13, 2014.

**COMPENSATION FOR SERVICES:** Annual compensation under this contract is \$57,094.80 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 AS ASSIGNED; \$51,657.00 DIVIDED BY 190 DAYS = \$271.88 X 210 DAYS = \$57,094.80**

Given this, the 1ST day of MAY, 2012.

\_\_\_\_\_  
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: 7  
STATE OF ARKANSAS                      COUNTY OF HEMPSTEAD**

**PARTIES:** The SPRING HILL SCHOOL DISTRICT Party of the First Part, and KAREN KITCHENS, 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 25TH day of MARCH, 2013, Party of the Second Part as provided herein:

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

**TIME:** The time period covered by this contract is:  
Months of school: \_\_\_\_\_ Days of School: 178 from AUGUST 19, 2013 to JUNE 02, 2014.

**COMPENSATION FOR SERVICES:**  
Annual compensation under this contract is \$ 7027.44 to be paid in 12 installments.

**OTHER CONDITIONS:**  
Other Duties As Assigned. PART TIME 4 HOURS PER DAY

---

Given this the 22ND day of APRIL, 2013.

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

**SCHOOL EMPLOYEE'S CONTRACT  
CLASSIFIED**

**Spring Hill School District No. 10 Years of Experience: 9 YRS.  
STATE OF ARKANSAS                      COUNTY OF HEMPSTEAD**

**PARTIES:** The SPRING HILL SCHOOL DISTRICT Party of the First Part, and KIM HOLLIS, 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 25TH day of MARCH, 2013, Party of the Second Part as provided herein:

**SERVICE:** Party of the Second Part agrees to perform service as follows:  
DIDTANCE LEARNING FACILATOR

**TIME:** The time period covered by this contract is:  
Months of school: \_\_\_\_\_ Days of School: 178 from AUGUST 19, 2013 to JUNE 02, 2014.

**COMPENSATION FOR SERVICES:**  
Annual compensation under this contract is \$ 7,253.50 to be paid in 12 installments.

**OTHER CONDITIONS:**  
Other Duties As Assigned. PART-TIME 5 HOURS PER DAY @ \$ 8.15 PER HOUR = \$40.75 X 178 = \$7,253.50

---

Given this the 22ND day of APRIL, 2013.

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: 33  
Years of Experience in this District: 10  
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 BRENDA KAY RIDER, 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 25TH day of MARCH, 2013 agrees to employ BRENDA KAY RIDER, 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 12, 2013 to JUNE 02, 2014.

**COMPENSATION FOR SERVICES:** Annual compensation under this contract is \$45,966.00 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 22ND day of APRIL, 2013.

\_\_\_\_\_  
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: 8 SSN: \_\_\_\_\_  
STATE OF ARKANSAS COUNTY OF HEMPSTEAD**

**PARTIES:** The SPRING HILL SCHOOL DISTRICT Party of the First Part, and BRENDA KAY MILES, 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 25TH day of MARCH, 2013, Party of the Second Part as provided herein:

**SERVICE:** Party of the Second Part agrees to perform service as follows:  
DISTRICT TREASURER /BOOKKEEPER

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

Months of school: \_\_\_\_\_ Days of School: 240 Calendar months; from JULY 01, 2013 to JUNE 30, 2014.

**COMPENSATION FOR SERVICES:**

Annual compensation under this contract is \$ 35,966.00 to be paid in 12 installments.

**OTHER CONDITIONS:**

OTHER DUTIES AS ASSIGNED: NOTE: TOTAL HOURS FY 13-14 (1680HRS) 14 HOURS PER WEEK WILL BE ALLOWED TO BE WORKED @ RESIDENCE OF RECORD

Given this the 22ND day of APRIL, 2013.

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 MSE Degree, or  
         Semester Hours.  
Social Security Number:                         

Total Years of Experience: 4  
Years of Experience in this District: 4  
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 LACY RUTH BRITT, 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 25TH day of MARCH, 2013 agrees to employ LACY RUTH BRITT, 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; 200 Days of school;          Calendar months; From AUGUST 05, 2013 to JUNE 09, 2014.

**COMPENSATION FOR SERVICES:** Annual compensation under this contract is \$41,282.00 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; \$38,457/ 190 = \$202.41x200=\$40,482.00,+STIPEND YEARBOOK \$800.00=\$41,282.00**

Given this, the 22<sup>ND</sup> day of MAY, 2012

\_\_\_\_\_  
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: 5  
Certificate based on MSE Degree, or  
         Semester Hours.  
Social Security Number:         

Total Years of Experience: 24  
Years of Experience in this District: 21  
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 LORI K. CHAMBLESS, 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 25TH day of MARCH, 2013 agrees to employ LORI K. CHAMBLESS, 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 12, 2013 to JUNE 02, 2014.

