

STATE OF IDAHO: CATEGORY 2 CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 17th day of May year of 2024, by and between ICON Charter School in Garden City, Idaho ("the School"), and Tyson Beggs ("the Certified Personnel").

WITNESSETH:


1. The School hereby employs the Certified Personnel pursuant to Section 33-5206(3), Idaho Code, for the duration of the 24/25 school year, consisting of a period of 178 days, and agrees to pay the Certified Personnel for said services a sum of Seventy Three Thousand Three Hundred Ninety Six dollars and Forty Three cents (\$73,396.43), of which 1/12 shall be payable on the 1st day(s) of the months September, year of 2024, to August, year of 2025, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Assignment(s): 1.0 FTE Math Instruction and such other duties as may be assigned by the School for which the Certified Personnel is properly certified and endorsed.
3. The Certified Personnel agrees to perform all assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho and the policies of the School which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein, and that no property rights attach to this Contract beyond the term of this Contract.
5. A full year under this Contract will count towards renewable contract status, in accordance with Section 33-515, Idaho Code.
6. Any material false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

ICON CHARTER SCHOOL GARDEN CITY, STATE OF IDAHO

 CERTIFIED PERSONNEL

 CHAIRMAN, BOARD OF DIRECTORS

Attest:  ADMINISTRATOR OR CLERK

STATE OF IDAHO: CATEGORY 1 CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 17th day of May year of 2024, by and between ICON Charter School in Garden City, Idaho ("the School"), and Paul Benzel ("the Certified Personnel").

WITNESSETH:

1. The School hereby employs the Certified Personnel pursuant to Section 33-5206(3), Idaho Code, on a limited one school-year basis, solely for the duration of the 24/25 school year, consisting of a period of 178 days, and agrees to pay the Certified Personnel for said services a sum of Seventy Three Thousand Three Hundred Ninety Six dollars and Forty Three cents (\$ 73,396.43), of which 1/12 shall be payable on the 1st day(s) of the months September, year of 2024, to August, year of 2025, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Assignment(s): 1.0 FTE English Instruction and such other duties as may be assigned by the School for which the Certified Personnel is properly certified and endorsed.
3. The parties hereto agree that this is a one-year Contract entered into pursuant to Section 33- 514, Idaho Code, which is limited in duration to the school year set forth above, and that no property rights attach to this Contract beyond the term of this Contract. No further notice is required by the School to terminate the Contract at the conclusion of the school year, and such Contract will automatically terminate at the end of the school year.
4. The Certified Personnel agrees to perform all assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
5. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho and the policies of the School which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein.
6. Any material false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

ICON CHARTER SCHOOL GARDEN CITY, STATE OF IDAHO

_____ CERTIFIED PERSONNEL

Paul Benzel CHAIRMAN, BOARD OF DIRECTORS

Attest: _____ ADMINISTRATOR OR CLERK

STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 17th day of May year of 2024, by and between ICON Charter School in Garden City, Idaho ("the School"), and Brenda Close ("the Certified Personnel").

WITNESSETH:

1. The School hereby employs the Certified Personnel pursuant to Section 33-5206(3), Idaho Code for the duration of the 24/25 school year, consisting of a period of 178 days, and agrees to pay the Certified Personnel for said services a sum of Seventy Three Thousand Three Hundred Ninety Six dollars and Forty Three cents (\$73,396.43), of which 1/12 shall be payable on the 1st day(s) of the months September, year of 2024 to August year of 2025, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Assignment(s): 1.0 FTE 11th & 12th Grade English Instruction and such other duties as may be assigned by the School for which the Certified Personnel is properly certified and endorsed.
3. The Certified Personnel agrees to perform all assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho and the policies of the School which are, by reference, incorporated herein and made a part of this agreement the same as if fully set forth herein.
5. Any material false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.
6. The School Board of Directors may terminate or reduce the full-time equivalency status of this contract upon conclusion of the school year stated in Section 1 of this contract, without owing any further compensation, in the event that the Board institutes a reduction in force pursuant to Section 33-522A, Idaho Code, resulting in the termination or reduction of the employment relationship between the School and the Certified Personnel.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

ICON CHARTER SCHOOL Garden City, STATE OF IDAHO

Brenda Close CERTIFIED PERSONNEL

[Signature] CHAIRMAN, BOARD OF DIRECTORS

Attest: [Signature] ADMINISTRATOR OR CLERK

STATE OF IDAHO: CATEGORY 3 CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 17th day of May year of 2024, by and between ICON Charter School in Garden City, Idaho ("the School"), and Kelly Culligan ("the Certified Personnel").

WITNESSETH:

- The School hereby employs the Certified Personnel pursuant to Section 33-5206(3), Idaho Code for the duration of the 24/25 school year, consisting of a period of 178 days, and agrees to pay the Certified Personnel for said services a sum of Sixty Six Thousand Fifty Six dollars and Eighty Six cents (\$ 66,056.86), of which 1/12 shall be payable on the 1st day(s) of the months September, year of 2024 to August year of 2025, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
- Assignment(s): 1.0 FTE CTE Instruction and such other duties as may be assigned by the School for which the Certified Personnel is properly certified and endorsed.
- The Certified Personnel agrees to perform all assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
- It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho and the policies of the School which are, by reference, incorporated herein and made a part of this agreement the same as if fully set forth herein, and that no property rights attach to this Contract beyond the term of this Contract and the non-renewal procedures provided in Section 33-514(2)(c), Idaho Code.
- A full year under this Contract will count towards renewable contract status, in accordance with Section 33-515, Idaho Code
- Any material false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.
- It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
- The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

ICON CHARTER SCHOOL Garden City, STATE OF IDAHO
Kelly Culligan CERTIFIED PERSONNEL 06/07/2024
[Signature] CHAIRMAN, BOARD OF DIRECTORS
 Attest: [Signature] ADMINISTRATOR OR CLERK

STATE OF IDAHO: CATEGORY 3 CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 6th day of June year of 2024, by and between ICON Charter School in Garden City, Idaho ("the School"), and Daniel Drlik ("the Certified Personnel").

WITNESSETH:

1. The School hereby employs the Certified Personnel pursuant to Section 33-5206(3), Idaho Code, for the duration of the 24/25 school year, consisting of a period of 178 days, and agrees to pay the Certified Personnel for said services a sum of Thirty Six Thousand Six Hundred Ninety Eight Dollars and Twenty Two Cents (\$ 36,698.22), of which 1/12 shall be payable on the 1st day(s) of the months September, year of 2024 to August, year of 2025, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Assignment(s): 0.50 FTE Math Instruction and such other duties as may be assigned by the School for which the Certified Personnel is properly certified and endorsed.
3. The Certified Personnel agrees to perform all assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho and the policies of the School which are, by reference, incorporated herein and made a part of this agreement the same as if fully set forth herein, and that no property rights attach to this Contract beyond the term of this Contract and the non-renewal procedures provided in Section 33-514(2)(c), Idaho Code.
5. A full year under this Contract will count towards renewable contract status, in accordance with Section 33-515, Idaho Code
6. Any material false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

ICON CHARTER SCHOOL Garden City, STATE OF IDAHO

[Signature] CERTIFIED PERSONNEL

[Signature] CHAIRMAN, BOARD OF DIRECTORS

Attest: [Signature] ADMINISTRATOR OR CLERK

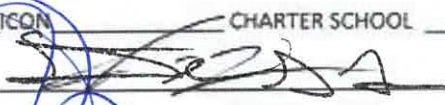

STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 17th day of May year of 2024, by and between ICON Charter School in Garden City, Idaho ("the School"), and Ian Fitzpatrick ("the Certified Personnel").

WITNESSETH:

1. The School hereby employs the Certified Personnel pursuant to Section 33-5206(3), Idaho Code for the duration of the 24/25 school year, consisting of a period of 178 days, and agrees to pay the Certified Personnel for said services a sum of Seventy Three Thousand Three Hundred Ninety Six dollars and Forty Three cents (\$ 73,396.43), of which 1/12 shall be payable on the 1st day(s) of the months September, year of 2024 to August year of 2025, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Assignment(s): 1.0 FTE Science Instruction and such other duties as may be assigned by the School for which the Certified Personnel is properly certified and endorsed.
3. The Certified Personnel agrees to perform all assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho and the policies of the School which are, by reference, incorporated herein and made a part of this agreement the same as if fully set forth herein.
5. Any material false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.
6. The School Board of Directors may terminate or reduce the full-time equivalency status of this contract upon conclusion of the school year stated in Section 1 of this contract, without owing any further compensation, in the event that the Board institutes a reduction in force pursuant to Section 33-522A, Idaho Code, resulting in the termination or reduction of the employment relationship between the School and the Certified Personnel.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

ICON CHARTER SCHOOL Garden City, STATE OF IDAHO
 CERTIFIED PERSONNEL
 CHAIRMAN, BOARD OF DIRECTORS

STATE OF IDAHO: CATEGORY 2 CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 17th day of May year of 2024, by and between ICON Charter School in Garden City, Idaho ("the School"), and RonLee Flansburg ("the Certified Personnel").

WITNESSETH:

1. The School hereby employs the Certified Personnel pursuant to Section 33-5206(3), Idaho Code, for the duration of the 24/25 school year, consisting of a period of 178 days, and agrees to pay the Certified Personnel for said services a sum of Sixty Six Thousand Fifty Six dollars and Eighty Six cents (\$ 66,056.86), of which 1/12 shall be payable on the 1st day(s) of the months September, year of 2024, to August, year of 2025, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Assignment(s): 1.0 FTE English Instruction and such other duties as may be assigned by the School for which the Certified Personnel is properly certified and endorsed.
3. The Certified Personnel agrees to perform all assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho and the policies of the School which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein, and that no property rights attach to this Contract beyond the term of this Contract.
5. A full year under this Contract will count towards renewable contract status, in accordance with Section 33-515, Idaho Code.
6. Any material false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

□

ICON CHARTER SCHOOL GARDEN CITY, STATE OF IDAHO
RonLee Flansburg CERTIFIED PERSONNEL
 _____ CHAIRMAN, BOARD OF DIRECTORS
 Attest: _____ ADMINISTRATOR OR CLERK

This contract form was prepared pursuant to Section 33-515, Idaho Code, and approved by the State Superintendent of Public Instruction, as a contract which may be used by school districts. Any other form must be approved by the State Superintendent, and reviewed for reapproval every three years.

STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this ___17th___ day of ___May___ year of ___2024___, by and between ___ICON___ Charter School in ___Garden City___, Idaho ("the School"), and ___Kristy Timmons___ ("the Certified Personnel").

WITNESSETH:

1. The School hereby employs the Certified Personnel pursuant to Section 33-5206(3), Idaho Code for the duration of the ___24/25___ school year, consisting of a period of ___178___ days, and agrees to pay the Certified Personnel for said services a sum of _Seventy Three Thousand Three Hundred Ninety Six dollars and Forty Three cents_ (\$_73,396.43_), of which _1/12___ shall be payable on the _1st___ day(s) of the months ___September___, year of ___2024___ to ___August___ year of ___2025___, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Assignment(s): _____ 1.0 FTE English Instruction _____ and such other duties as may be assigned by the School for which the Certified Personnel is properly certified and endorsed.
3. The Certified Personnel agrees to perform all assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho and the policies of the School which are, by reference, incorporated herein and made a part of this agreement the same as if fully set forth herein.
5. Any material false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.
6. The School Board of Directors may terminate or reduce the full-time equivalency status of this contract upon conclusion of the school year stated in Section 1 of this contract, without owing any further compensation, in the event that the Board institutes a reduction in force pursuant to Section 33-522A, Idaho Code, resulting in the termination or reduction of the employment relationship between the School and the Certified Personnel.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

____ICON_____ CHARTER SCHOOL ____Garden City_____, STATE OF
IDAHO

Andy [unclear]
[Signature]

CERTIFIED PERSONNEL

[Signature]

CHAIRMAN, BOARD OF DIRECTORS

Attest:

[Signature]

ADMINISTRATOR OR CLERK

STATE OF IDAHO: CATEGORY 3 CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 17th day of May year of 2024, by and between ICON Charter School in Garden City, Idaho ("the School"), and Mark Lagomarsino ("the Certified Personnel").

WITNESSETH:

1. The School hereby employs the Certified Personnel pursuant to Section 33-5206(3), Idaho Code for the duration of the 24/25 school year, consisting of a period of 178 days, and agrees to pay the Certified Personnel for said services a sum of Seventy Three Thousand Three Hundred Ninety Six dollars and Forty Three cents (\$73,396.43), of which 1/12 shall be payable on the 1st day(s) of the months September, year of 2024 to August year of 2025, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Assignment(s): 1.0 FTE Social Studies Instruction and such other duties as may be assigned by the School for which the Certified Personnel is properly certified and endorsed.
3. The Certified Personnel agrees to perform all assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho and the policies of the School which are, by reference, incorporated herein and made a part of this agreement the same as if fully set forth herein, and that no property rights attach to this Contract beyond the term of this Contract and the non-renewal procedures provided in Section 33-514(2)(c), Idaho Code.
5. A full year under this Contract will count towards renewable contract status, in accordance with Section 33-515, Idaho Code
6. Any material false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

ICON CHARTER SCHOOL Garden City, STATE OF IDAHO
Mark Lagomarsino CERTIFIED PERSONNEL
[Signature] CHAIRMAN, BOARD OF DIRECTORS
 Attest: [Signature] ADMINISTRATOR OR CLERK

STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 17th day of May year of 2024, by and between ICON Charter School in Garden City, Idaho ("the School"), and Patricia Donaldson Lehne ("the Certified Personnel").