**COMPENSATION FOR SERVICES:** Annual compensation under this contract is \$50,082.00 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: BASE SALARY \$49,457.00 ASSISTANT SOFTBALL COACH \$625.00= \$50,082.00**

Given this, the 22ND day of APRIL, 2013.

\_\_\_\_\_  
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 MSE Degree, or  
         Semester Hours.  
Social Security Number:         

Total Years of Experience: 19  
Years of Experience in this District: 18  
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 LAURA G. 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 25TH day of MARCH, 2012 agrees to employ LAURA G. KIDD, 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; 210 Days of school;          Calendar months; From JULY 17, 2013 to JUNE 13, 2014.

**COMPENSATION FOR SERVICES:** Annual compensation under this contract is \$57,874.30 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 \$46,707.00/ = 210x \$245.83 DAYS= \$51,624.30+ ADDITIONAL DUTIES: ATHLETIC DIRECTOR BASKETBALL \$500.00, JR GIRLS BASKETBALL \$1,500, 7<sup>TH</sup> GRADE GIRLS BASKETBALL \$750.00, SR GIRLES TRACK \$750.00, JR. GIRLS TRACK \$750.00, SR GIRLS BASKETBALL \$2,000.00= \$57,874.30**

Given this, the 22ND day of APRIL, 2013.

\_\_\_\_\_  
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: 13  
Years of Experience in this District: 8  
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 LINDSEY 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 25TH day of MARCH, 2013 agrees to employ LINDSEY WHATLEY, 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 12, 2013 to JUNE 02, 2014.

**COMPENSATION FOR SERVICES:** Annual compensation under this contract is \$38,466.00 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 22ND day of MAY, 2013.

\_\_\_\_\_  
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: 27  
Years of Experience in this District: 21  
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 LAURA J. ZIMMERMAN, 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 25TH day of MARCH, 2013 agrees to employ LAURA J. ZIMMERMAN, 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 12, 2013 to JUNE 02, 2014.

**COMPENSATION FOR SERVICES:** Annual compensation under this contract is \$45,466.00 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 22<sup>ND</sup> day of APRIL, 2013.

\_\_\_\_\_  
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: 2**  
**STATE OF ARKANSAS                      COUNTY OF HEMPSTEAD**

**PARTIES:** The SPRING HILL SCHOOL DISTRICT Party of the First Part, and MARSHA TOWNSEND, 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 25TH day of MARCH, 2013, Party of the Second Part as provided herein:

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

**TIME:** The time period covered by this contract is:  
Months of school: \_\_\_\_\_ Days of School: 180 from AUGUST 15, 2013 to JUNE 02, 2014.

**COMPENSATION FOR SERVICES:**  
Annual compensation under this contract is \$ 23,736.60 to be paid in 12 installments.

**OTHER CONDITIONS:**  
Other Duties As Assigned. \_\_\_\_\_

---

Given this the 22ND day of APRIL, 2013.

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

**SCHOOL EMPLOYEE'S CONTRACT  
CLASSIFIED**

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

**PARTIES:** The SPRING HILL SCHOOL DISTRICT Party of the First Part, and MARCUS MURPHY, 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 JUNE, 2013, Party of the Second Part as provided herein:

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

\_\_\_\_\_

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

Months of school: \_\_\_\_\_ Days of School: 203 from AUGUST 12, 2013 to JUNE 30, 2014.

**COMPENSATION FOR SERVICES:**

Annual compensation under this contract is \$ 10,024.14 to be paid in 10 installments.

**OTHER CONDITIONS:**

Other Duties As Assigned. 6 HOURS PER DAY @ \$8.23 PER HOUR

---

Given this the 26TH day of JUNE, 2013.

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 MSE Degree, or  
         Semester Hours.  
Social Security Number:         

Total Years of Experience: 27  
Years of Experience in this District: 19  
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 MARGIE A. GUERCIO, 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 25th day of MARCH, 2013 agrees to employ MARGIE A. GUERCIO, 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 12, 2013 to JUNE 02, 2014.