WITNESSETH:

1. The School hereby employs the Certified Personnel pursuant to Section 33-5206(3), Idaho Code for the duration of the 24/25 school year, consisting of a period of 178 days, and agrees to pay the Certified Personnel for said services a sum Seventy Three Thousand Three Hundred Ninety Six dollars and Forty Three cents (\$73,396.43), of which 1/12 shall be payable on the 1st day(s) of the months September, year of 2024 to August year of 2025, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Assignment(s): 1.0 FTE Science/Nursing Instruction and such other duties as may be assigned by the School for which the Certified Personnel is properly certified and endorsed.
3. The Certified Personnel agrees to perform all assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho and the policies of the School which are, by reference, incorporated herein and made a part of this agreement the same as if fully set forth herein.
5. Any material false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.
6. The School Board of Directors may terminate or reduce the full-time equivalency status of this contract upon conclusion of the school year stated in Section 1 of this contract, without owing any further compensation, in the event that the Board institutes a reduction in force pursuant to Section 33-522A, Idaho Code, resulting in the termination or reduction of the employment relationship between the School and the Certified Personnel.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

ICON CHARTER SCHOOL Garden City, STATE OF IDAHO

Patricia Donaldson Lehne CERTIFIED PERSONNEL

[Signature] CHAIRMAN, BOARD OF DIRECTORS

STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 17th day of May year of 2024, by and between ICON Charter School in Garden City, Idaho ("the School"), and Justin Gardner ("the Certified Personnel").

WITNESSETH:

1. The School hereby employs the Certified Personnel pursuant to Section 33-5206(3), Idaho Code for the duration of the 24/25 school year, consisting of a period of 178 days, and agrees to pay the Certified Personnel for said services a sum of Eighteen Thousand Three Hundred Forty Niine dollars and Eleven cents (\$18,349.11), of which 1/12 shall be payable on the 1st day(s) of the months September, year of 2024 to August year of 2025, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Assignment(s): 0.25 FTE Math Instruction and such other duties as may be assigned by the School for which the Certified Personnel is properly certified and endorsed.
3. The Certified Personnel agrees to perform all assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho and the policies of the School which are, by reference, incorporated herein and made a part of this agreement the same as if fully set forth herein.
5. Any material false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.
6. The School Board of Directors may terminate or reduce the full-time equivalency status of this contract upon conclusion of the school year stated in Section 1 of this contract, without owing any further compensation, in the event that the Board institutes a reduction in force pursuant to Section 33-522A, Idaho Code, resulting in the termination or reduction of the employment relationship between the School and the Certified Personnel.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

ICON CHARTER SCHOOL Garden City, STATE OF IDAHO

Justin Gardner CERTIFIED PERSONNEL

[Signature] CHAIRMAN, BOARD OF DIRECTORS

Attest: [Signature] ADMINISTRATOR OR CLERK

STATE OF IDAHO: Renewable charter school Certified Personnel Contract

THIS CONTRACT, made this 17th day of May year of 2024, by and between ICON Charter School in Garden City, Idaho ("the School"), and Colleen Hagen ("the Certified Personnel").

WITNESSETH:

The School hereby employs the Certified Personnel pursuant to Section 33-5206(3), Idaho Code for the duration of the 24/25 school year, consisting of a period of 183 days, and agrees to pay the Certified Personnel for said services a sum of Eighty Two Thousand Seven Hundred One dollars and Twenty Six cents (\$ 82,701.26), of which 1/12 shall be payable on the 1st day(s) of the months September, year of 2024 to August year of 2025, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.

Assignment(s): Full Time Leadership and such other duties as may be assigned by the School for which the Certified Personnel is properly certified and endorsed.

The Certified Personnel agrees to perform all assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.

It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho and the policies of the School which are, by reference, incorporated herein and made a part of this agreement the same as if fully set forth herein.

Any material false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.

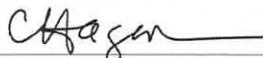
The School Board of Directors may terminate or reduce the full-time equivalency status of this contract upon conclusion of the school year stated in Section 1 of this contract, without owing any further compensation, in the event that the Board institutes a reduction in force pursuant to Section 33-522A, Idaho Code, resulting in the termination or reduction of the employment relationship between the School and the Certified Personnel.

It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.

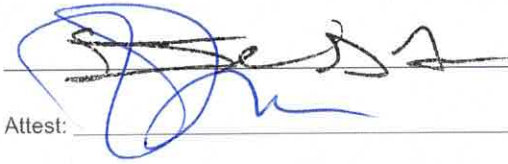
The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

ICON CHARTER SCHOOL Garden City, STATE OF IDAHO

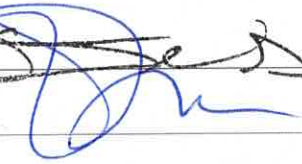


CERTIFIED PERSONNEL

A handwritten signature in black ink, consisting of several loops and a long horizontal stroke, positioned above a horizontal line.

CHAIRMAN, BOARD OF DIRECTORS

Attest:

A handwritten signature in blue ink, consisting of a large circular loop followed by a horizontal stroke, positioned above a horizontal line.

ADMINISTRATOR OR CLERK

STATE OF IDAHO: CATEGORY 2 CHARTER SCHOOL CERTIFIED
PERSONNEL CONTRACT

SDE Reviewed and Approved 3/28/2019

THIS CONTRACT, made this 17th day of May year of 2024, by and between
ICON Charter School in Garden City, Idaho ("the
School"), and Alisia Croslin ("the Certified Personnel").

WITNESSETH:

1. The School hereby employs the Certified Personnel pursuant to Section 33-5206(3), Idaho Code, for the duration of the 24/25 school year, consisting of a period of 178 days, and agrees to pay the Certified Personnel for said services a sum of Seventy Three Thousand Three Hundred Ninety Six dollars and Forty Three cents (\$ 73,396.43), of which 1/12 shall be payable on the 1st day(s) of the month September, year of 2024, to August, year of 2025, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Assignment(s): 1.0 FTE Math Instruction and such other duties as may be assigned by the School for which the Certified Personnel is properly certified and endorsed.
3. The Certified Personnel agrees to perform all assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho and the policies of the School which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein, and that no property rights attach to this Contract beyond the term of this Contract.
5. A full year under this Contract will count towards renewable contract status, in accordance with Section 33-515, Idaho Code.
6. Any material false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

Alisia Croslin CHARTER SCHOOL: GARDEN CITY, STATE OF IDAHO
CERTIFIED PERSONNEL
CHAIRMAN, BOARD OF DIRECTORS
ADMINISTRATOR OR CLERK

This contract form was prepared pursuant to Section 33-513, Idaho Code, and approved by the State Superintendent of Public Instruction, as a contract which may be used by charter schools. Any other form must be approved by the State Superintendent, and reviewed for reapproval every three years.

STATE OF IDAHO: CATEGORY 1 CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

SDE Reviewed and Approved 3/28/2019

THIS CONTRACT, made this 17th day of May year of 2024, by and between
ICON Charter School in Garden City, Idaho ("the School"), and Michelle Harmon ("the Certified Personnel").

WITNESSETH:

1. The School hereby employs the Certified Personnel pursuant to Section 33-5206(3), Idaho Code, on a limited one school-year basis, solely for the duration of the 24/25 school year, consisting of a period of 178 days, and agrees to pay the Certified Personnel for said services a sum of Seventy Three Thousand Three Hundred Ninety Six dollars and Forty Three cents (\$ 73,396.43), of which 1/12 shall be payable on the 1st day(s) of the months September, year of 2024, to August, year of 2025, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Assignment(s): 1.0 FTE Science Instruction and such other duties as may be assigned by the School for which the Certified Personnel is properly certified and endorsed.
3. The parties hereto agree that this is a one-year Contract entered into pursuant to Section 33- 514, Idaho Code, which is limited in duration to the school year set forth above, and that no property rights attach to this Contract beyond the term of this Contract. No further notice is required by the School to terminate the Contract at the conclusion of the school year, and such Contract will automatically terminate at the end of the school year.
4. The Certified Personnel agrees to perform all assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
5. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho and the policies of the School which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein.
6. Any material false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

ICON CHARTER SCHOOL GARDEN CITY STATE OF IDAHO
Michelle Harmon CERTIFIED PERSONNEL
CHAIRMAN, BOARD OF DIRECTORS
Attest: _____ ADMINISTRATOR OR CLERK

This contract form was prepared pursuant to Section 33-513, Idaho Code, and approved by the State Superintendent of Public Instruction, as a contract which may be used by school schools. Any other form must be approved by the State Superintendent, and reviewed for reapproval every three years.

STATE OF IDAHO: CATEGORY 2 CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 17th day of May year of 2024, by and between ICON Charter School in Garden City, Idaho ("the School"), and Moriah Haws ("the Certified Personnel").

WITNESSETH:

1. The School hereby employs the Certified Personnel pursuant to Section 33-5206(3), Idaho Code, for the duration of the 24/25 school year, consisting of a period of 178 days, and agrees to pay the Certified Personnel for said services a sum of Seventy Three Thousand Three Hundred Ninety Six dollars and Forty Three cents (\$73,396.43), of which 1/12 shall be payable on the 1st day(s) of the months September, year of 2024, to August, year of 2025, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Assignment(s): 1.0 FTE History Instruction and such other duties as may be assigned by the School for which the Certified Personnel is properly certified and endorsed.
3. The Certified Personnel agrees to perform all assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho and the policies of the School which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein, and that no property rights attach to this Contract beyond the term of this Contract.
5. A full year under this Contract will count towards renewable contract status, in accordance with Section 33-515, Idaho Code.
6. Any material false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

ICON CHARTER SCHOOL GARDEN CITY, STATE OF IDAHO

Moriah Haws CERTIFIED PERSONNEL

[Signature] CHAIRMAN, BOARD OF DIRECTORS

Attest: [Signature] ADMINISTRATOR OR CLERK

SDE Reviewed and Approved 4/4/2017

Attest: _____

ADMINISTRATOR OR CLERK

STATE OF IDAHO: CATEGORY 1 CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 17th day of May year of 2024, by and between ICON Charter School in Garden City, Idaho ("the School"), and Julie Lopez ("the Certified Personnel").

WITNESSETH:

1. The School hereby employs the Certified Personnel pursuant to Section 33-5206(3), Idaho Code, on a limited one school-year basis, solely for the duration of the 24/25 school year, consisting of a period of 178 days, and agrees to pay the Certified Personnel for said services a sum of Seventy Three Thousand Three Hundred Ninety Six dollars and Forty Three cents (\$ 73,396.43), of which 1/12 shall be payable on the 1st day(s) of the months September, year of 2024, to August, year of 2025, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Assignment(s): 1.0 FTE High School History and such other duties as may be assigned by the School for which the Certified Personnel is properly certified and endorsed.
3. The parties hereto agree that this is a one-year Contract entered into pursuant to Section 33- 514, Idaho Code, which is limited in duration to the school year set forth above, and that no property rights attach to this Contract beyond the term of this Contract. No further notice is required by the School to terminate the Contract at the conclusion of the school year, and such Contract will automatically terminate at the end of the school year.
4. The Certified Personnel agrees to perform all assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
5. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho and the policies of the School which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein.
6. Any material false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

ICON CHARTER SCHOOL GARDEN CITY, STATE OF IDAHO
Julie A. Lopez CERTIFIED PERSONNEL
[Signature] CHAIRMAN, BOARD OF DIRECTORS
 Attest: [Signature] ADMINISTRATOR OR CLERK

This contract form was prepared pursuant to Section 33-5206(3), Idaho Code, and approved by the State Superintendent of Public Instruction, as a contract which may be used by charter schools.

STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 17th day of May year of 2024, by and between ICON Charter School in Garden City, Idaho ("the School"), and Kathryn Milburn ("the Certified Personnel").

WITNESSETH:

1. The School hereby employs the Certified Personnel pursuant to Section 33-5206(3), Idaho Code for the duration of the 24/25 school year, consisting of a period of 178 days, and agrees to pay the Certified Personnel for said services a sum of Seventy Three Thousand Three Hundred Ninety Six dollars and Forty Three cents (\$73,396.43), of which 1/12 shall be payable on the 1st day(s) of the months September, year of 2024 to August year of 2025, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Assignment(s): .50 Social Studies and .50 Leadership and such other duties as may be assigned by the School for which the Certified Personnel is properly certified and endorsed.
3. The Certified Personnel agrees to perform all assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho and the policies of the School which are, by reference, incorporated herein and made a part of this agreement the same as if fully set forth herein.
5. Any material false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.
6. The School Board of Directors may terminate or reduce the full-time equivalency status of this contract upon conclusion of the school year stated in Section 1 of this contract, without owing any further compensation, in the event that the Board institutes a reduction in force pursuant to Section 33-522A, Idaho Code, resulting in the termination or reduction of the employment relationship between the School and the Certified Personnel.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

ICON CHARTER SCHOOL Garden City, STATE OF IDAHO

[Signature] CERTIFIED PERSONNEL

[Signature] CHAIRMAN, BOARD OF DIRECTORS

STATE OF IDAHO: CATEGORY 1 CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 17th day of May year of 2024, by and between ICON Charter School in Garden City, Idaho ("the School"), and David Miles ("the Certified Personnel").