**COMPENSATION FOR SERVICES:** Annual compensation under this contract is \$51,107.00 to be paid in 12 installments & \$1,500.00 to be paid in 1 installment in JUNE total of contract \$52,607.00 (13) total 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: BASE SALARY \$51,107.00 +\$1500.00 NATIONAL TEACHER'S CERTIFICATION= \$52,607.00**

Given this, the 22ND day of APRIL, 2013.

\_\_\_\_\_  
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 MSE Degree, or  
         Semester Hours.  
Social Security Number:         

Total Years of Experience: 28  
Years of Experience in this District: 16  
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 MARY L. HARRISON, 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 25TH day of MARCH, 2013 agrees to employ MARY L. HARRISON, 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 12, 2013 to JUNE 02, 2014.

**COMPENSATION FOR SERVICES:** Annual compensation under this contract is \$52,257.00 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; BASE SALARY \$51,657.00+ H/S & ELM G/T COORDINATOR \$600.00 = \$52,257.00**

Given this, the 22ND day of APRIL, 2013.

\_\_\_\_\_  
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: 25  
Years of Experience in this District: 25  
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 MARY WILLMON, 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 25TH day of MARCH, 2013 agrees to employ MARY WILLMON, Party of the Second Part as provided herein:

**SERVICE:** Party of the Second Part agrees to perform service as follows: TEACHER .50 ELM & .50 H/S

**TIME:** The time period covered by this contract is:          Months of school; 190 Days of school;          Calendar months; From AUGUST 12, 2013 to JUNE 02, 2014.

**COMPENSATION FOR SERVICES:** Annual compensation under this contract is \$44,466.00 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 22ND day of APRIL, 2013.

\_\_\_\_\_  
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: 18  
Years of Experience in this District: 18  
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 RHONDA MILLER, 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 25TH day of MARCH, 2013 agrees to employ RHONDA MILLER, 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 12, 2013 to JUNE 02, 2014.

**COMPENSATION FOR SERVICES:** Annual compensation under this contract is \$40,966.00 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 22ND day of APRIL, 2013.

\_\_\_\_\_  
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: 28  
STATE OF ARKANSAS COUNTY OF HEMPSTEAD**

**PARTIES:** The SPRING HILL SCHOOL DISTRICT Party of the First Part, and PATRICIA G. BOBO, 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 25TH day of MARCH, 2013, Party of the Second Part as provided herein:

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

**TIME:** The time period covered by this contract is:  
Months of school: \_\_\_\_\_ Days of School: 183 from 08/12/2013 to 06/02/2014.

**COMPENSATION FOR SERVICES:**  
Annual compensation under this contract is \$ 16,382.16 to be paid in 12 installments.

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

---

Given this the 22ND day of APRIL, 2013.

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

## TEACHER'S CONTRACT

STATE OF ARKANSAS

COUNTY OF Hempstead

**PARTIES:** The Spring Hill School District, Party of the First Part, and RHONDA TEWALT, 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 25<sup>TH</sup> day of MARCH, 2013 agrees to employ RHONDA TEWALT, 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 12, 2013 to JUNE 02, 2014.

**COMPENSATION FOR SERVICES:** Annual compensation under this contract is \$40,466.00 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 22ND day of APRIL, 2013.

\_\_\_\_\_  
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 MSE Degree, or  
         Semester Hours.

Total Years of Experience: 20  
Years of Experience in this District: 1  
Grade(s) or Subject(s) to be Taught:         

Social Security Number: \_\_\_\_\_

## TEACHER'S CONTRACT

STATE OF ARKANSAS

COUNTY OF Hempstead

**PARTIES:** The Spring Hill School District, Party of the First Part, and RUSTY WINFIELD, 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 25TH day of MARCH, 2013 agrees to employ RUSTY WINFIELD, 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 17, 2012 to JUNE 12, 2013.

**COMPENSATION FOR SERVICES:** Annual compensation under this contract is \$56,233.30 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:** \$47,257.00 BASE SALARY= 210 DAY CONTRACT=\$248.73 X 210=\$52,233.30 +ASST. JR HIGH FB \$1000.00+ASST SR HIGH FB \$1000.00+HEAD BASEBALL \$1250.00+ 7<sup>TH</sup> GRADE FB \$750.00 = \$56,233.30

Given this, the 22ND day of APRIL, 2013.

\_\_\_\_\_  
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 MSE Degree, or  
         Semester Hours.  
Social Security Number:         

Total Years of Experience: 5  
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 RUSSELL K. 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 25TH day of MARCH, 2013 agrees to employ RUSSELL K. 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 12, 2013 to JUNE 02, 2014.