WITNESSETH:

1. The School hereby employs the Certified Personnel pursuant to Section 33-5206(3), Idaho Code, on a limited one school-year basis, solely for the duration of the 24/25 school year, consisting of a period of 178 days, and agrees to pay the Certified Personnel for said services a sum of Eighteen Thousand Three Hundred Forty Nine dollars and Eleven cents (\$ 18,349.11), of which 1/12 shall be payable on the 1st day(s) of the months September, year of 2024, to August, year of 2025, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Assignment(s): 0.25 FTE Social Studies Instruction and such other duties as may be assigned by the School for which the Certified Personnel is properly certified and endorsed.
3. The parties hereto agree that this is a one-year Contract entered into pursuant to Section 33- 514, Idaho Code, which is limited in duration to the school year set forth above, and that no property rights attach to this Contract beyond the term of this Contract. No further notice is required by the School to terminate the Contract at the conclusion of the school year, and such Contract will automatically terminate at the end of the school year.
4. The Certified Personnel agrees to perform all assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
5. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho and the policies of the School which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein.
6. Any material false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

ICON CHARTER SCHOOL GARDEN CITY, STATE OF IDAHO

[Signature] CERTIFIED PERSONNEL

[Signature] CHAIRMAN, BOARD OF DIRECTORS

Attest: [Signature] ADMINISTRATOR OR CLERK

STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 17th day of May year of 2024, by and between ICON Charter School in Garden City, Idaho ("the School"), and Rosemary Miller ("the Certified Personnel").

WITNESSETH:

1. The School hereby employs the Certified Personnel pursuant to Section 33-5206(3), Idaho Code for the duration of the 24/25 school year, consisting of a period of 188 days, and agrees to pay the Certified Personnel for said services a sum Eighty Two Thousand Seven Hundred One dollars and Twenty Six cents (\$ 82,701.26), of which 1/12 shall be payable on the 1st day(s) of the months September, year of 2024 to August year of 2025, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Assignment(s) Full Time Leadership and such other duties as may be assigned by the School for which the Certified Personnel is properly certified and endorsed.
3. The Certified Personnel agrees to perform all assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho and the policies of the School which are, by reference, incorporated herein and made a part of this agreement the same as if fully set forth herein.
5. Any material false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.
6. The School Board of Directors may terminate or reduce the full-time equivalency status of this contract upon conclusion of the school year stated in Section 1 of this contract, without owing any further compensation, in the event that the Board institutes a reduction in force pursuant to Section 33-522A, Idaho Code, resulting in the termination or reduction of the employment relationship between the School and the Certified Personnel.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

ICON CHARTER SCHOOL Garden City, STATE OF IDAHO
Rosemary Miller CERTIFIED PERSONNEL
[Signature] CHAIRMAN, BOARD OF DIRECTORS

STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 17th day of May year of 2024, by and between ICON Charter School in Garden City, Idaho ("the School"), and Victoria Moroney ("the Certified Personnel").

WITNESSETH:

1. The School hereby employs the Certified Personnel pursuant to Section 33-5206(3), Idaho Code for the duration of the 24/25 school year, consisting of a period of 178 days, and agrees to pay the Certified Personnel for said services a sum Eighteen Thousand Three Hundred Forty Nine dollars and Eleven cents (\$ 18,349.11), of which 1/12 shall be payable on the 1st day(s) of the months September, year of 2024 to August year of 2025, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Assignment(s): 0.25 FTE Spanish Instruction and such other duties as may be assigned by the School for which the Certified Personnel is properly certified and endorsed.
3. The Certified Personnel agrees to perform all assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho and the policies of the School which are, by reference, incorporated herein and made a part of this agreement the same as if fully set forth herein.
5. Any material false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.
6. The School Board of Directors may terminate or reduce the full-time equivalency status of this contract upon conclusion of the school year stated in Section 1 of this contract, without owing any further compensation, in the event that the Board institutes a reduction in force pursuant to Section 33-522A, Idaho Code, resulting in the termination or reduction of the employment relationship between the School and the Certified Personnel.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

ICON CHARTER SCHOOL Garden City, STATE OF IDAHO

Victoria Moroney CERTIFIED PERSONNEL

[Signature] CHAIRMAN, BOARD OF DIRECTORS

Attest: [Signature] ADMINISTRATOR OR CLERK

STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 17th day of May year of 2024, by and between ICON Charter School in Garden City, Idaho ("the School"), and Kendra Pettit ("the Certified Personnel").

WITNESSETH:

1. The School hereby employs the Certified Personnel pursuant to Section 33-5206(3), Idaho Code for the duration of the 24/25 school year, consisting of a period of 178 days, and agrees to pay the Certified Personnel for said services a sum of Seventy Three Thousand Three Hundred Ninety Six dollars and Forty Three cents (\$ 73,396.43), of which 1/12 shall be payable on the 1st day(s) of the months September, year of 2024 to August year of 2025, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Assignment(s): Full Time Counselor and such other duties as may be assigned by the School for which the Certified Personnel is properly certified and endorsed.
3. The Certified Personnel agrees to perform all assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho and the policies of the School which are, by reference, incorporated herein and made a part of this agreement the same as if fully set forth herein.
5. Any material false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.
6. The School Board of Directors may terminate or reduce the full-time equivalency status of this contract upon conclusion of the school year stated in Section 1 of this contract, without owing any further compensation, in the event that the Board institutes a reduction in force pursuant to Section 33-522A, Idaho Code, resulting in the termination or reduction of the employment relationship between the School and the Certified Personnel.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

ICON CHARTER SCHOOL Garden City, STATE OF IDAHO
Kendra Pettit CERTIFIED PERSONNEL
 Attest: _____ CHAIRMAN, BOARD OF DIRECTORS
 _____ ADMINISTRATOR OR CLERK

This contract form was prepared pursuant to Section 33-513, Idaho Code, and approved by the State Superintendent of Public Instruction, as a contract which may be used by school Schools. Any other form must be approved by the State Superintendent, and reviewed for reapproval every three years.

STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 17th day of May year of 2024, by and between ICON Charter School in Garden City, Idaho ("the School"), and Chad Ritzer ("the Certified Personnel").

WITNESSETH:

1. The School hereby employs the Certified Personnel pursuant to Section 33-5206(3), Idaho Code for the duration of the 24/25 school year, consisting of a period of 178 days, and agrees to pay the Certified Personnel for said services a sum of Fifty Five Thousand Forty Seven dollars and Thirty Two cents (\$ 55,047.32), of which 1/12 shall be payable on the 1st day(s) of the months September, year of 2024 to August year of 2025, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Assignment(s): 0.75 FTE Math Instruction and such other duties as may be assigned by the School for which the Certified Personnel is properly certified and endorsed.
3. The Certified Personnel agrees to perform all assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho and the policies of the School which are, by reference, incorporated herein and made a part of this agreement the same as if fully set forth herein.
5. Any material false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.
6. The School Board of Directors may terminate or reduce the full-time equivalency status of this contract upon conclusion of the school year stated in Section 1 of this contract, without owing any further compensation, in the event that the Board institutes a reduction in force pursuant to Section 33-522A, Idaho Code, resulting in the termination or reduction of the employment relationship between the School and the Certified Personnel.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

ICON CHARTER SCHOOL Garden City, STATE OF IDAHO

[Signature] CERTIFIED PERSONNEL

[Signature] CHAIRMAN, BOARD OF DIRECTORS

Attest: [Signature] ADMINISTRATOR OR CLERK

STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 17th day of May year of 2024, by and between ICON Charter School in Garden City, Idaho ("the School"), and Natalie Tau ("the Certified Personnel").

WITNESSETH:

1. The School hereby employs the Certified Personnel pursuant to Section 33-5206(3), Idaho Code for the duration of the 24/25 school year, consisting of a period of 188 days, and agrees to pay the Certified Personnel for said services a sum Eighty Two Thousand Seven Hundred One dollars and Twenty Six cents (\$ 82,701.26), of which 1/12 shall be payable on the 1st day(s) of the months September, year of 2024 to August year of 2025, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Assignment(s): 1.0 FTE Special Education and such other duties as may be assigned by the School for which the Certified Personnel is properly certified and endorsed.
3. The Certified Personnel agrees to perform all assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho and the policies of the School which are, by reference, incorporated herein and made a part of this agreement the same as if fully set forth herein.
5. Any material false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.
6. The School Board of Directors may terminate or reduce the full-time equivalency status of this contract upon conclusion of the school year stated in Section 1 of this contract, without owing any further compensation, in the event that the Board institutes a reduction in force pursuant to Section 33-522A, Idaho Code, resulting in the termination or reduction of the employment relationship between the School and the Certified Personnel.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

ICON CHARTER SCHOOL Garden City, STATE OF IDAHO
Natalie Tau CERTIFIED PERSONNEL
[Signature] CHAIRMAN, BOARD OF DIRECTORS
 Attest: [Signature] ADMINISTRATOR OR CLERK

This contract form was prepared pursuant to Section 33-5206(3), Idaho Code, and approved by the State Superintendent of Public Instruction as a contract

STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 17th day of May year of 2024, by and between ICON Charter School in Garden City, Idaho ("the School"), and Chad Ritzer ("the Certified Personnel").

WITNESSETH:

1. The School hereby employs the Certified Personnel pursuant to Section 33-5206(3), Idaho Code for the duration of the 24/25 school year, consisting of a period of 178 days, and agrees to pay the Certified Personnel for said services a sum of Thirty Six Thousand Six Hundred Ninety Eight dollars and Twenty Two cents (\$ 36,698.22), of which 1/12 shall be payable on the 1st day(s) of the months September, year of 2024 to August year of 2025, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Assignment(s): 50 FTE Art Instruction and such other duties as may be assigned by the School for which the Certified Personnel is properly certified and endorsed.
3. The Certified Personnel agrees to perform all assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho and the policies of the School which are, by reference, incorporated herein and made a part of this agreement the same as if fully set forth herein.
5. Any material false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.
6. The School Board of Directors may terminate or reduce the full-time equivalency status of this contract upon conclusion of the school year stated in Section 1 of this contract, without owing any further compensation, in the event that the Board institutes a reduction in force pursuant to Section 33-522A, Idaho Code, resulting in the termination or reduction of the employment relationship between the School and the Certified Personnel.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

ICON CHARTER SCHOOL Garden City, STATE OF IDAHO

[Signature] CERTIFIED PERSONNEL

[Signature] CHAIRMAN, BOARD OF DIRECTORS

STATE OF IDAHO: CATEGORY 1 CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 17th day of May year of 2024, by and between ICON Charter School in Garden City, Idaho ("the School"), and Andrea Robbins ("the Certified Personnel").

WITNESSETH:

- 1. The School hereby employs the Certified Personnel pursuant to Section 33-5206(3), Idaho Code, on a limited one school-year basis, solely for the duration of the 24/25 school year, consisting of a period of 178 days, and agrees to pay the Certified Personnel for said services a sum of Seventy Three Thousand Three Hundred Ninety Six dollars and Forty Three cents (\$73,396.43), of which 1/12 shall be payable on the 1st day(s) of the months September, year of 2024, to August, year of 2025, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Assignment(s): 1.0 FTE Science Instruction and such other duties as may be assigned by the School for which the Certified Personnel is properly certified and endorsed.
3. The parties hereto agree that this is a one-year Contract entered into pursuant to Section 33- 514, Idaho Code, which is limited in duration to the school year set forth above, and that no property rights attach to this Contract beyond the term of this Contract. No further notice is required by the School to terminate the Contract at the conclusion of the school year, and such Contract will automatically terminate at the end of the school year.
4. The Certified Personnel agrees to perform all assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
5. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho and the policies of the School which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein.
6. Any material false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

ICON CHARTER SCHOOL GARDEN CITY, STATE OF IDAHO
[Signature] CERTIFIED PERSONNEL
[Signature] CHAIRMAN, BOARD OF DIRECTORS
Attest: [Signature] ADMINISTRATOR OR CLERK

STATE OF IDAHO: Renewable charter school Certified Personnel Contract

THIS CONTRACT, made this 17th day of May year of 2024, by and between ICON Charter School in Garden City, Idaho ("the School"), and Steven J. Sanders ("the Certified Personnel").

WITNESSETH:

The School hereby employs the Certified Personnel pursuant to Section 33-5206(3), Idaho Code for the duration of the 24/25 school year, consisting of a period of 178 days, and agrees to pay the Certified Personnel for said services a sum of Sixty Six Thousand Fifty Six dollars and Eighty Six cents (\$ 66,056.86), of which 1/12 shall be payable on the 1st day(s) of the months September, year of 2024 to August year of 2025, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.

Assignment(s): 1.0 FTE Health/PE/Testing and such other duties as may be assigned by the School for which the Certified Personnel is properly certified and endorsed.

The Certified Personnel agrees to perform all assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho and the policies of the School which are, by reference, incorporated herein and made a part of this agreement the same as if fully set forth herein.

Any material false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.

The School Board of Directors may terminate or reduce the full-time equivalency status of this contract upon conclusion of the school year stated in Section 1 of this contract, without owing any further compensation, in the event that the Board institutes a reduction in force pursuant to Section 33-522A, Idaho Code, resulting in the termination or reduction of the employment relationship between the School and the Certified Personnel.

It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.

The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

ICON CHARTER SCHOOL Garden City, STATE OF IDAHO

[Signature] CERTIFIED PERSONNEL
CHAIRMAN, BOARD OF

DIRECTORS

Attest:

[Signature] ADMINISTRATOR OR CLERK

STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 17th day of May year of 2024, by and between ICON Charter School in Garden City, Idaho ("the School"), and Julle Schindler ("the Certified Personnel").

WITNESSETH:

1. The School hereby employs the Certified Personnel pursuant to Section 33-5206(3), Idaho Code for the duration of the 24/25 school year, consisting of a period of 178 days, and agrees to pay the Certified Personnel for said services a sum of Forty Nine Thousand Five Hundred forty Two dollars and Sixty Four cents (\$ 49,542.64), of which 1/12 shall be payable on the 1st day(s) of the months September, year of 2024 to August year of 2025, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Assignment(s): 0.75 FTE Music and Electives Instruction and such other duties as may be assigned by the School for which the Certified Personnel is properly certified and endorsed.
3. The Certified Personnel agrees to perform all assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho and the policies of the School which are, by reference, incorporated herein and made a part of this agreement the same as if fully set forth herein.
5. Any material false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.
6. The School Board of Directors may terminate or reduce the full-time equivalency status of this contract upon conclusion of the school year stated in Section 1 of this contract, without owing any further compensation, in the event that the Board institutes a reduction in force pursuant to Section 33-522A, Idaho Code, resulting in the termination or reduction of the employment relationship between the School and the Certified Personnel.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

ICON CHARTER SCHOOL Garden City, STATE OF IDAHO




CERTIFIED PERSONNEL 6-11-2024
CHAIRMAN, BOARD OF DIRECTORS

This contract form was prepared pursuant to Section 33-5206(3), Idaho Code, and approved by the State Superintendent of Public Instruction as a contract which may be used by charter schools.