**COMPENSATION FOR SERVICES:** Annual compensation under this contract is \$39,007.00 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 22ND day of APRIL, 2013.

\_\_\_\_\_  
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: 20 YRS.  
STATE OF ARKANSAS                      COUNTY OF HEMPSTEAD**

**PARTIES:** The SPRING HILL SCHOOL DISTRICT Party of the First Part, and RENAY MAY, 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 25TH day of     MAY    ,   2013  , Party of the Second Part as provided herein:

**SERVICE:** Party of the Second Part agrees to perform service as follows:  
HIGH SCHOOL SECRETARY =TOTAL 1680 HOURS (178 DAYS @ 8 HOURS =1424 HRS) + SUMMER HOURS 256

**TIME:**        The time period covered by this contract is:  
Months of school:      Days of School:  240  from JULY 01, 2013 to JUNE 30, 2014.

**COMPENSATION FOR SERVICES:**  
Annual compensation under this contract is \$ \$23,856.00 to be paid in 12 installments.

**OTHER CONDITIONS:**  
**OTHER DUTIES AS ASSIGNED:** \_\_\_\_\_

---

Given this the 22ND day of APRIL, 2013.

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 \_\_\_\_\_

**SCHOOL EMPLOYEE'S CONTRACT  
CLASSIFIED**

**Spring Hill School District No. 10 Years of Experience: 4  
STATE OF ARKANSAS                      COUNTY OF HEMPSTEAD**

**PARTIES:** The SPRING HILL SCHOOL DISTRICT Party of the First Part, and SABRINA ROGERS, 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 25TH day of MARCH, 2013, Party of the Second Part as provided herein:

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

**TIME:** The time period covered by this contract is:  
Months of school: \_\_\_\_\_ Days of School: 183 from 08/12/2013 to 06/02/2014.

**COMPENSATION FOR SERVICES:**  
Annual compensation under this contract is \$ 12,105.45 to be paid in 12 installments.

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

---

Given this the 22ND day of APRIL, 2013.

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: <u>5</u>	Total Years of Experience: <u>18.50</u>
Certificate based on <u>MSE</u> Degree, or _____ Semester Hours.	Years of Experience in this District: <u>1</u>
Social Security Number: _____	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 SUSAN E. BUTLER, 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 25<sup>TH</sup> day of MARCH, 2013 agrees to employ SUSAN E. BUTLER, 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 12, 2013 to JUNE, 02, 2014

**COMPENSATION FOR SERVICES:** Annual compensation under this contract is \$46,432.00 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 22<sup>ND</sup> day of APRIL, 2013.

\_\_\_\_\_  
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: 5**  
**STATE OF ARKANSAS COUNTY OF HEMPSTEAD**

**PARTIES:** The SPRING HILL SCHOOL DISTRICT Party of the First Part, and SHERYL A. APLEGATE, 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 25TH day of MARCH, 2013, Party of the Second Part as provided herein:

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

CAFETERIA

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

Months of school: \_\_\_\_\_ Days of School: 183 from 08/12/2013 to 06/02/2014.

**COMPENSATION FOR SERVICES:**

Annual compensation under this contract is \$ 12,282.96 to be paid in 12 installments.

**OTHER CONDITIONS:**

Other Duties As Assigned.

---

Given this the 22ND day of APRIL, 2013.

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 MSE Degree, or  
         Semester Hours.  
Social Security Number:         

Total Years of Experience: 34  
Years of Experience in this District: 10  
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 STEVEN W. BRITTON, 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 25TH day of MARCH, 2013 agrees to employ STEVEN W. BRITTON, Party of the Second Part as provided herein:

**SERVICE:** Party of the Second Part agrees to perform service as follows: H/S PRINCIPAL

**TIME:** The time period covered by this contract is:          Months of school; 240 Days of school;          Calendar months; From JULY 1, 2013 to JUNE 30, 2014.

**COMPENSATION FOR SERVICES:** Annual compensation under this contract is \$68,173.20 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 AS ASSIGNED. \$51,657.00 BASE SALARY=\$271.88 X 240= \$65,251.20 + H/S PRINCIPAL STIPEND \$2,000, TRANSPORTATION DIRECTOR STIPEND \$922 = \$68,183.20

Given this, the 22ND day of APRIL, 2013.