STATE OF IDAHO: CATEGORY 3 CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 17th day of May year of 2024, by and between ICON Charter School in Garden City, Idaho ("the School"), and Michael Shane ("the Certified Personnel").

WITNESSETH:

1. The School hereby employs the Certified Personnel pursuant to Section 33-5206(3), Idaho Code for the duration of the 24/25 school year, consisting of a period of 178 days, and agrees to pay the Certified Personnel for said services a sum of Sixty Six Thousand Fifty Six dollars and Eighty Six cents (\$ 66,056.86), of which 1/12 shall be payable on the 1st day(s) of the months September year of 2024 to August year of 2025, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Assignment(s): 1.0 FTE 6th Grade Instruction and such other duties as may be assigned by the School for which the Certified Personnel is properly certified and endorsed.
3. The Certified Personnel agrees to perform all assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho and the policies of the School which are, by reference, incorporated herein and made a part of this agreement the same as if fully set forth herein, and that no property rights attach to this Contract beyond the term of this Contract and the non-renewal procedures provided in Section 33-514(2)(c), Idaho Code.
5. A full year under this Contract will count towards renewable contract status, in accordance with Section 33-515, Idaho Code
6. Any material false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

ICON CHARTER SCHOOL Garden City, STATE OF IDAHO

Michael Shane CERTIFIED PERSONNEL

[Signature] CHAIRMAN, BOARD OF DIRECTORS

Attest: [Signature] ADMINISTRATOR OR CLERK

STATE OF IDAHO: CATEGORY 2 CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 17th day of May year of 2024, by and between ICON Charter School in Garden City, Idaho ("the School"), and Paul Stephens ("the Certified Personnel").

WITNESSETH:

1. The School hereby employs the Certified Personnel pursuant to Section 33-5206(3), Idaho Code, for the duration of the 24/25 school year, consisting of a period of 178 days, and agrees to pay the Certified Personnel for said services a sum of Seventy Three Thousand Three Hundred Ninety Six dollars and Forty Three cents (\$ 73,396.43), of which 1/12 shall be payable on the 1st day(s) of the months September, year of 2024, to August, year of 2025, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Assignment(s): 1.0 FTE Math Instruction and such other duties as may be assigned by the School for which the Certified Personnel is properly certified and endorsed.
3. The Certified Personnel agrees to perform all assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho and the policies of the School which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein, and that no property rights attach to this Contract beyond the term of this Contract.
5. A full year under this Contract will count towards renewable contract status, in accordance with Section 33-515, Idaho Code.
6. Any material false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

ICON CHARTER SCHOOL GARDEN CITY, STATE OF IDAHO

Paul G. Stephens

CERTIFIED PERSONNEL

[Signature] CHAIRMAN, BOARD OF DIRECTORS

Attest:

[Signature] ADMINISTRATOR OR CLERK

STATE OF IDAHO: CATEGORY 2 CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 17th day of May year of 2024, by and between ICON Charter School in Garden City, Idaho ("the School"), and Wendy Wheelock ("the Certified Personnel").

WITNESSETH:

- The School hereby employs the Certified Personnel pursuant to Section 33-5206(3), Idaho Code, for the duration of the 24/25 school year, consisting of a period of 178 days, and agrees to pay the Certified Personnel for said services a sum of Sixty Six Thousand Fifty Six dollars and Eighty Six cents (\$ 66,056.86), of which 1/12 shall be payable on the 1st day(s) of the months September, year of 2024, to August, year of 2025, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
- Assignment(s): 1.0 FTE Special Education Instruction and such other duties as may be assigned by the School for which the Certified Personnel is properly certified and endorsed.
- The Certified Personnel agrees to perform all assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
- It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho and the policies of the School which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein, and that no property rights attach to this Contract beyond the term of this Contract.
- A full year under this Contract will count towards renewable contract status, in accordance with Section 33-515, Idaho Code.
- Any material false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.
- It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
- The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

ICON CHARTER SCHOOL GARDEN CITY STATE OF IDAHO
[Signature] CERTIFIED PERSONNEL
[Signature] CHAIRMAN, BOARD OF DIRECTORS
 Attest: [Signature] ADMINISTRATOR OR CLERK

STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 17th day of May year of 2024, by and between ICON Charter School in Garden City, Idaho ("the School"), and Lynnette White ("the Certified Personnel").

WITNESSETH:

1. The School hereby employs the Certified Personnel pursuant to Section 33-5206(3), Idaho Code for the duration of the 24/25 school year, consisting of a period of 178 days, and agrees to pay the Certified Personnel for said services a sum Thirty Five Thousand Nine Hundred Sixty Four dollars and Twenty Five cents (\$ 35,964.25), of which 1/12 shall be payable on the 1st day(s) of the months September, year of 2024 to August year of 2025, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Assignment(s): 0.49 FTE Science Instruction and such other duties as may be assigned by the School for which the Certified Personnel is properly certified and endorsed.
3. The Certified Personnel agrees to perform all assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho and the policies of the School which are, by reference, incorporated herein and made a part of this agreement the same as if fully set forth herein.
5. Any material false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.
6. The School Board of Directors may terminate or reduce the full-time equivalency status of this contract upon conclusion of the school year stated in Section 1 of this contract, without owing any further compensation, in the event that the Board institutes a reduction in force pursuant to Section 33-522A, Idaho Code, resulting in the termination or reduction of the employment relationship between the School and the Certified Personnel.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

ICON CHARTER SCHOOL Garden City, STATE OF IDAHO

[Signature]
CERTIFIED PERSONNEL

[Signature]
CHAIRMAN, BOARD OF DIRECTORS

Attest: [Signature] ADMINISTRATOR OR CLERK

This contract form was prepared pursuant to Section 33-5206(3), Idaho Code, and approved by the State Superintendent of Public Instruction as a contract which may be used by charter schools.

STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

This CONTRACT, made this 24th day of April, year of 2024, by and between HCON Charter School in Garden City, Idaho ("the School") and Nathan White ("the Certified Personnel")

WITNESSETH:

- 1. The School hereby employs the Certified Personnel pursuant to Section 33-5206(3), Idaho Code for the duration of the 24/25 school year, consisting of a period of 179 days, and agrees to pay the Certified Personnel for said services a sum of Seventy Three Thousand Three Hundred Ninety Six dollars and Forty Three cents (\$73,396.43), of which 1/12 shall be payable on the 1st day(s) of the month of September, year of 2024 to August, year of 2025, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Assignment(s): 1.0 FTE English Instruction and such other duties as may be assigned by the School for which the Certified Personnel is properly certified and endorsed.
3. The Certified Personnel agrees to perform all assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho and the policies of the School which are, by reference, incorporated herein and made a part of this agreement the same as if fully set forth herein.
5. Any material false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.
6. The School Board of Directors may terminate or reduce the full-time equivalency status of this contract upon conclusion of the school year stated in Section 1 of this contract, without owing any further compensation, in the event that the Board institutes a reduction in force pursuant to Section 33-522A, Idaho Code, resulting in the termination or reduction of the employment relationship between the School and the Certified Personnel.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

HCON CHARTER SCHOOL GARDEN CITY STATE OF IDAHO
Nathan White CERTIFIED PERSONNEL
[Signature] CHAIRMAN, BOARD OF DIRECTORS

This contract form was prepared pursuant to Section 33-5206(3), Idaho Code, and approved by the State Superintendent of Public Instruction as a contract which may be used by charter schools.

STATE OF IDAHO: RENEWABLE CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 3rd day of May year of 2024, by and between
ICON Charter School in Garden City, Idaho ("the School"), and
Melissa Sullivan ("the Certified Personnel").

WITNESSETH:

1. The School hereby employs the Certified Personnel pursuant to Section 33-5206(3), Idaho Code for the duration of the 24/25 school year, consisting of a period of 179 days, and agrees to pay the Certified Personnel for said services a sum of Fifty Five Thousand Forty Seven dollars and Thirty Two cents (\$ 55,047.32), of which 1/12 shall be payable on the 1st day(s) of the months September, year of 2024 to August year of 2025, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Assignment(s): 0.75 FTE English Instruction and such other duties as may be assigned by the School for which the Certified Personnel is properly certified and endorsed.
3. The Certified Personnel agrees to perform all assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
4. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho and the policies of the School which are, by reference, incorporated herein and made a part of this agreement the same as if fully set forth herein.
5. Any material false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.
6. The School Board of Directors may terminate or reduce the full-time equivalency status of this contract upon conclusion of the school year stated in Section 1 of this contract, without owing any further compensation, in the event that the Board institutes a reduction in force pursuant to Section 33-522A, Idaho Code, resulting in the termination or reduction of the employment relationship between the School and the Certified Personnel.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

ICON CHARTER SCHOOL Garden City, STATE OF IDAHO
Melissa M Sullivan CERTIFIED PERSONNEL
[Signature] CHAIRMAN, BOARD OF DIRECTORS
 Attest: [Signature] ADMINISTRATOR OR CLERK

This contract form was prepared pursuant to Section 33-515, Idaho Code, and approved by the State Superintendent of Public Instruction, as a contract which may be used by school Schools. Any other form must be approved by the State Superintendent, and reviewed for reapproval every three years.

STATE OF IDAHO: CATEGORY 1 CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 30th day of April year of 2024, by and between ICON Charter School in Garden City, Idaho ("the School"), and Glynn Bennion ("the Certified Personnel").

WITNESSETH:

1. The School hereby employs the Certified Personnel pursuant to Section 33-5206(3), Idaho Code, on a limited one school-year basis, solely for the duration of the 24/25 school year, consisting of a period of 179 days, and agrees to pay the Certified Personnel for said services a sum of Seventy Three Thousand Three Hundred Ninety Six dollars and Forty Three cents (\$73,396.43), of which 1/12 shall be payable on the 1st day(s) of the months September, year of 2024, to August year of 2025, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Assignment(s): 1.0 FTE English Instruction and such other duties as may be assigned by the School for which the Certified Personnel is properly certified and endorsed.
3. The parties hereto agree that this is a one-year Contract entered into pursuant to Section 33- 514, Idaho Code, which is limited in duration to the school year set forth above, and that no property rights attach to this Contract beyond the term of this Contract. No further notice is required by the School to terminate the Contract at the conclusion of the school year, and such Contract will automatically terminate at the end of the school year.
4. The Certified Personnel agrees to perform all assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
5. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho and the policies of the School which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein.
6. Any material false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

ICON CHARTER SCHOOL GARDEN CITY, STATE OF IDAHO

Glynn Bennion CERTIFIED PERSONNEL

[Signature] CHAIRMAN, BOARD OF DIRECTORS

Attest: [Signature] ADMINISTRATOR OR CLERK

STATE OF IDAHO: CATEGORY 1 CHARTER SCHOOL CERTIFIED PERSONNEL CONTRACT

THIS CONTRACT, made this 2nd day of May year of 2024, by and between ICON Charter School in Garden City, Idaho ("the School"), and Jodie Crockett ("the Certified Personnel").

WITNESSETH:

1. The School hereby employs the Certified Personnel pursuant to Section 33-5206(3), Idaho Code, on a limited one school-year basis, solely for the duration of the 24/25 school year, consisting of a period of 179 days, and agrees to pay the Certified Personnel for said services a sum of Sixty Six Thousand Fifty Six dollars and Eighty Six cents (\$66,056.86), of which 1/12 shall be payable on the 1st day(s) of the months September year of 2024, to August year of 2025, inclusive, and such other monetary benefits as accorded to its certificated employees by the School.
2. Assignment(s): 1.0 FTE English Instruction and such other duties as may be assigned by the School for which the Certified Personnel is properly certified and endorsed.
3. The parties hereto agree that this is a one-year Contract entered into pursuant to Section 33- 514, Idaho Code, which is limited in duration to the school year set forth above, and that no property rights attach to this Contract beyond the term of this Contract. No further notice is required by the School to terminate the Contract at the conclusion of the school year, and such Contract will automatically terminate at the end of the school year.
4. The Certified Personnel agrees to perform all assignments made by the School in accordance with the highest professional standards and to have and maintain the legal qualifications required for certification or to teach in the aforesaid grades or subjects during all times that performance is required hereunder.
5. It is understood and agreed between the parties that this Contract is subject to the applicable laws of the State of Idaho and the policies of the School which are, by reference, incorporated herein and made a part of this Contract the same as if fully set forth herein.
6. Any material false statement knowingly made in the written application for a position with the School shall constitute sufficient ground for voiding this Contract.
7. It is mutually understood and agreed by and between the parties that nothing herein contained shall operate or be construed as a waiver of any of the rights, powers, privileges, or duties of either party hereto, by and under the laws of the State of Idaho, except as expressly stated in this Contract.
8. The terms of this Contract shall be subject to amendment and adjustment to conform to the terms of a Master Contract, if any, applicable for the same school year as this Contract, including, but not limited to, amendments or modifications made pursuant to Section 33-522, Idaho Code.

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

ICON CHARTER SCHOOL GARDEN CITY, STATE OF IDAHO
Jodie Crockett CERTIFIED PERSONNEL
[Signature] CHAIRMAN, BOARD OF DIRECTORS
Attest: [Signature] ADMINISTRATOR OR CLERK