\_\_\_\_\_  
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: 29  
Years of Experience in this District: 28  
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 25TH day of MARCH, 2013 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 12, 2013 to JUNE 02, 2014.

**COMPENSATION FOR SERVICES:** Annual compensation under this contract is \$45,966.00 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 22ND day of APRIL, 2013.

\_\_\_\_\_  
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: 19  
Years of Experience in this District: 19  
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 25TH day of MARCH, 2013 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 12, 2013 to JUNE 02, 2014.

**COMPENSATION FOR SERVICES:** Annual compensation under this contract is \$41,466.00 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 22ND day of APRIL, 2013.

\_\_\_\_\_  
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: 7  
STATE OF ARKANSAS COUNTY OF HEMPSTEAD**

**PARTIES:** The SPRING HILL SCHOOL DISTRICT Party of the First Part, and SHANE 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 25TH day of MARCH, 2013, Party of the Second Part as provided herein:

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

**TIME:** The time period covered by this contract is:  
Months of school: \_\_\_\_\_ Days of School: 178 from AUGUST 19, 2013 to JUNE 02, 2014.

**COMPENSATION FOR SERVICES:**  
Annual compensation under this contract is \$ 6,646.52 to be paid in 12 installments.

**OTHER CONDITIONS:**  
Other Duties As Assigned. \_\_\_\_\_

---

Given this the 22ND day of APRIL, 2013.

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 MSE Degree, or  
         Semester Hours.  
Social Security Number:         

Total Years of Experience: 15  
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 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 25TH day of MARCH, 2013 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, 2013 to JUNE 30, 2014.

**COMPENSATION FOR SERVICES:** Annual compensation under this contract is \$58,295.00 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 ASSIGNED: BASE SALARY \$44,507.00= \$234.25X 240 DAYS= \$56,220.00 +AGRI. STIPEND \$2,075 = \$58,295.00**

Given this, the 22ND day of APRIL, 2013.

\_\_\_\_\_  
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: 5  
Certificate based on MSE Degree, or  
         Semester Hours.  
Social Security Number:         

Total Years of Experience: 22  
Years of Experience in this District: 11  
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 25TH day of MARCH, 2013 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 12, 2013 to JUNE 02, 2014.

**COMPENSATION FOR SERVICES:** Annual compensation under this contract is \$48,357.00 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 22ND day of APRIL, 2013.

\_\_\_\_\_  
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: 10  
Years of Experience in this District: 1  
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 SUZZANE 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 25<sup>TH</sup> day of MARCH, 2013 agrees to employ SUZZANE 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; 190 Days of school;          Calendar months; From AUGUST 12, 2013 to JUNE 02, 2014.

**COMPENSATION FOR SERVICES:** Annual compensation under this contract is \$36,966.00 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 22<sup>ND</sup> day of APRIL, 2013.

\_\_\_\_\_  
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: 4 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 25TH day of MARCH, 2013, Party of the Second Part as provided herein:

**SERVICE:** Party of the Second Part agrees to perform service as follows:  
BOOKKEEPER/ ADMIN SECRETARY .60

**TIME:** The time period covered by this contract is:  
Months of school: \_\_\_\_\_ Days of School: 240 Calendar months; from JULY 01, 2013 to JUNE 30, 2014.

**COMPENSATION FOR SERVICES:**  
Annual compensation under this contract is \$ 26,744.80 to be paid in 12 installments.

**OTHER CONDITIONS:**  
CHEERLEADER SPONSOR: BASE PAY \$ 25744.80 + \$1,000.00 STIPEND FOR JUNIOR  
CHEERLEADER SPONSOR=\$ 26,744.80

---

Given this the 22<sup>ND</sup> day of APRIL, 2013.

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: 3  
Years of Experience in this District: 2  
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 25TH day of MARCH, 2012 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 12, 2013 to JUNE 02, 2014.

**COMPENSATION FOR SERVICES:** Annual compensation under this contract is \$33,466.00 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 22ND day of APRIL, 2013.

\_\_\_\_\_  
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: 2  
Years of Experience in this District: 2  
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 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 25<sup>TH</sup> day of MARCH, 2013 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 12, 2012 TO JUNE 02, 2014.

**COMPENSATION FOR SERVICES:** Annual compensation under this contract is \$32,966.00 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 22<sup>ND</sup> day of APRIL, 2013.

\_\_\_\_\_  
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: 8**  
**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 25TH day of MARCH, 2013, Party of the Second Part as provided herein:

**SERVICE:** Party of the Second Part agrees to perform service as follows:  
PARA-PROFESSIONAL

**TIME:** The time period covered by this contract is:  
Months of school: \_\_\_\_\_ Days of School: 182 from AUGUST 13, 2013 to JUNE 02, 2014.

**COMPENSATION FOR SERVICES:**  
Annual compensation under this contract is \$ 13,093.08 to be paid in 12 installments.

**OTHER CONDITIONS:**  
Other Duties As Assigned. \_\_\_\_\_

---

Given this the 22ND day of APRIL, 2013.

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 MSE Degree, or  
         Semester Hours.  
Social Security Number:         

Total Years of Experience: 13  
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 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 25TH day of MARCH, 2013 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; 240 Days of school;          Calendar months; From JULY 1, 2013 to JUNE 30, 2014.

**COMPENSATION FOR SERVICES:** Annual compensation under this contract is \$61,580.40 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**  
**\$43,407.00=190=\$228.46 X 240 DAYS= \$54,830.401 + ADDITIONAL DUTIES; JR BOYS FOOTBALL \$2,000, SR BOYS FOOTBALL \$2,000, 7<sup>TH</sup> GRADE BOYS FOOTBALL \$750, SR BOYS TRACK \$750, JR BOYS TRACK \$750 ATH DIRECTOR \$500= \$61,580.40**

Given this, the 22ND day of APRIL, 2013.

\_\_\_\_\_  
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 MSE Degree, or  
         Semester Hours.  
Social Security Number:         

Total Years of Experience: 17  
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 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 25TH day of MARCH, 2013 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/COACH

**TIME:** The time period covered by this contract is:          Months of school; 220 Days of school;          Calendar months; From JULY 8, 2014 to JUNE 26, 2014.

**COMPENSATION FOR SERVICES:** Annual compensation under this contract is \$61,058.80 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 \$45,607.00= \$240.04X 220 DAYS = \$52,808.80 + 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 = \$61,058.80**

Given this, the 22ND day of APRIL, 2013.

\_\_\_\_\_  
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: 9  
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 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 25TH day of MARCH, 2013 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 12, 2013 to JUNE 02, 2014.

**COMPENSATION FOR SERVICES:** Annual compensation under this contract is \$36,466.00 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 22ND day of APRIL, 2013.

\_\_\_\_\_  
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: 23  
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 25TH day of MARCH, 2013, Party of the Second Part as provided herein:

**SERVICE:** Party of the Second Part agrees to perform service as follows:  
ELEMENTARY SECRETARY TOTAL 1680 HOURS (178 DAYS @ 8 HOURS = 1424 HOURS + SUMMER 256 HOURS

**TIME:** The time period covered by this contract is:  
Months of school: \_\_\_\_\_ Days of School: 240 from JULY 01, 2013 to JUNE 30, 2014.

**COMPENSATION FOR SERVICES:**  
Annual compensation under this contract is \$ 24,708.00 to be paid in 12 installments.

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

---

Given this the 22ND day of APRIL, 2013.

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: 16  
Years of Experience in this District: 16  
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 TARA L. CAPPS, 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 25TH day of MARCH, 2013 agrees to employ TARA L. CAPPS, 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 12, 2013 to JUNE 02, 2014.

**COMPENSATION FOR SERVICES:** Annual compensation under this contract is \$45,057.00 to be paid in 12 installments & \$1,500.00 to be paid in 1 installment in JUNE TOTAL contract \$46,557.00 (13) total 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; BASE SALARY \$45,057.00 +\$1,500.00 NATIONAL TEACHER'S CERTIFICATION = \$46,557.00**

Given this, the 22ND day of APRIL, 2013.

\_\_\_\_\_  
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: 19  
Years of Experience in this District: 18  
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 VIRGINIA M. CLAYTON, 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 25TH day of MARCH, 2013 agrees to employ VIRGINIA M. CLAYTON, 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 12, 2013 to JUNE 02, 2014.

**COMPENSATION FOR SERVICES:** Annual compensation under this contract is \$41,466.00 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 22ND day of APRIL, 2013.

\_\_\_\_\_  
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: 30  
Years of Experience in this District: 30  
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 25TH day of MARCH, 2013 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 17, 2013 to JUNE 13, 2014.

**COMPENSATION FOR SERVICES:** Annual compensation under this contract is \$50,805.30 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 \$45,966.00 = \$241.93X 210 DAYS = \$50,805.30**

Given this, the 22ND day of APRIL, 2012.

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

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

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

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